

The P.E.O.

# RECORD

September-October 2012



*Cottey College*

*Chapter*  
CHALLENGE



**More Survey Results**  
**Bed & Breakfast Listings**



Philanthropic Educational Organization

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## Quality vs. Quantity... the continuing story

The organization that began in 1869 with only seven members at a small Midwest college started to grow almost immediately. As you would expect, the new P.E.O. Sisterhood first spread into other parts of Iowa, our home base, and then to surrounding states, but as the country expanded and members moved into new areas so did P.E.O.

The earliest members realized and appreciated the value of belonging to an organization in which friendship was the foundation. Chapter members who moved to new areas missed the intimate camaraderie and companionship so new chapters and additional new members began to flourish. Today, almost 150 years since that humble beginning, the original values of our sisterhood still exist and the opportunity for continued growth is still available to us!

The values required for successful living when our sisterhood was founded are the same values needed today, and some might say they are needed in even greater measure. We cannot explain the intrinsic values of life, but these desirable traits are what define us as individuals and as P.E.O.s. Worldwide upheavals caused by changes in technologies, economies and political structures point us in new directions and force a re-examination of principles and obligations in life. But the constant and established qualities radiated by our star provide order and symmetry to P.E.O. and its members.

Through the decades the P.E.O. Sisterhood has grown through the initiation of quality women into our chapters across the United States and Canada. The membership number peaked at the turn of the century with almost 253,000 active P.E.O. sisters. After 2000, membership totals fluctuated somewhat for a couple of years, but the trend for the past seven years has been a general but steady decline. Today our membership totals about 95 percent of our peak.

Is membership important to us as an organization? Yes, it is! As a dues based organization, the dues of each member provides the income that enables us to carry on

the day-to-day operations of every chapter at the local, state/provincial/district and International level.

Although dues paying quantity is important to the daily operations of our sisterhood, it is the quality of the membership that accounts for our premier position as the oldest, most continuously successful women's organization in North America. Numbers are

meaningless without the quality that brought us here. When we keep our basic values in mind, the quality of our members will deliver the quantity.

P.E.O. chapters are meant to be self-perpetuating. Renewing one's chapter with new members is required to keep each P.E.O. chapter and our sisterhood strong. The growth of membership is in your hands. You are the one to introduce prospective members; you are the one to invite and provide the mentoring as the new member "becomes" a P.E.O. It is you who will ensure the future of our great organization by actively seeking new members who will welcome membership because of our values. The quality of our members can attract and increase the quantity, but you must do your part.

Each of us has the ability to make quality contributions that will enable us to Invest in the Future of our sisterhood. Our long held values will continue to sustain us as we strive to meet our mission of furthering education for women around the world.

**Remember... U.R.P.E.O.,**

*Susan*

Susan Reese Sellers,  
President, International Chapter



Grateful appreciation is expressed to Deborah Skinner, past president Michigan State Chapter, for her dedication and leadership as she completes her service on the Educational Loan Fund Board of Trustees.

We welcome Joyce Victor, past president of Nebraska State Chapter, who has accepted a five-year appointment to the Educational Loan Fund Board of Trustees effective October 1.

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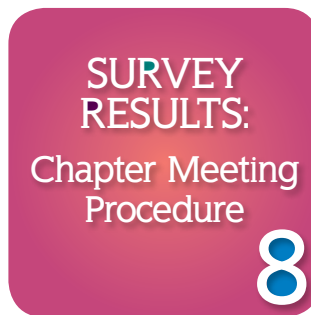
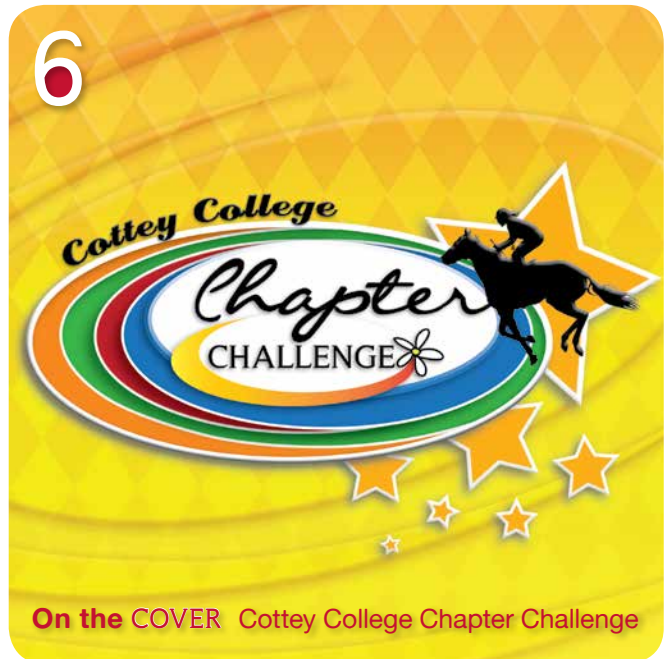
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Submission of material to The P.E.O. Record is your consent to the right to edit and publish it either all or in part in the magazine or on the website. The content matter may or may not reflect the opinions of the Sisterhood. Complete submission guidelines appear on the "Members Only" section of P.E.O.'s official website, [peointernational.org](http://peointernational.org). The P.E.O. Record welcomes members' submissions to the address on the inside front cover.

# P.E.O. (Philanthropic Educational Organization) is passionate about its mission:

promoting educational opportunities for women. Our sisterhood proudly makes a difference in women’s lives with six philanthropies that include ownership of a two-year women’s college, Cottey College, and five programs that provide higher educational assistance: P.E.O. Educational Loan Fund, P.E.O. International Peace Scholarship Fund, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards and P.E.O. STAR Scholarship. P.E.O. is headquartered in Des Moines, Iowa.



### P.E.O. Educational Loan Fund

Educational Loan Fund (ELF) is a revolving loan fund established in 1907 to lend money to qualified women students to assist them in securing a higher education.



### P.E.O. International Peace Scholarship

P.E.O. International Peace Scholarship (IPS) Fund was established in 1949 to provide scholarships for international women students to pursue graduate study in the United States and Canada.



### P.E.O. Program for Continuing Education

P.E.O. Program for Continuing Education (PCE) was established in 1973 to provide need-based grants to women in the United States and Canada whose education has been interrupted and who find it necessary to return to school to support themselves and/or their families.



### P.E.O. Scholar Awards

P.E.O. Scholar Awards (PSA) was established in 1991 to provide substantial merit-based awards for women of the United States and Canada who are pursuing a doctoral level degree at an accredited college or university.



### P.E.O. STAR Scholarship

The P.E.O. STAR Scholarship was established in 2009 to provide scholarships for exceptional high school senior women to attend an accredited postsecondary educational institution in the United States or Canada in the next academic year.



### Cottey College

Cottey College is a fully accredited liberal arts and sciences college for women in Nevada, Missouri, with two-year and selected four-year programs. It has been owned and operated by the P.E.O. Sisterhood since 1927.

**Individual donors may make** tax-deductible gifts to the above mentioned projects or through the P.E.O. Foundation. Checks should be made payable to the project or the P.E.O. Foundation and sent directly to the P.E.O. Executive Office. Donations may also be made online through the website [peointernational.org](http://peointernational.org). Look for the “Giving Opportunities” link on the home page.

All P.E.O. chapters are classified by the United States Internal Revenue Service as exempt from Federal income tax, but they are not Section 501(c)(3) charities. Consequently, contributions to P.E.O. chapters are not deductible as charitable contributions for Federal income tax purposes.

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

For more information visit the website [peointernational.org](http://peointernational.org). A reprint of this page is available on the website under PROJECTS/PHILANTHROPIES.

## An Example of True Sisterhood

Since I've joined P.E.O. I've enjoyed every moment spent with this wonderful group of women. I have now learned personally the caring and concern of this group. Last year while I was on vacation I experienced an ear infection resulting in hearing loss and found out I would need hearing aids. During that time one of my fellow chapter sisters, Barb Murray, lost her husband, Len Pollock. It was a devastating loss for Barb and her family. When I returned from my vacation Barb phoned me and asked if I could use Len's hearing aids. My audiologist sent the aids away and had them reconditioned and set for the levels my hearing loss required.

I have been wearing the hearing aids for a year now and every time I wear them I think of Len and I am so thankful for Barb's generosity. I am writing this letter because Barb, even in her time of great sorrow, was and still is such a great and caring sister.

Now that is an example of P.E.O.'s true sisterhood!

*Joan Souster,  
H, Edmonton, Alberta*

## P.E.O. Reaches Out in Unique Way

Recently my son called me up to gleefully announce that he now knows what P.E.O. means. He is a police officer in the city of Bellevue, Washington. One day while on duty he observed a car illegally parked and was about to write a ticket. At that point, two ladies walked up to the car and indicated they had just finished their P.E.O. meeting and hadn't realized that they weren't properly parked. He engaged them in a conversation by saying, "My mom is a P.E.O. and I've always wanted to know what P.E.O. stands for!"

The first lady said, "Oh no, we can't tell you that," but her friend chimed in and said, "Yes, we can tell you—it means Philanthropic Educational Organization!"

Well, this information was just what my son had always wanted to know.

He did not write a ticket and those two P.E.O. ladies drove away happy.

This is just another example of how the P.E.O. Sisterhood reaches out in unique and special ways.

*Kathryn Earhart,  
BO, Boise, Idaho*

## P.E.O. Sisters Are My Extended Family

I wanted to share with all P.E.O. sisters how much I appreciate being a part of the family. I have known about P.E.O. since I can remember. My mother, Carol Schneider, FL, Bellevue, Iowa, is a member and had meetings at our home. During my last year in college I became a member of her chapter. During the many years that followed I was an inactive member, but recently I became an active member in chapter EW, Huntsville, Missouri.

My mother was diagnosed with Alzheimer's, which progressed rapidly in the last few years. Last year when my parents celebrated their 50th wedding anniversary, my mom was wheelchair-bound. The sisters of her chapter helped bring her to the party and supplied our family with meals and snacks while we were in town. They did all this because they wanted to.

Mom's disease has since progressed even further. I live five hours away and cannot visit often, but my sister and many P.E.O. sisters do visit her nearly every day. They give me updates on my mother's condition through Facebook, emails and phone calls. My sisters of chapter EW also keep me in good spirits by helping me when I am down or just need to talk. I can even stay with P.E.O. sisters in Bellevue when I visit my

mother. They are always there for me. Thanks to my extended family of sisters.

*Kristine Young,  
EW, Huntsville, Missouri*

## But Wait...There's One More!

I read with great pleasure the March-April article about "P.E.O.'s Clowning Around." Meet Daisy, my clown character who has entertained at a variety of venues since 2008. Like Bella and Happy Feet, Daisy loves telling her story to P.E.O. sisters and church and civic organizations. She struts her stuff at parades, entertains residents of nursing homes and gets particular joy from sharing smiles and hugs at day care centers for adults and special needs individuals.



P.E.O. Ann Kennaly as Daisy

It was through a friend at church that I learned of the Red Hot Clowns in Sun City, Arizona, where my husband Gary and I spend the winters. Daisy's persona emerged during specialized classes taught by veteran clowns. She became a member of Clowns of America, and currently serves as president of the Red Hot Clowns.

*Ann Kennaly,  
BL, Lewiston, Idaho*

# Message from the Editor

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

Welcome to the September-October 2012 P.E.O. Record. This issue's cover story celebrates the great Chapter Challenge, which is part of Cottey College's



Defining Moment fundraising campaign. The Chapter Challenge is a virtual interactive horse race. As teams contribute funds, their horse completes laps around four different race tracks before reaching the winner's circle.

Teams, comprised of 50 chapters each, have embraced the Challenge. Each team has an Area Ambassador who decorated a stick horse as a sort of team mascot—these stick horses made appearances at state conventions as a way to draw attention to the Chapter Challenge. Ambassadors solicited names for the stick horses, which added a personal connection to the competition for many members. For more details about the Chapter Challenge read the story on page 6. Find updated data on the progress of your team's horse at [campaign.cottey.edu/chapter-challenge.html](http://campaign.cottey.edu/chapter-challenge.html).

Many readers especially look forward to the September-October Record because it contains the annual Bed and Breakfast listing. This listing is continually updated on our website [peointernational.org](http://peointernational.org) but some sisters prefer to use the hard-copy version of this resource. We get great feedback from P.E.O.s who participate in the B&B program—both guests and hostesses enjoy meeting sisters from across the country while also raising funds for our philanthropies. Find the Bed and Breakfast listing starting on page 32.

Also in this issue is the third in a series of articles by the Special Committee to Study P.E.O. Ceremonies and Meeting Procedure about the All-Member Survey. This article, on page 8, focuses on the responses regarding local chapter meeting procedures. More survey results will be forthcoming in future issues.

We're pleased to feature another entry from our Guest Editor, BIL Albert Leffler. This time Albert shares with us a story about a fellow BIL from North Carolina. Find the BIL Corner on page 10.

Thanks to everyone who took time to write with feedback about the new look of The Record. Please continue to send questions, comments and submissions to [bfrazier@peodsm.org](mailto:bfrazier@peodsm.org).

Thanks for reading! 🌸





## And they're off....

*by Karen Blair, Chairman, Cottey College Chapter Challenge Committee*

This month's cover of the P.E.O. Record celebrates the great Chapter Challenge that is underway in every state, province and district of the P.E.O. Sisterhood. The race was launched on September 30, 2011, and the racetracks (found on our website) allow each sister, chapter, team and region to stay current with the progress of their horse as it completes a circuit around each of the four racetracks, then heads for the winner's circle.

This first-ever, interactive competition is just one aspect of the Defining Moment Campaign for Cottey College—an historic effort to raise \$35 million for the priorities of scholarship endowment, faculty chairs, library electronic enhancements, construction of a new Fine Arts Instructional Building and unrestricted funding to provide for the various needs that arise

in maintaining our 80-acre school grounds and buildings.

This five-year campaign, which began in January 2009, has already passed the \$23 million mark through the generous donations of individuals, alumnae, faculty and staff and local P.E.O. chapters. Every chapter has been assigned to a team and every team horse can be found on the racetracks. Be sure to visit our website at [campaign.cottey.edu/chapter-challenge.html](http://campaign.cottey.edu/chapter-challenge.html) where you can find which region you are playing for, which team you are on, where your horse is on the tracks and even what your horse is named! The tracks are updated each month as donations from local chapters continue to be sent in.

We are having so much fun as we work together for OUR College and we want YOU to be a part of it all.

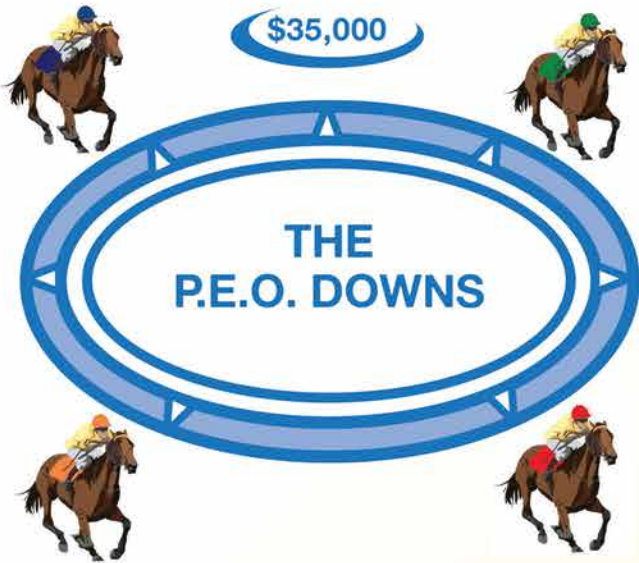
Do you have a specific question or just want more information? Our campaign staff would be happy to receive your phone call. Our phone number is **417-448-1418**; our office is open Monday through Friday from 8 a.m. to 5 p.m. (Central time).

We are heading into the back stretch and will soon start the turn for home. The competition ends July 31, 2013, so be sure to check our website frequently where you will find not only the most current standings of your horse but also fast, fun and easy fundraising ideas that you can implement at the beginning or ending of any chapter meeting—ensuring your horse keeps moving ahead. We look forward to seeing YOUR chapter in the winner's circle! 🌸

### So, What Kind of Competition is the Chapter Challenge?

It's an old-fashioned horse race. There are four race tracks—P.E.O. Downs, The Cottey Cup, Nevada New Market Derby and the Star Light Stakes. Each team must complete a circuit on each race course in order to cross the finish line and enter the winner's circle. Each track is divided into \$5,000 segments. When your team's contributions exceed \$5,000, your "horse" is moved to the next track segment. With 50 chapters on each team, a contribution of only \$100 by all chapters on the team will see your "horse" moving ahead—straight for the finish line and winner's circle.







# Chapter Meeting Procedure Survey Results

by Special Committee to Study P.E.O. Ceremonies and Meeting Procedure

**This is the third in a series of articles from the Special Committee to Study P.E.O. Ceremonies and Meeting Procedure about the All-Member Survey. The All-Member Survey questions related to Procedure for P.E.O. Chapter Meeting may be found in the September-October 2011 Record on pages 27 and 28.**

What do today's P.E.O.s think of the way meetings are conducted? Ten multiple-choice questions about the Local Chapter Meeting resulted in quantitative answers—that is, answers that could simply be counted. The results for each answer choice are reported as percentages of the members responding to that particular question. In contrast, the final two questions were open-ended and provided qualitative responses. All comments were coded by the professional research company into topical categories and were diligently read by the committee. Examples from the abundance of comments that were submitted are available in the Read More section of The Record online.

The survey asked, **Do you believe that all local chapters of the Sisterhood should follow the same procedure and have the same options for the Order of Chapter Meeting and Ceremony of Initiation? Yes** was the answer. The 91.5 percent of respondents who

believe in uniformity of procedure with everyone having the same options contrasts with the 8.5 percent who do not. Desire for everyone having the same procedure and options was greater with members who had been P.E.O.s for more than 20 years (95.2 percent) as compared to those who had been members less than 20 years (87.9 percent). The regional breakout was:

Canada	85%
Midwest	91.1%
Northeast	90.2%
South	93.8%
West	91.2%

The next survey question asked about the password's importance. There currently are options for confirming the membership of attendees at every meeting. Here the choices were to **require the password at all chapter business meetings** (selected by 60 percent), **to require it only when initiation and/or balloting will be conducted** (selected by 20 percent), or to say that **the password is not necessary at any chapter meeting**

(also selected by 20 percent). A greater percentage of respondents who had been members for 20 years or longer would require the password at all meetings (65.6 percent) compared to members of less than 20 years (54.6 percent).

### **How important is it to have devotions at chapter meetings?**

Having devotions be a required part of chapter meetings was favored by 80.2 percent of respondents; 17.4 percent said they were optional and 2.4 percent considered that devotions should not be included in the meeting.

In follow-up, respondents who preferred devotions were asked their preference for **a scripture reading from the Bible, an inspirational reading from any source** or for the **chapter to have the option of either of the above**. Having only a reading from the Bible was preferred by 46.7 percent; having the option of the Bible reading or an inspirational reading was chosen by 46.1 percent;



and 7.2 percent of respondents preferred only an inspirational reading from any source.

Next, members who preferred devotions were asked to select **from a list of three prayers those that are acceptable during the meeting.** The list included the Lord's Prayer (chosen by 89.4 percent), the P.E.O. Prayer (chosen by 81.5 percent), and a prayer offered by the Chaplain (chosen by 47 percent; thus found unacceptable by 53 percent). A more complex question followed, asking each member to rank her **preference for prayers** to be used in the opening of chapter meetings and to mark any she considered "unacceptable" as such. The choices were various combinations of prayers and individual prayers, including the Lord's Prayer, the P.E.O. Prayer, and a prayer offered by the Chaplain. The P.E.O. Prayer and the Lord's Prayer together received the first-place ranking. A stand-alone prayer offered by the Chaplain received the most rankings of "unacceptable."

At this point in the survey, the second Yes/No question was posed: **Would you like to see chapters have a choice in which prayers are used at chapter meetings?** (based on the choices offered in the previous question.) Slightly more than half (51.9 percent) chose **yes.** Demographic data showed that those open to giving chapters the choice tended to have fewer years of P.E.O. experience and/or to be younger members or to be from the Canadian provinces or the Northeast U.S.

To the question about **written or open ballot**, 88.25 percent preferred a **written ballot.** (The remaining survey questions concerning balloting on membership were decided at the 2011 Convention of International Chapter with the adoption of Amendment C6, allowing two con votes in a positive vote.)

The final two questions were open-ended and provided an opportunity for members to share their ideas and comments freely: **What additional suggestions do you have about the chapter meeting procedures?** and **What would you NOT want to see changed about the chapter meeting?** True to the P.E.O. aim of "general improvement," members offered paragraphs and pages of comments. Many of these comments contained multiple topics.

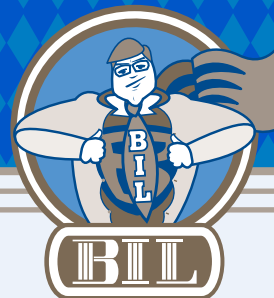
In response to the first open-ended question that solicited **additional suggestions** came the request to **keep everything the same** (19.5 percent of the comments). The next most popular topic was the desire to **shorten or streamline the meeting** (15 percent of comments). There were many comments (8.3 percent) in favor of a familiar, **standard format** for chapter meeting and an almost identical number (7.97 percent) that targeted **the reading of the minutes, long reports and lengthy correspondence as agenda items contributing to long meetings.** There was a balance in the number of mentions of the

**prayers representative of only the Christian religion** (5.18 percent) and the number of comments about **attention to inclusiveness of faiths** (4.38 percent) as well as **importance of traditions** (4.65 percent). Some of the suggestions offered were for options that are currently available: reciting rather than singing the Opening Ode, not having to memorize the Ceremony of Initiation, and taking the password before the beginning of the meeting.

To the question **What would you NOT want to see changed about the chapter meeting?** about one-third of the comments included the desire to **retain devotions, prayer and references to God** (33.17 percent). Keeping **orderly meeting procedures** was mentioned next most frequently (17.96 percent). A sizable percentage of comments (15.16 percent) mentioned wanting **no change.** Keeping the **traditions and rituals** was mentioned next most frequently (10.69 percent). **Consistency among chapters** also held importance (8.65 percent).

Members took the questions very seriously and are to be thanked for their copious, thoughtful answers. Some answers evidenced fear of losing the special qualities of the Sisterhood, while many expressed hope that the survey findings will help assure P.E.O.'s future vitality.

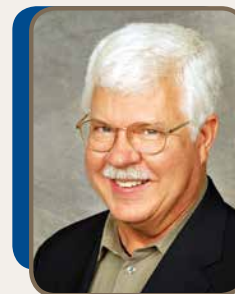
Watch for results pertaining to the Ceremony of Initiation in the next Record. 🌸



BIL Ed Seidel is a great example of how we BILs can support the amazing and positive influence P.E.O. has in the lives of women as they pursue their dreams of receiving a good education. As with Ed, it just takes a little listening, perhaps a dash of instinctive qualifying, then I'm sure without taking a deep breath—passing the recommendation of that likely PCE candidate to the P.E.O. member closest in his life. Susan and Ed—we are so fortunate to have both of you!

*Albert Leffler, Guest Editor, The P.E.O. Record*

Send BIL submissions to Albert Leffler at [albertleffler@gmail.com](mailto:albertleffler@gmail.com) or 4251 E Shangri-la Road, Phoenix, Arizona 85028-2917



**Albert Leffler is married to P.E.O. Kathy Leffler, BA, Scottsdale, Arizona**

## BIL Ed Seidel Finds PCE Candidates

*by Eleanor Tucker, CB, Southport, North Carolina*

Ed Seidel, the BIL of Susan Seidel, a Golden Girl, has been busy helping Chapter CB, Southport, North Carolina, find candidates for their projects. Besides being well-versed in P.E.O. projects, he has been an enthusiastic supporter for many years. Susan is a Cottey College graduate, as is their daughter, Elizabeth. Ed says, "P.E.O. is a wonderful organization that cares about educating women, which is most important."

Ed and Susan have always been interested in the many people that come into their lives and enjoy sharing experiences, but most of all they enjoy learning about the journeys each has taken.

When they retired to Sunset Beach on the southern coast of North Carolina, Ed and Susan were able to spend more time playing the game they love—golf! The young women they met in the club's restaurant or on the golf course became an important part of their lives. When Ed was talking with Shioban Webb, she confided that she would very much like to study nursing, as restaurant work was hard and in the area was only seasonal.



BIL Ed Seidel presents Jeanne Koch a \$1,500 check from PCE

Shioban felt that she had so much more to offer, however needed additional training to have a true career—one with a better income to help her and her husband raise their three sons. But the lack of funds for education was holding her back. Ed said, "You need to talk with Susan. She belongs to an organization that might be able to help you with that!" The rest is history. Shioban applied for a PCE grant, was accepted, and is currently completing her first year of

a two-year nursing degree program at Brunswick Community College.

Ed wasn't done, as next entered Jeanne Koch. Ed spoke often with Jeanne as she drove the beverage cart that helps keep golfers hydrated on the course. Ed describes Jeanne "as one of those people who can make you feel good about yourself, no matter what kind of day you are having!" Jeanne was already in school taking courses necessary to apply for the nursing program at Horry/Georgetown Technical College. Susan invited her to their home to discuss the opportunities available through P.E.O. and from the P.E.O. website printed the qualifications for a PCE candidate. The PCE committee interviewed Jeanne and found her to be a very deserving and qualified candidate. She became a PCE recipient this year, and will complete her nursing degree in three semesters.

BIL Ed is still busy at work! He has already discovered another young woman he thinks would be an ideal PCE candidate. 🌸

# FOUNDATION



## Your Individual Donation Does Make a Difference

by Jo Ann Fetterman, P.E.O. Foundation Board of Trustees

As the end of the year approaches, many of you will consider making a charitable donation to your favorite organization. Have you ever considered making a tax-deductible donation to the P.E.O. Foundation or one of our six P.E.O. educational projects?

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. Because it qualifies as a charity under Section 501(c)(3) of the Internal Revenue Code, gifts and bequests to the Foundation are deductible for United States and state income, estate and gift tax purposes. The same is true for all six of our educational projects.

Your gifts to the P.E.O. educational projects or the P.E.O. Foundation can make a significant difference for women pursuing their educational goals. The Foundation Board of Trustees is proud to announce that during 2011 the P.E.O. Foundation distributed **\$1,186,910** in undesignated funds to the P.E.O. educational projects.

These are challenging economic times. Now more than ever, it is essential to continue funding our projects in order to sustain and even increase the funds we provide women so they may pursue their educational goals. The need is great and every gift helps. In a continuing effort to encourage support for the women who benefit from our P.E.O. projects and the Foundation, we are investing in our future by

continuing to raise awareness of the opportunity members have to make individual donations to our P.E.O. philanthropies. We realize our sisters are meeting economic challenges of their own. But we anticipate many of you will embrace this option to provide much needed assistance for recipients at a critical time.

Please know how much we appreciate our members, friends and family who have given individual gifts in the past. We thank you and hope you will continue to help in this way. If you have not taken this opportunity, please consider joining with other P.E.O.s who make a difference by giving an annual gift to our P.E.O. projects or the P.E.O. Foundation. Each and every gift is greatly appreciated by P.E.O. and by the women who will benefit from your support for years to come.

Tax-deductible donations from individuals may be made by sending your check to the P.E.O. project of your choice or the P.E.O. Foundation at the P.E.O. Executive Office, 3700 Grand Avenue, Des Moines, Iowa 50312-2899. Donations to Cottey College should be sent directly to Cottey College, 1000 West Austin, Nevada, Missouri 64772. All chapter donations should be sent directly to your state/provincial/district treasurer or assistant. Donations may also be made online with a credit card at [peointernational.org](http://peointernational.org).

**THANK YOU!** 





# ELF



## How Do They Do That?

by Deb Skinner, Chairman, and Joan Kirk, P.E.O. Educational Loan Fund Board of Trustees

Over the years, the following local chapters have done an outstanding job of finding qualified applicants for the P.E.O. Educational Loan Fund (ELF):

- ★ Chapter T, Winnipeg, Manitoba—43 ELF recipients.
- ★ Chapter CB, Jackson, Minnesota—19 ELF recipients.
- ★ Chapter AS, Phoenix, Arizona; Chapter ED, Rockford, Iowa, and Chapter NB, Saint Louis, Missouri—each had 18 ELF recipients in the past 10 years.

### The ELF Sleuth wants to know: How do they do that?

**Chapter education.** These chapters educate their members about ELF. When searching for prospective applicants these P.E.O.s are familiar with ELF policies and procedures. They are able to answer the questions that help a woman determine her eligibility for an ELF loan—and understand the application process.

**Finding applicants.** Margaret Cooper, Ph.D., Chapter NB, Saint Louis, Missouri, is on a medical school faculty and since 1989 has been finding ELF applicants. Margaret and the chapters in and near Saint Louis have successfully sponsored 71 ELF recipients. Another chapter has members' daughters who received ELF loans. They told fellow students about their loan—and these women were recommended for ELF loans. Still other chapters find applicants through contacts with college students attending members' churches.

**The interview establishes a relationship.** Whenever possible the chapters hold face-to-face interviews. Some chapters use an interview committee, including the project chairman and one or two other sisters, including a

sister who knows the applicant. If a chapter needs to interview a student away at school, they hold the interview via Skype.

**Stay connected.** Chapter CB, Jackson, Minnesota, stays in touch by congratulating the student with a \$10 gift and card upon notice of her loan approval. A photo of the recipient and a chapter sister, along with an article about the ELF loan, appears in the newspaper. Christmas and Easter/spring cards are sent until she has completed her degree. Upon graduation, the recipient receives a \$25 gift and card. Throughout the recipient's time in school—and until the loan is repaid—the chapter sends birthday, Valentine's and "thinking of you" cards. All of this is charted on a page in their chapter yearbook.

**ELF loan recipients become P.E.O. sisters!** ELF recipients have become members of these P.E.O. chapters. Invite a woman who has received an ELF loan to share her story with your chapter and/or get better acquainted at a chapter social event. There is no better advocate for P.E.O. than a woman whose life was touched

through one of our philanthropies. These are sisters who are eager to pay it forward. What a wonderful way to invest in the future of P.E.O. 🌸

**Invest in ELF—Reap Dividends!**

**The new ELF flyer is now on the ELF webpage. It can be printed and posted at strategic locations in your community.**



## A Message from the Cottey President

by Judy Rogers, Ph.D., President, Cottey College

Kathleen, Geneva, Zarelda, Betsy, Mary, Ada, Pauline, Roberta... these are the names of some of the most important



women who took the time and made the effort to share their wisdom, their talents and their worldviews with me when I was a girl growing up in a small community in Kentucky and later a young professional. Their names and the impact they made on who I am today come into my mind nearly daily. Now, I have the opportunity to pass on some of the care and attention that was given me. They are the reason I chose higher education as my life's work. Cottey is owned by women such as these, and I recognized when I came to Cottey that this is a place where girls could expect to develop into young women with the support of other women who care deeply about women's education.

At Cottey, we believe in the power of women role models and make them a regular part of the Cottey education. I introduce P.E.O.s to our students as frequently as possible and speak of the importance of the projects of the P.E.O. Sisterhood that support women's education. This is the purpose of our P.E.O. Speakers Series. Many P.E.O.s are, in turn, actively recruiting for Cottey. The most successful recruiters also become mentors to the students they introduce to the College. Those chapters who support students often come to know and influence them personally.



Bobbi Ogle, on the right, is a Cottey Alumna and Nevada business woman

We bring women to campus who have succeeded in their chosen careers and lifestyles to speak and interact with our students. There are numerous examples from last year alone: Dr. Sandra Laney, a research scientist, who is currently a Fellow at the U.S. Department of State; Dr. Beverly Everett, who conducts two symphony orchestras; Jamie Eslinger, a Cottey graduate who hosted a Women on Fire™ tea at the Center for Women's Leadership.

Nevada women also become influential role models for Cottey students. Some courses require shadowing of Nevada women leaders or internships with women who are successful in fields of interest to students. Our service learning projects link Cottey students with dedicated local and regional volunteers. The women who serve on the Cottey faculty and staff are influential role models.

We believe our students need to see women leading, learning



Cottey graduate Jamie Eslinger hosted a Women on Fire™ tea

and serving in order to become exemplary leaders, learners and citizens themselves. 🌸



# IPS

## A Small White Envelope in a Mailbox

by Sandi Webster, Chairman, P.E.O. International Peace Scholarship Board of Trustees

P.E.O. members strive for a better world by opening doors to international women who have the potential to make a difference in their countries. IPS offers assistance for graduate studies in the U.S. and Canada, helping students become leaders. These are ambitious women who have often overcome substantial obstacles to achieve their degrees. They are now ready to face new challenges, but studying in a foreign country can be stressful.

**“Coming far away from family and friends to study here is not an easy life, but every time I felt down, the cards I got from P.E.O. members always cheered me up... How could I possibly give up when someone who barely knew me still believed in me and gave me a big chance, supported me to pursue my dream.”**

—Paphavee Limkul, Thailand

The IPS mission is unique—much more than just a scholarship. Students come to our countries not expecting personal involvement, but repeatedly report that the loving concern of P.E.O. changes their lives. Through IPS, we reach out to validate their dreams.

**“The warmth of the P.E.O. community as well as its**

**generosity is so inspiring. I will remember P.E.O. all my life. Simply, P.E.O. helps dreams become possible!”**

—Hagar Mohamed, Egypt

**“My story will not be complete without your name on it. I cannot thank you enough for this privilege. I really want to impact the lives of people in a positive way, like you all are doing.”**

—Ifeyinwa Udo, Nigeria

Personal encounters with American and Canadian P.E.O.s give women from other countries a taste of our cultures. Meeting people from all walks of life, experiencing foods, and sharing even routine activities, all create greater understanding. Many IPS recipients are pleased to spend time and share their cultures with us. Each has a unique background, a different story; we learn much from each other.

**“P.E.O. members’ concern for my welfare and progress has given me a sense of belonging—I now have a new family, the P.E.O. family.”**

—Janet M’Mbona, Kenya

IPS believes in a world where people can live in harmony. P.E.O. love and concern motivate students to achieve, and their graduate degrees often make profound differences in the lives of others in their homelands.

**“I am passionate about assisting those who are most vulnerable, especially the women and children. It is through your assistance that I managed to be where I am today, and I am most grateful for that.”**

—Stella Ngumuta, Kenya

**“I am writing to say thanks... to all of the sweet friends who are in your organization... and I want them to know, those days, those words, those people, I will never forget.”**

—Violet Zhang, China

As **Marta Nowak**, a student from Poland, wrote, **“Thank you for believing in me!”**

So what is one simple way to support IPS? Have you ever received an unexpected note from a friend and felt the warmth it can bring? A note of encouragement, sent to a student you may never even meet, can impact her life tremendously. Addresses of current IPS students are on the IPS link of the P.E.O. International website. Reach out and send some cheer. All it takes is a note tucked into a small white envelope. 🌸





# It's Fine to be 39!

by Mary Ann Langston, Chairman, P.E.O. Program for Continuing Education

## The Program for Continuing Education: Not Quite 40!

**Milestone birthdays are great fun, but what about the one just before?** As PCE contemplates the Big 4-0 in 2013, September 2012 should also be considered a milestone of sorts, providing an opportunity to reflect on changes which occurred one year ago.

The PCE Online Application Procedure began July 1, 2011. The culmination of dedicated efforts by the P.E.O. Executive Board, PCE staff, technology staff in Des Moines and several versions of the PCE Board of Trustees led to a new way of life for a PCE grant—from the local chapter interview to the application, through approval of the grant and sending the check. September 1, 2011, was the big day when this became the only way to process a grant (no more paper!).

Letting go of paper was a thrill for some of our members and quite scary for others. Yet 1,808 applications were processed from July 2011 through July 2012, indicating the commitment of our membership to helping women reach for the stars through education. The PCE trustees will continue to provide help with P.E.O. Record articles, PCE Enews newsletters and web postings. Thank you for your patience and persistence through this transitional period.

Now, let's look back beyond 2011 at a couple of things that haven't changed, with a brief Q&A on two topics frequently causing chapters to ask "Why? What did we do wrong?"

**Question:** Our applicant was quite needy, but was denied because she didn't have a financial plan in place. Why did this happen?

**Answer:** The maximum PCE grant is \$3,000; not all applicants will receive that amount. The applicant needs to be able to show there are financial resources to cover **all** her monthly expenses. She needs to show a willingness and ability to find other sources of financial aid to cover not only expenses for which a PCE grant may not be used, but also those which are beyond what a PCE grant would cover. The chapter and the PCE trustees need to know that the applicant will continue school, finish her chosen course of study in the time allotted and not drop out due to lack of funds.

**Question:** We sponsored a woman planning to continue on for another degree after completing the one for which we'd requested the grant. Her application was denied. Why?

**Answer:** The PCE Policy Guidelines and Procedures states: **The (PCE) grant is not intended to be used in covering the cost of prerequisite courses which may be necessary for securing admission to an educational program nor by those needing further education, beyond the current program, to gain employment.** The PCE trustees applaud women who plan to secure advanced or additional degrees beyond their current course of study. However, the intent of the PCE grant

is to assist a woman in receiving enough education so that at graduation she is equipped to find employment to help support herself and/or her family.

So here is PCE: celebrating the first anniversary of the Online Application Procedure and remembering basics, which haven't changed. We look forward to continuing this Partnership for Change: You and PCE—until we are 40—and well beyond! 🌸





## P.E.O. Scholar Awards Opening Doors to Brilliant Futures

by Ginny Petersen, Chairman, P.E.O. Scholar Awards Board of Trustees

The P.E.O. Scholar Awards Board of Trustees is proud to announce that eight of the 85 Scholars for the 2012-2013 academic year have the additional honor of being designated as Endowed Scholars. This distinction is made possible through the generosity of individuals and chapters who establish endowment

funds in the P.E.O. Foundation to benefit Scholar Awards, and they are awarded in recognition of these Scholars' exceptional academic achievement and their demonstrated potential to make a difference in their field of study or in society. For each of these scholars, the \$15,000 award is "Opening Doors to Brilliant Futures."

The Scholar Award Board of Trustees thanks the donors of these awards and extends congratulations to each of the recipients.

The complete list of all 2012-2013 Scholars, with their biographies and photos, can be viewed on the Scholar Awards page on the P.E.O. International website at [peointernational.org](http://peointernational.org).

### 2012-2013 Endowed Scholars



**Mary Beth Browning**  
Presidential Scholar in Honor of Susan Reese Sellers  
Ph.D. in biomedical engineering  
Texas A&M University, College Station, Texas  
Chapter FT, Conroe, Texas

Mary Beth Browning is a Phi Beta Kappa, cum laude graduate of Trinity University with a B.S. degree in engineering science. She is pursuing her Ph.D. in biomedical engineering at Texas A&M University, focusing on the development and characterization of implantable biomaterials. Her dissertation research involves working to create a synthetic, small diameter vascular bypass graft that can be used when a patient's own vessels are unavailable. According to her major professor, Mary Beth has made several significant contributions that have applications in bypass and peripheral arterial replacement surgeries. Mary Beth also serves as project coordinator, interfacing with two other laboratories involved in this research. Her productivity is exemplified by her authorship of multiple abstracts to national and international conferences, and she is first author on two manuscripts in leading scientific journals. She has also received numerous awards based on her academic and research accomplishments, notably the National Science Foundation Graduate Research Fellowship. Mary Beth is a student leader and avid mentor, and her ultimate career choice is to become a college professor and instill her passion for science in future engineers.

**The Presidential Scholar Award was established in 1995 by the P.E.O. Foundation. It is awarded in honor of the president of International Chapter.**



**Laura Elizabeth Coyle**  
Annabelle B. Bush Memorial Endowed Scholar  
Ph.D. in optical science  
The University of Arizona, Tucson, Arizona  
Chapter BB, Tucson, Arizona

Laura Elizabeth Coyle graduated magna cum laude from Colgate University with a B.A. degree in physics and applied math. At the University of Arizona she has received her master's degree and is completing her Ph.D. in the very competitive discipline of optical science, maintaining a 4.0 GPA in a program considered #1 in its field. Her focus is optical fabrication and measurement, and her research group develops cutting edge technologies for the manufacturing, testing, assembly and alignment of large optics, primarily for telescopes. Laura's personal research has focused on designing and characterizing a precision alignment procedure for the four million dollar



Wide Field Corrector for the Hobby-Eberly Telescope in Texas, and according to her major professor, her work has been highly productive. She has presented her work at a joint session of the International Optical Design Conference and the Optical Fabrication and Testing Conference and at the annual meeting of the optical engineering society. Her recommenders note that she excels academically—calling her the standard that is used to define excellence—and praise her professionalism and leadership abilities. Laura plans a career as an optical engineer in the industrial sector or at a national laboratory.

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



**Erin Mary Hengel**  
**Esther Garrett Edgerton Endowed Scholar**  
**Ph.D. in economics**  
**Cambridge, University, England**  
**Chapter CC, Russellville, Arkansas**

Erin Hengel is a summa cum laude, Phi Beta Kappa graduate of Hendrix College in Conway, Arkansas, with a B.A. degree in international relations and global studies. Erin is working toward her Ph.D. degree in economics at Cambridge University. After spending a year as an Asia Pacific Leadership Fellow at the University of Hawaii, she received her master's degree in economics from the London School of Economics. Following that she worked for the Organization for Economic Cooperation and Development (OECD). The goal of her research is to create clear-cut options for countries to choose the best bankruptcy law to achieve the fairest and most efficient outcome leading to a more stable economic and political environment. Upon graduation from Cambridge, Erin plans to return to the OECD and assist the legislative redrafting process for bankruptcy laws. One of her professors at Cambridge stated, "I do not think I have ever come across a student with greater seriousness of purpose."

**The Esther Garrett Edgerton Endowed P.E.O. Scholar Award was established in 1996 by a gift from Esther and her grandchildren. Esther was initiated into Chapter B, Needham, Massachusetts, in 1929 and transferred into Chapter C, Belmont, Massachusetts, the following year. A devoted P.E.O. member for 73 years, Esther entered chapter eternal in 2002.**



**Angel Hsu**  
**Edith Frances Langfitt Greathead Endowed Scholar**  
**Ph.D. in environmental studies**  
**Yale University, New Haven, Connecticut**  
**Chapter R, Greenville, South Carolina**

Angel Hsu is a magna cum laude, Phi Beta Kappa graduate of Wake Forest University with a B.S. degree in biology and a B.A. degree in political science. She received her master's degree in environmental policy from the University of Cambridge and is currently working on her Ph.D. degree at Yale University in environmental studies. Angel was a Fulbright Scholar to China where she continued her studies of Chinese environmental policy. Her research is based on using satellite information to improve environmental decision making in China. The ultimate goal of this research is to provide a foundation for improved information for decision-makers both within China and abroad. Her vision is to leverage the knowledge of Chinese environmental data and policy to foster trust, cooperation and understanding between the U.S. and China. Angel plans to apply this work to a future career in either academia or government that can advance Sino-U.S. collaboration grounded in science and data-based approaches.

**The Edith Frances Langfitt Greathead Endowed Scholar Award was established in 2002 by Edith's daughter to honor her memory. Edith was initiated into Chapter CA, Greenfield, Iowa, in 1935, became a member of Chapter E, Los Angeles, and served as president of California State Chapter in 1964-65.**

*Continued on page 18*



*Continued from page 17*



**Elizabeth Wilson Mayne**  
**Mabel M. Otis Endowed Scholar**  
**M.D. - medicine**  
**Harvard Medical School, Cambridge, Massachusetts**  
**Chapter GK, Littleton, Colorado**

Elizabeth Wilson Mayne is a graduate of Stanford University where she received her B.S. degree in biological sciences. As a Rhodes Scholar at Oxford University, she received her Ph.D. in physiology where she was a recipient of a National Institutes of Health-Oxford scholarship. Her thesis was on the modulation of network activity by G-protein coupled signaling. She is currently seeking her M.D. degree at Harvard Medical School. Elizabeth will train as a neurologist, complementing her research on how groups of neurons interact in health and disease. Her M.D. thesis research uses magneto encephalography to examine the differences in neuronal oscillations at rest between normal and epileptic subjects. After graduation, she hopes to practice in academic medicine integrating research, clinical work and teaching. Born and raised in Colorado, Elizabeth is an ardent outdoorswoman and skier, ranking in the top 30 nationally in Freestyle Skiing throughout high school.

**The Mabel M. Otis Endowed P.E.O. Scholar Award was established in 2008 by Massachusetts State Chapter. Mabel was a devoted member of Chapter M, Melrose, Massachusetts, a Past President of Massachusetts State Chapter, and served as President of International Chapter from 1995-1997.**



**Laura J. Ostapenko**  
**Carolyn E. Conway Endowed Scholar**  
**M.D. - medicine**  
**Dartmouth Medical School, Hanover, New Hampshire**  
**Chapter N, Concord, New Hampshire**

Laura J. Ostapenko is a magna cum laude and Phi Beta Kappa graduate of Amherst College with a B.A. degree in English and philosophy that included a year of study abroad at Oxford University. She is currently working toward her M.D. degree at Dartmouth Medical School. She is interested in medical education, which led her to design and conduct a longitudinal study on medical student wellness. Specifically, she is evaluating medical school curriculum design with the goal of fostering idealism in medical students, rather than cynicism. She is also interested in global health and was the recipient of a Dartmouth International Health Fellowship to conduct research in The Gambia, West Africa, looking at the relationship between health care worker wellness and empathy in Gambian nurses. Laura also has a research interest in the mechanisms of drug action and resistance in major bacterial pathogens which she has been able to pursue through a Howard Hughes Medical Research Fellowship to conduct basic science research on tuberculosis. One of her recommenders stated that Laura is “a force for good” and that she “will move mountains in her career.”

**The Carolyn E. Conway Endowed Scholar Award was established in 1996 by Chapter U, Westfield, New Jersey, from the estate of Carolyn E. Conway. Carolyn was initiated into Chapter Z, New York City, New York, in 1946, and she transferred to Chapter U, New Jersey, in 1972, where she remained an active member until entering chapter eternal in 1994.**



**Alexis Leah Pasulka**  
**Mary Louise Remy Endowed Scholar**  
**Ph.D. in biological oceanography**  
**Scripps Institution of Oceanography, La Jolla, California**  
**Chapter UD, Coronado, California**

Alexis Leah Pasulka is a summa cum laude graduate of Arizona State University with a B.S. degree in biology. Ally is working toward her Ph.D. degree in biological oceanography at the Scripps Institution of Oceanography, University of California-San Diego, with an emphasis on marine microorganisms. She is the recipient of a National Science Foundation Graduate Student Fellowship and several other scholarships related to the field of oceanography. Her area of study is the ecological roles of single-celled microorganisms called protists that live in one of the most extreme environments on Earth—deep-sea methane seeps. Ally has traveled to the ocean floor in the deep-sea submersible ALVIN to further her studies of these life forms. Her research will contribute to our understanding of these important organisms and broaden our knowledge base of marine microbial ecology and the evolution of life on Earth. Ally's career goals include continuing her research in oceanography and teaching so that she may inspire scientific curiosity in others and help foster the next generation of marine scientists.

**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 Mary Louise Remy who presided at the Convention of International Chapter in 1991, the year that Scholar Awards was adopted as the fifth project of the P.E.O. Sisterhood.**



**Michelle Lorine Tonkin**  
**Ventura Neale Endowed Scholar**  
**Ph.D. in biochemistry**  
**University of Victoria, British Columbia**  
**Chapter AR, Victoria, British Columbia**

Michelle Lorine Tonkin is a summa cum laude graduate of Abilene Christian University where she earned her B.S. degree in biochemistry. She received her M.Sc. degree in biochemistry from the University of Victoria, British Columbia, where she is currently working on her Ph.D. degree in the same field. Her dual passions are scientific research and social responsibility. The focus of Michelle's research is the method of host cell invasion used by the parasite that causes malaria and toxoplasmosis. Her research will form the basis for novel therapeutic approaches to treat these infections. Her work is already receiving peer recognition, as evidenced by her being the first author on an article published in the extremely prestigious journal "Science." In addition, Michelle had a poster and presentation selected for top awards which included an invitation to attend the 2014 Nobel Laureate meeting in Lindau, Germany, and an invitation to return as the Canadian Student Health Research Forum Lindau lecturer in 2015. One of her recommenders noted that Michelle's work has the potential to have a "global impact" and would "literally change the world."

**This fund was established in 2003 from the Ventura Neale Trust. Ventura was initiated by Chapter AE, Madison, Wisconsin; she later joined chapters in New York and Michigan before transferring to Chapter M, Miami, Florida, where she remained a devoted member until joining chapter eternal in 2003. 🌸**

# Bright STARs Abound

by Susan Howard, Chairman, Board of Trustees, P.E.O. STAR Scholarship

Meet 2010-11 P.E.O. STAR Scholarship recipients Michelle Phillips, Advance, North Carolina and Jacy Alsup, Garvette, Arkansas.

**Michelle Phillips**, majoring in mechanical engineering at North Carolina State University, was selected from a student body of 37,000 as “Leader of the Pack” for the 2011 university homecoming last fall. Michelle’s peers and Homecoming Council elected her based on scholarship, leadership and community service. The Leader of the Pack, based on the school’s mascot—the Wolf Pack, replaces the traditional homecoming king and queen contest and selects two students who make outstanding contributions to the university. Michelle was awarded a trophy and a scholarship according to her grandmother, Lois Heschele, of recommending chapter CE, Colorado Springs, Colorado. Lois reports Michelle had plans to use the scholarship for studies in China this past summer.



Michelle “is a research assistant in the College of Engineering where she is responsible for calibrating and validating cyclical tensile strain bioreactors for the investigation of primary cilia in human adipose derived stem cells and their role in osteogenic differentiation,” states the Park News. Michelle serves as a mentor to first year students and represents the University Honors Program as an ambassador helping to recruit prospective engineering students. She teaches K-12 students and their parents about engineering using hands-on activities.

An agribusiness and marketing major at Oklahoma State University (OSU) in Stillwater, Oklahoma, **Jacy Alsup**, President’s Honor Roll and 4.0 student, was honored in 2011 at an OSU Cowboy football game as one of Oklahoma State’s Top Ten Freshman Women. This event followed a couple of months after Jacy placed third Best Showman in the nation at the National Junior Angus Showmanship Contest, Harrisburg, Pennsylvania, where she represented her state. Serving as vice president of her sorority, Chi Omega, places Jacy in charge of 200 members’ grades and scholarships as an academic mentor. Jacy, elected to the College of Agriculture Sciences and Natural Resources Student Council, serves as the ag student spokesperson, which entails planning and executing multiple activities for the organization. Jacy’s many duties on the Student Alumni Board include conducting campus tours for prospective students. Jacy served on the OSU President’s Leadership Council and received the P.E. Harrill Outstanding Freshman Award.

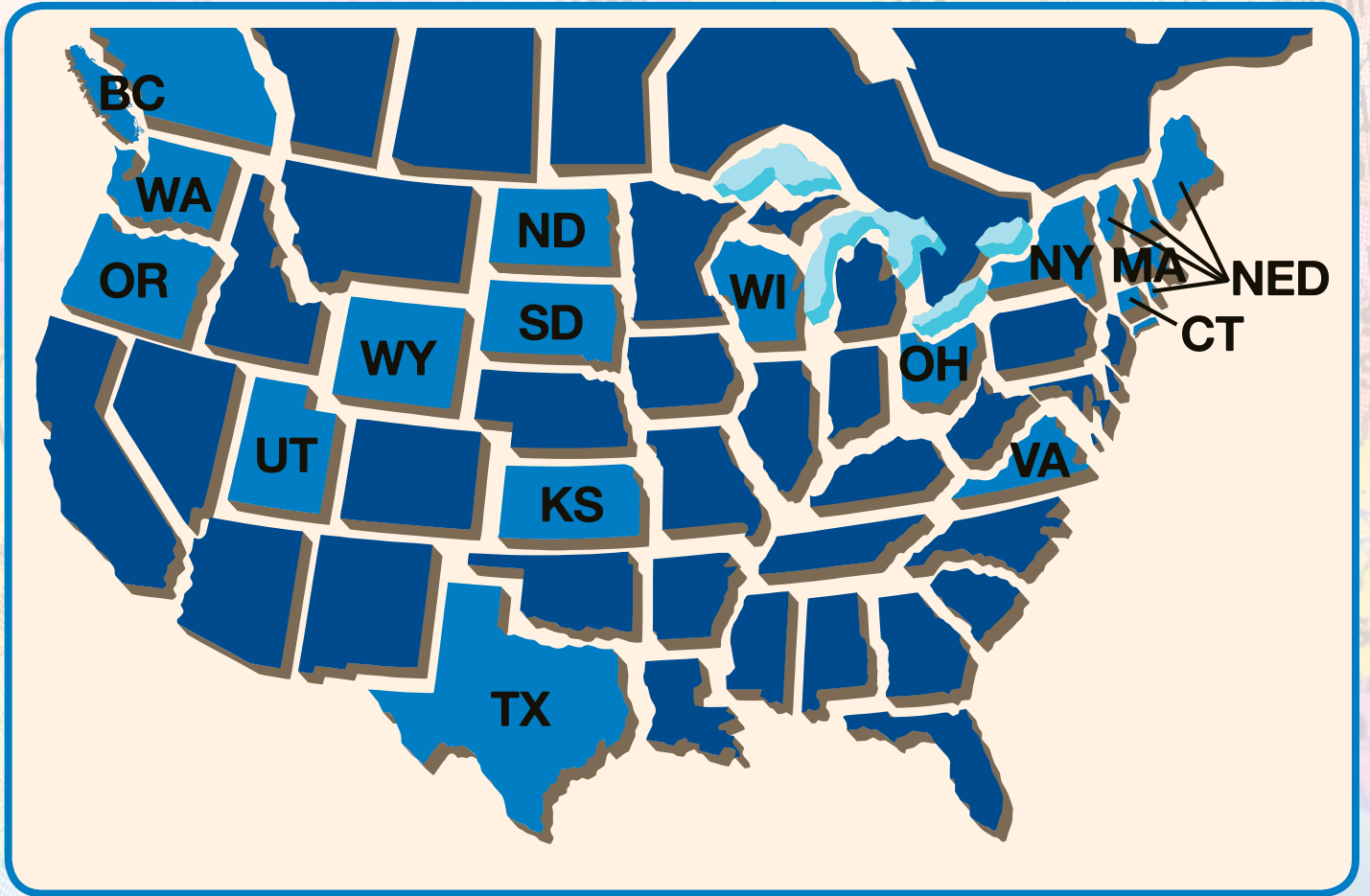


Jacy just finished a summer internship at the WalMart Corporate Headquarters in Bentonville, Arkansas, within the merchandising department. Jacy, recommended by Chapter CD, Bella Vista, Arkansas, states, “each leadership position and organization has made me learn something about myself, introduced me to lifelong friends, and played a big part in shaping me into the woman I am today.” 🌸



The deadline for all application items for the P.E.O. STAR Scholarship is November 30, 2012. It is strongly suggested chapters submit their online recommendations by the **guideline date of November 1, 2012** to allow applicants plenty of time to complete and submit their portion of the application.

# Gallery of Presidents



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**Debora Soutar  
British Columbia  
P.E.O., the Place to  
Grow, Naturally**



Debora Soutar was invited to Chapter BC, Chilliwack, British Columbia, in 1984 by her mother-in-law, Past Provincial President Marion Soutar. Debora

shared that gift by inviting her mother Iris Friesen. She has lived in Chilliwack, British Columbia, for most of her life. Its location, surrounded by mountains, influenced her to choose a career as a forester and outdoor educator. Debora attended Selkirk College in Castlegar, British Columbia, and completed her forestry diploma at the British Columbia Institute of Technology in Burnaby. She then became a Registered Professional Forester through self-study. She has been married to Bill for more than 30 years and they have three grown sons: D'Arcy, Robbie and Ian (twins). Debora served as a scout leader for 13 years and the boys all achieved the Chief Scout's Award. She sings in the Chilliwack United Church choir and is passionate about nature and pursues activities that will take her outdoors. She has served on the board of the Great Blue Heron Nature Reserve Society since its inception 10 years ago. She is also active in the Rotary Club of Chilliwack and participated in the polio eradication program in Ethiopia. Weekends are often spent gardening, or catching up on reading at her cottage.

**Sally Cabrera  
Connecticut  
P.E.O. Priceless**



Sally Cabrera began her P.E.O. journey in 1979 as an initiate into Chapter BB in Rochester, New York, the chapter to which her mother belonged. After finding her first job in Stamford,

Connecticut, Sally moved to Norwalk, Connecticut, where she transferred to Chapter F, Norwalk, (currently Stamford). In 1982, Sally moved to Derby, Connecticut, and subsequently transferred to Chapter V, Trumbull, where her mother had been a charter member. In 2000, Sally moved to Cheshire, Connecticut, with her family and transferred to Chapter A, New Haven, her current chapter.

Sally was born in Rockford, Illinois, in 1959 and raised in Marshalltown, Iowa. She graduated from high school in Pittsford, New York, in 1977 and graduated from Saint John Fisher College in Rochester, New York, with a B.S. in business, in 1981. After graduation, Sally moved to Connecticut where she found a full-time position as a field coordinator for Yankelovich, Skelly and White, a marketing research firm in Stamford, Connecticut. In 1984, Sally went to work for The Beaumont Organization as their field director commuting daily from Derby to New York City. In 1987, she was hired by Marketing Corporation of America (MCA), in Westport, Connecticut, as the field director for their marketing research division. By the time Sally left MCA in 1994 she had been promoted to operations manager for the marketing research division. In 1994, Sally opened Cabrera Marketing Research Services, specializing in the coordination of qualitative marketing research projects throughout the United States. Sally continues to run this full-time business from her home.

Sally and her husband Ramiro have been married 29 years and have two boys—Ethan is 22 and lives in Chicago, Illinois; Derek is 19 and is a junior at SUNY Purchase studying for his B.M. in jazz studies. Since moving to Cheshire, Sally has been an active member of Saint Peter's Church using her talents to help design quilts for the friendship quilter's ministry. She is also a member of the Daughters of the American Revolution (DAR) having served as their treasurer. Sally enjoys reading, quilting, needlework, jewelry making, genealogy, cooking and singing. She is looking forward to celebrating her 30th wedding anniversary with a trip to Italy after finishing her service on the Connecticut state board.

**Gracie Bryant  
Kansas  
Our Star ... Touching Hearts,  
Changing Lives**



Gracie Bryant was initiated into Chapter AN, Washington, Kansas, in June 1978. She has served her chapter as president, vice president and

corresponding secretary and served on the Kansas State Chapter Leadership Team as a member of the Kansas Cottey College Scholarships Committee.

Gracie was born in Wathena, Kansas, the second of five children, and acquired the nickname "Gracie" when she was in high school. Few, other than family, know her by her given name, Mary Carol.

Gracie graduated as valedictorian of her high school class in Troy, Kansas, and earned a Bachelor of Science degree in home economics education from Kansas State University (KSU) in Manhattan. Upon graduation, she accepted a position as a home



economics teacher for Washington Junior/Senior High School, and has made her home in Washington since 1971.

It was in Washington that she met and married her BIL, Dr. Bill Bryant, a veterinarian, and fellow KSU graduate. Their family includes daughter Rebecca, president of Chapter JT, Basehor, Kansas; son Scott and three daughters from Bill's first marriage. They enjoy 10 grandchildren and two great-granddaughters.

Both Gracie and Bill are retired and enjoy spending time with family and working on their farm in rural Washington. They have operated a Christmas tree farm for 35 years. They enjoy being involved in church and community activities. They are members of the United Methodist Church in Washington where they are active in adult Sunday school and the church's "Dine for a Dime" program where they prepare and serve a free meal for anyone who wants to attend each Sunday night. Gracie is also active in the Trinity Choir, United Methodist Women, prepares cookies for Sunday morning church fellowship time each week and has been a member of the church's handbell choir.

In her spare time away from P.E.O., Gracie enjoys needlework, walking and reading. She also loves to cook.

### **Betty Sherin Tully Massachusetts P.E.O.: A Beacon of Friendship, Hope and Love**



Betty Sherin Tully was born and raised in Des Moines, Iowa. She watched the construction of the P.E.O. Executive Office and her mother, Harriet

"Teenie" Sherin, (Chapter Eternal) was employed in the supply department.

Betty attended Lindenwood College and graduated from Arizona State University. When the family moved

to Arizona, Betty was initiated into Chapter AC, Phoenix, Arizona. Betty married Gene Tully and they lived in many different locations, including Limerick, Ireland, before retiring to Dennis, Massachusetts, on Cape Cod. Betty transferred chapters when she moved and has been a charter member of chapters AF, Sharon, Massachusetts, and FP, Broken Arrow, Oklahoma, member of chapters S, Orange, California, and AJ, Dennis, Massachusetts, and is currently a charter member of Chapter AS, Barnstable, Massachusetts.

Betty has three married sons, and three beautiful granddaughters. Patrick and Jennifer (FK, Austin, Texas) and Ivy live in Austin, Texas. Sean and Kerry are in Tustin, California, with Keeley and Payton. Michael and Jaclyn (S, Orange, California) live in Culver City, California. Betty is thrilled to have two of her daughters-in-law as her sisters. As the mother of three sons, Betty was active in their school and sports activities. Betty has also volunteered for Hospice of Tulsa, Mary's Shelter (a residence for pregnant teens), and is currently an advisory board member for A Baby Center (an agency supplying baby items to low income families on Cape Cod). Her hobbies include sewing, knitting, golf and bridge.

### **Andrea Wade New York In P.E.O., Little Things Mean a Lot!**



Andrea Wade enjoyed seeing the United States while growing up in a military family. She was born on Guam and has lived in Maine, California, New Mexico, Oregon, Maryland,

Virginia, Indiana, Washington, D.C. and Washington state. In 1986, she was initiated in Chapter N, South Bend, Indiana, and is now a member of

Chapter BO, Binghamton, New York. Andrea is the mother of three daughters—Charlotte, Julia and Emily Cirillo, AD, Syracuse, New York. She is looking forward to the arrival of her first grandchild this fall. Andrea's mother, Julia Adams, is a member of Chapter, EU, Oak Harbor, Washington.

Andrea earned a Bachelor of Science degree in medical technology from The Catholic University of America in Washington, D.C. She continued her studies at the University of Notre Dame, earning both a master's degree and a Ph.D. while doing research in the areas of microbiology and immunology. She is currently serving as an associate vice president and dean at Broome Community College in Binghamton, New York.

In her leisure time, Andrea enjoys directing the handbell choir at her church, trout fishing, traveling, cooking and reading. She is working on completing her second family cookbook.

### **Mary Bormann North Dakota P.E.O. 2013—Thanking Our Lucky Stars!**



Mary Bormann was initiated into Chapter H, Mobridge, South Dakota, in 1983 where her mother-in-law Margaret Bormann was a member. After

moving to Bismarck, North Dakota, in 1988, Mary transferred to Chapter AA in Bismarck.

Born and raised in Mauston, Wisconsin, Mary graduated with a bachelor's degree in piano performance, music education and music therapy from the College of Saint Teresa in Winona, Minnesota. Her master's degree in special education was completed at the University of South Dakota.

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Mary has worked as an education consultant for students with emotional disabilities for the Standing Rock Reservation Head Start program for the Casey Family Program, a child welfare agency and for Souris Valley Special Services, a special education cooperative serving rural public schools. Mary's plans include retirement at the end of the school year so that she can devote more time to P.E.O. in the year ahead.

Mary met her husband Clark while they were working at Glacier National Park during college summers. Clark, an attorney, has practiced law in both North and South Dakota. They have one daughter, Katherine, who is a violinist with the Cleveland Orchestra in Cleveland, Ohio.

Mary's special interests include gardening, cooking, music and collecting antique linen.

**Linda Brackett**  
**Northeast District**  
**Faith to Grow Like the Grain**  
**of a Mustard Seed**



Linda Brackett was born in Chicago, reared in Cedar Rapids and Omaha and lived in Denver, Phoenix and Vermont. She earned her bachelor's degree

in education from Colorado State College in 1965 but found a career in the business world of administrative assistance and office management much more to her liking.

Linda was initiated into Chapter CK, Denver, Colorado, in January 1966, which was her mother Jean Clauss' chapter. Linda's initiation was the last meeting her mother would attend as she lost her battle with cancer shortly thereafter. Linda moved to Phoenix, Arizona, and transferred to Chapter AY. She became active in that

chapter and attended several Arizona state conventions.

Phoenix is where Linda met her husband Richard. Dick was a Maine native and wanted to return to New England so they set out on a new path in life and purchased a bed and breakfast in Bridgewater Corners, Vermont, in 1984. Linda discovered Chapter A, Hanover, New Hampshire, to be a good fit for her.

Linda retired from full-time employment in 2005 and has been president of the Women's Fellowship of the Bridgewater Congregational United Church of Christ and currently is treasurer of that congregation. She enjoys knitting, reading, hiking and snowshoeing on their 58 wooded acres. Linda also loves to travel and, over the past few years, she and Dick have enjoyed cruises to Alaska, the Saint Lawrence River/Canadian Maritimes and through the Panama Canal.

**Mary Soirefman**  
**Ohio**  
**Wild About P.E.O.!**



Mary Soirefman's P.E.O. journey began in 1991 when she was initiated into Chapter LD, Crystal Lake, Illinois. She later transferred to Chapter CA, Brecksville, in

July 2000 when she moved to Ohio. Born and raised in New Jersey, she and her BIL Alan married in 1979. Mary enjoyed staying home when her children, Alison and Steven, were younger while Alan's job required extensive travel. They have lived in numerous states including New Jersey, New York, Rhode Island and Illinois before settling in Broadview Heights, Ohio, in 1999 to be near Alan's job. Mary has enjoyed watching her children grow into adults, adding son-in-law Domenic and future daughter-in-law Kelly to the family. Now grandmother of Oliver, born

August 2009, she continues to enjoy her time with family. Mary has been committed to the global fight against AIDS for many years, traveling to Africa four times since 2003. She remains involved with a foundation which helps to educate orphans in Tanzania. A member of University Circle United Methodist Church in Cleveland, she just completed serving seven years of conference service to Church & Society. Mary also enjoys playing hand bells, knitting, cooking and gardening.

**Joani Bristol**  
**Oregon**  
**P.E.O.—A Gift of Love**



Born and raised in Grants Pass, Oregon, Joani Bristol's P.E.O. journey began there in 1965 when she was initiated into her mother's chapter, CD.

She graduated from Oregon State University with a B.A. in political science and then a B.S. in elementary education. After college, she transferred to Chapter DQ, Corvallis, Oregon.

When she began teaching for the Medford School District, Joani transferred to Chapter BE, Medford, Oregon. She retired in 2001, having taught for 14 years and serving 16 as an elementary principal. When she became an elementary principal she became a charter member of Chapter FD, Medford.

Joani's brother Tom and sister-in-law Susan live in Chewelah, Washington. A nephew, Joey, is with the U.S. State Department and another nephew, Peter, is an industrial designer in Seattle, Washington. Her niece Daphne is in Chewelah. A beloved dog Isabel keeps Joani busy at home.

Joani has been singing with the Rogue Valley Chorale for more than 30 years and has been fortunate to

travel with them on five trips to Europe and one to sing at Carnegie Hall.

She was ordained a deacon in the Episcopal Church in 1988 and continues to lead a Bible study at Saint Luke's in Grants Pass. Her hobbies include reading, music, card making, gardening, golf and quilting.

### **Carol Flynn South Dakota P.E.O.s Wear Many Hats**



Carol Flynn is a 50-year P.E.O. member; she was initiated in 1961 into her mother's chapter, K, Yankton, South Dakota.

Carol grew up in Yankton. After graduating from Yankton High School in 1959 she continued her education and graduated in 1963 from the University of South Dakota (USD) with a B.S. in elementary education. While there, she was active in the Alpha Phi sorority and the USD marching and concert bands. In the summer of 1963 she married Larry Hosmer. To this marriage was born one son David who is married to Stephanie Tamisiea. David is an attorney in Yankton and has two daughters, Ella and Harper. Beginning in the fall of 1963 Carol taught English and history to seventh graders at Yankton Middle School. She was active in Chapter K, Yankton, South Dakota, fulfilling all the offices from guard to president.

Carol's many volunteer activities introduced her again to the March of Dimes. She was the South Dakota Teens Against Polio chairman in high school. Her volunteering led to a career as the state director for the South Dakota March of Dimes Birth Defects Foundation for 26 years. She retired in 2002. Moving to Sioux Falls, South Dakota, in 1989 for her

March of Dimes position opened up the opportunity for her to transfer to another P.E.O. chapter. Chapter CF, Sioux Falls, welcomed her and is giving her their love and support as she serves on the South Dakota state board.

Carol later married Richard Flynn in Sioux Falls and added to her family five married children and later on 10 grandchildren and two great-grandchildren. Her husband Dick died from a bicycle accident in 1991.

The Sioux Falls First United Methodist Church has offered Carol many loving opportunities for new friendships, singing in the Chancel Choir, playing handbells, recruiting the live nativity's four-legged participants, Bible studies, mission trips to Bolivia, and working with Habitat for Humanity and Susan G. Komen for the Cure. Reading mystery novels is her favorite pastime. She also enjoys walking, music, traveling, caring for her housecat Meme and her two toy poodles Charlie and Gigi, eating out, relaxing and going to movies and concerts with her friends.

### **Barbara Ruel Texas We are family. I got all my sisters and me...**



A third-generation P.E.O., Barbara (Barb) Ruel was initiated into her mother's chapter, Q, Montevideo, Minnesota, in 1975. She has been an active member of eight chapters—HV, Highland Park, Illinois; BM, Waukesha, Wisconsin; GU, Plano, Texas; NG, Libertyville, Illinois; U, Columbia, South Carolina; HS, Grapevine, Texas; and IN, Southlake, Texas.

She is a charter member of two Texas chapters: Chapter GU, Plano, and Chapter IN, Southlake, where she held

the consent to select the charter list and served as president of both chapters. She also served as president of Chapter NG, Libertyville, Illinois.

At the state level, Barb served on the South Carolina Amendments and Recommendation Committee from 2001-2003, and on committees hosting state conventions in Illinois, South Carolina and Texas. She served as secretary of the northern Chicago suburbs reciprocity, Lake County Round Table, from 1993-1995.

A cum laude graduate of Lawrence University Conservatory of Music in 1977, Barb earned a B.M. in music education and flute performance. After graduation she joined Marshall Fields in Chicago in their management training program. She also worked for Neiman-Marcus and Gimbel's Midwest in management and buying. After her children were born she worked at the Dallas Apparel Mart, but soon became an active volunteer in school and community. She has been president of Newcomer's, vice president of her homeowners association, and chaired numerous school and community events. She served on the Education Board of the South Carolina Philharmonic and was an active volunteer in the high school career placement center. She recently served as chairman of her chapter's Christopher Radko committee, helping design and market exclusive P.E.O. ornaments.

Barb and her husband Steve have been married 33 years and have two grown sons—Billy, 27 and Sean, 25. Steve retired in January after a career in the insurance industry, specializing in employee benefits. Barb enjoys playing golf, bridge, traveling and spending time with her husband and her P.E.O. sisters.

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**Bobbi Nichols**  
**Utah**  
**Just Imagine...**



A native of California, Bobbi Nichols was born in Los Angeles and raised in Orange County. She attended Orange Coast College in Costa Mesa

and Long Beach State College. Her degree is in sociology. During her college years she enjoyed working at Disneyland, still one of her favorite places to visit. After graduating, Bobbi stayed in Orange County, working for the Department of Social Services in the Mental Health and Drug Abuse division. In 1973, she married Dave Nichols, her husband of 39 years. They have two children, Tony and Michelle. In 1980, she and her family moved to Sandy, Utah, where she began her second career as a Montessori teacher. In 1985, she was initiated into Chapter AE, Sandy, and later was a charter member of Chapter AL, Sandy, her current chapter. She is the owner/director of two Montessori schools in Salt Lake City. She has been a member of the Utah Montessori Council since its formation in 2003. Her favorite pastimes are being with her family, especially her two grandchildren (Addie and Tyler), watching old movies, playing computer games, traveling and hiking in the summer.

**LuCinda Williams Hanayik**  
**Virginia**  
**Step Up to the Stars**



Growing up an Army brat and then marrying an Army officer had LuCinda (Cindi) Hanayik living in three different countries and 29 homes over

her lifetime. It wasn't until husband Robert retired in 1999 that Cindi was able to join her mother's chapter, BF, Richmond, Virginia. Cindi is a third generation P.E.O. Her two sisters and one daughter are also P.E.O.s.

Robert and Cindi met the first day of ROTC lab their sophomore year at Indiana University of Pennsylvania. Cindi then graduated from Longwood College in Farmville, Virginia, with a bachelor's degree in home economics/foods and nutrition. Following Robert around the U.S. and Europe had Cindi volunteering with various organizations, churches, and schools during their Army years.

Daughter Carrie, her husband Barry and granddog Abbey live in Apex, North Carolina. Carrie is a career counselor at Duke University. Daughter Meg, also a member of Chapter BF, is a third grade teacher in Hanover County, Virginia, and has second granddog Guinness.

Cindi currently works as a part-time bookkeeper for a local church. Cindi and Robert are active at Saint David's Episcopal Church where Cindi tells stories for the Godly Play class and helps on various committees within the church community. Robert and Cindi love to travel and have a cross-country road trip planned for fall 2013. Cindi is never without her iPod and a book. She recently ran in her first 10K race.

**Kathryn (Kay) Ebert**  
**Washington**  
**Navigating by the Star**



When Chapter C, Honolulu, Hawaii, initiated Kay Ebert in 1969 while she was a freshman at Beloit College in Wisconsin, they hoped her mem-

bership would be enriching but never imagined it would bring so many opportunities. Family and professional obligations have allowed Kay to share membership in Chapters EP, Palatine, Illinois; AM, Hailey, Idaho; and Washington Chapters HX, Port Angeles; FB, Kent; and IN, Vancouver, where she is currently a member. The mother of four, Kay is also the grandmother of five (soon to be six). Her youngest son, John, will graduate from high school at the same time she completes her Washington State board duties. After 24 years with Horizon Air, a regional airline, Kay currently serves as risk control manager for SUPERVALU's Portland Distribution Center. To fill any spare time, Kay and her BIL Alan renovate their home, work with leaded glass, travel and enjoy tennis.

**Mary Lou Rashke**  
**Wisconsin**  
**P.E.O. Rx for Life**



Even though Mary Lou Rashke was born and raised in Clinton, Iowa, she did not know about P.E.O. until she was initiated into Chapter BC, Madison, Wisconsin.

She is grateful for the opportunities to serve as chaplain, treasurer, vice president and president of Chapter BC, to be granted the Consent to

Select a Charter List for Chapter EK, Sun Prairie, to serve six years on the Wisconsin P.E.O. Sisterhood H.E.L.P. Fund board and two years as Wisconsin State P.E.O. Scholar Awards chairman and to represent Wisconsin State Chapter twice as a delegate to the 1997 International convention in Seattle and 2005 in Vancouver.

Mary Lou graduated from Chicago Wesley Memorial Hospital's School of Nursing in 1963. She and her high school sweetheart John have been married 47 years. Throughout the busy years of raising their two children, Mary Lou was actively involved in many volunteer activities in the community and in her church while nursing part-time. Now a retired nurse, Mary Lou volunteers at two senior retirement communities. She has served on the boards of both, as treasurer of the Attic Angel Association and twice as president of the Oakwood Service League.

Mary Lou enjoys walking, reading, gardening, Sudoku, crossword puzzles, knitting, travelling and escaping to their time share in Kona, Hawaii, in the winter.

**Molly Wilhelm  
Wyoming  
Gather Your Bouquet of Stars,  
One Sister at a Time**



Molly Wilhelm was born and raised in Laramie, Wyoming. She attended the University of Wyoming and graduated with a degree in recreation and parks administration in 1977. After moving to Wheatland, Wyoming, she went to work for the local recreation department in 1978 and has been promoted from program director to her current position of executive director.

Molly was initiated into Chapter R, Wheatland, Wyoming, in 1982 and is still a member.

She and her husband Jeff were married in 1986. They have one son, John, who recently graduated from the University of Wyoming with a music degree.

As her son was growing up, Molly was involved in all his activities. She has been a den mother for his Cub Scout den, treasurer for the Scout Committee and even did her time as the local Scoutmaster.

In her spare time Molly has taught stained glass classes for Eastern Wyoming Community College and teaches quilting classes in southeast Wyoming. She has taught a craft class for senior citizens for the past 15 years. She loves to quilt, read and do crafts and Sudoku puzzles. 🌸

## Follow Your Chapter's Heart with a Designated Gift

Is your chapter passionate about scholarships? Are your members devoted to the theater or music? Has the addition of the new four-year degree programs really sparked your chapter's interest? Or perhaps your sisters are bookworms? Then be sure to follow your chapter's heart and designate your Cottey College gift to one or more of the campaign priorities. By simply placing a note in the memo line of your chapter's check, your gift will be used to further the heart's delight of your chapter members! Reciprocities, P.E.O. Groups and individuals are also welcome to designate their contributions to a specific campaign priority. Like them all? Just make a note of how you wish to have your gift divided—we'll see that you get your heart's desire!



**The analysis of recent membership numbers for the P.E.O. Sisterhood reveals a mixed bag of good news and challenges. The good news:** We are still doing a stellar job of initiating new members and reinstating inactive members. Initiations, although down by 1 percent from 2011 figures, are at a three-year high. Reinstatements, up 1 percent from last year, are continuing their three-year upward trend.

**The challenge:** The number of members choosing inactive status increased by 11 percent last year, the biggest single increase in this population since 2006. Responses to the CEO's letter to new inactives as well as input from state, provincial and district boards indicate the reason members choose inactive status, in many cases, is a reflection of value. Our inactive sisters either don't see how P.E.O. adds value to their lives and/or the women we serve, or don't feel valued as members.

## P.E.O. Membership: A Question of Value

by Debbie Clason, Coordinator of Membership Development

### Reason #1: Members need to see the value of what we do.

Generational studies tell us our members derive a sense of organizational value depending upon their age and life experiences. For example: Generation Y members (born between 1981- 2001) have a strong sense of global responsibility and are more apt to contribute to things they have a personal connection to while Baby Boomers (born between 1946-1960) are cause-oriented and motivated by leaders who show them how they can make a difference.

Understanding our mission and values is a critical component of initiating women who will actively participate. Effective preacceptance counseling helps toward that end, as does healthy chapter participation in seeking, sponsoring and supporting project applicants. We can all take ownership in the accomplishments of our project recipients and the role P.E.O. played in helping achieve them, which is why it's beneficial for new members to attend events such as convention and reciprocity events where project recipients are speaking.

### Reason #2: Members need to feel valued by their chapter sisters.

Conceptually, it shouldn't be difficult for new members to assimilate into chapter life – especially in a friendship organization such as P.E.O.—yet that's often not the reality. It's important to be intentional about welcoming new members. Studies have shown us that providing good postinitiation counseling and mentoring for the first three years of membership increases the probability sisters will feel a sense of belonging.

Our commitment to sisters who can't participate actively in chapter life is equally as important. When we find ways to provide love and support to nonparticipating members, we lessen the chance they will eventually choose inactive status.

### Reason #3: Members must be assured they can continue to add value to the organization.

This seems to be a prevalent attitude among many of our Traditionalist members—those born before 1945. They see work as a privilege and volunteerism as their duty. They derive value from seeing how their actions affect the overall good of the organization. When age or health-related issues keep them from participating, they often believe choosing inactive status is the right thing to do. That's unfortunate, as we pledged our love to them as sisters just as they pledged lifelong loyalty to the Sisterhood. Remaining active, though nonparticipating, allows the rest of us to practice living our vows of sisterly support. 🌸



# Help Us Reverse the Trend

When the membership initiative officially launched three years ago, we asked you to grow the Sisterhood by initiating new members and reinstating inactive sisters. As a result, initiations and reinstatements have steadily increased. Thank you!

However, as you can see by the membership graph, we still have work to do. Despite our best efforts, our numbers are still declining. Too many of our sisters are choosing inactive status and we need your help to reverse this trend.

What can you do? This year, make a concerted effort to stay connected to sisters who cannot participate

actively in chapter life. They are most likely to choose inactive status.

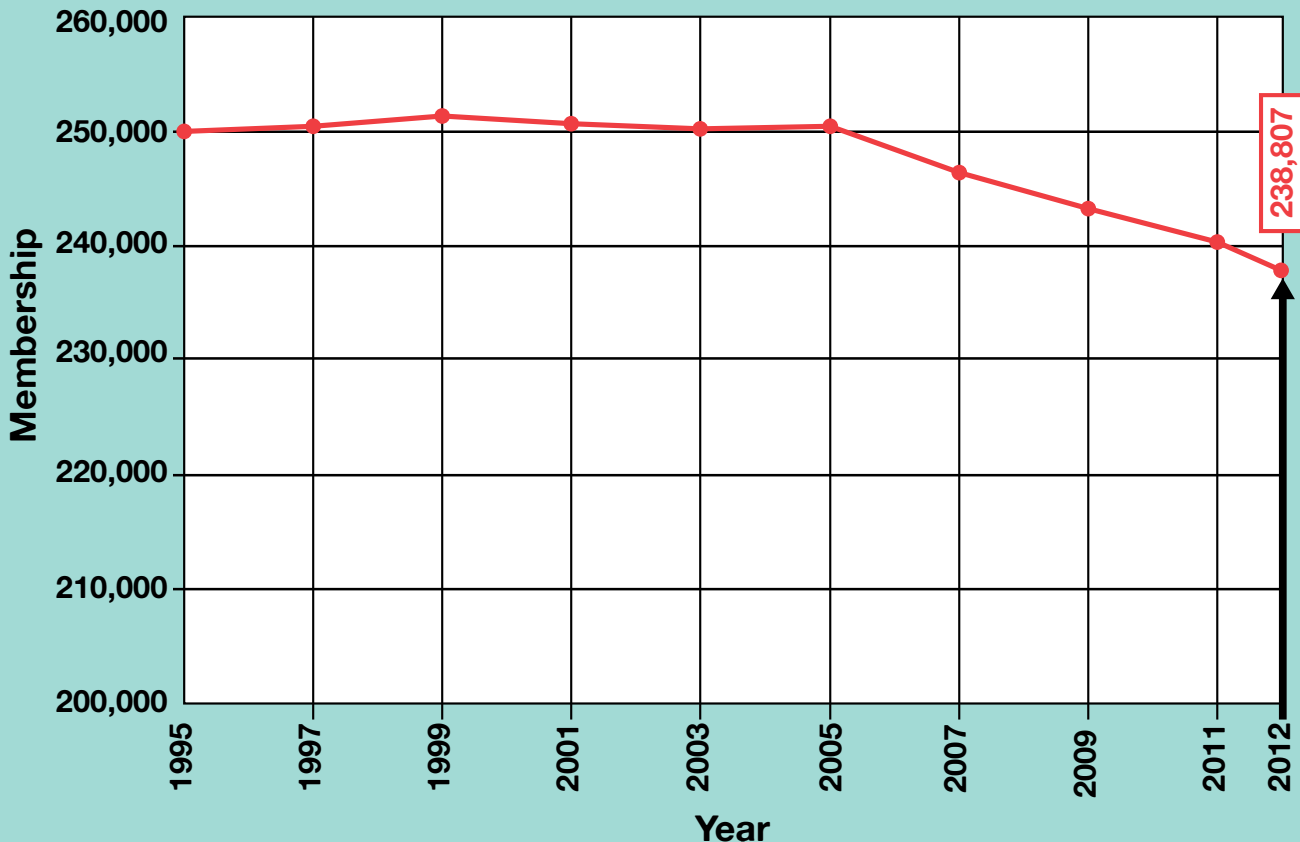
Continue introducing your friends and family members to P.E.O. If they are women who share our values and support our philanthropies, invite them to membership. Be sure they receive good preacceptance counseling so they can make an informed decision to join our organization before they are initiated. Afterward, help them become good P.E.O.s with immediate postinitiation counseling and a loving mentoring plan.

Finally, if your chapter is too large to meet comfortably in members' homes, consider starting a new

chapter in your community. Chances are good there are unaffiliate and inactive sisters in your area who would love to help you get things started. Organizing a new chapter is a perfect way to reach out to potential members and offer nonparticipating sisters an alternative meeting time and day.

There are many reasons why we need to work together to stop this decline. Increasing membership provides more opportunities to grow our philanthropies. More importantly, it signals a strong and vibrant network of sisters—which honors our Founders and, ultimately, preserves their legacy. 🌸

### P.E.O. Membership 1995-2012 by Biennium



## Crab Feed

For the past 25 years, Chapter GQ in Auburn, California, has held a crab feed fundraiser on the fourth Saturday in January. With many of the same dedicated 130 or so guests every year, tickets disappear quickly.

On this Saturday once a year, members arrive early to begin decorating with a different theme each year. This year's theme was "P.E.O." and members wore P.E.O. colors while table centerpieces displayed the marguerite. Walls were decorated with pictures of the Founders. Themes in previous years have been "Hawaii" and "Under the Sea."

Tickets sell for \$35. Guests enjoy the no-host bar and elaborate appetizers including endless shrimp and cocktail sauce prepared by chapter members while they purchase raffle tickets for donated prizes. Guests also participate in a silent auction. Other members bake cookies for dessert to accompany sherbet, or they make deviled eggs to accompany the crab. Pasta, green salad and rolls round out the menu.

Costs to the chapter include the price of the crab and a few decorations. Proceeds from the raffle, silent auction and the crab feed total nearly \$7,000 for P.E.O. philanthropies.



Chapter GQ. **First row, from the left:** Kathy Quinnan, Janice Lambert, Yvonne Turner, Barbara Ann Hardy, Doreen Buterbaugh  
**Second row:** Bobbi Nevill, Beth Weigel, Gail Tudor, Linda Simpson, Joan Denzler, Virginia Crabb  
**Third row:** Annette Reinhardt, Barbara Schuyler, Sue Miller, Mary Michalak, Judy Franklin, Anniece Bagby, Gail Stone, Carol Ganoe  
**Fourth row:** Pat Myers, Faye Schreiber, Bobbi Machado, Rene Mercer, Ann Elliott, Phyllis Sorenson, Mary Rosseau



Chapter AU's "Gold Rush" luncheon

## Chapter AU Enjoys Gold Rush

Looking for a pile of gold for philanthropies, Chapter AU, Maryville, Tennessee, decided to capitalize on the chapter letters, AU. Since AU is the atomic symbol for gold, the social and ways and means committees decided we needed to have a "Gold Rush." Several committee members sewed 50 gold lamé bags with ribbon drawstrings. Then they handed them out to each sister at the June 2011 meeting. Over the next five months, sisters tucked bills and change into the bags. Each returned her bag at the monthly meeting and picked up a different one. That way the donations remained anonymous, and no one knew how much "gold" was piling up.

Excitement and suspense mounted over the five month period. Finally the "Gold Rush" culminated in a luncheon held on November 19. Members sold \$25 tickets to friends and the community. Tables were set with gold plates and gold-themed centerpieces. The social committee prepared an elegant four course sit-down luncheon served by loyal BILs. After lunch, the social committee counted the money in the bags. When the "gold" dust settled, Chapter AU raised \$3,786.67 for P.E.O. philanthropies.

## Picnic for Chapter Challenge

Chapter A, Greensboro, North Carolina, has held a series of fundraisers for Cottey College's Chapter Challenge. A Christmas stocking fund in the winter raised \$160, a

luncheon brought in \$170 and most recently, the chapter held a picnic that also netted \$170 for the Chapter Challenge. Organized by Chapter A sisters Mary Elizabeth Keister and Nancy Schaefer, the picnic was held next to a scenic spot by a lake. P.E.O.s, BILs and guests paid \$10 each for an impressive spread of picnic lunch items.

## Chapter EP Sailed into Spring

Chapter EP of Tucson, Arizona, hosted their fifth annual fashion show and luncheon, "Sailing into Spring." A group of 300 women enjoyed a salad luncheon and viewed fashions by Chico's featuring their spring, summer and cruise attire. Various gifts and prizes were raffled.



Chapter EP's fashion show raised money for P.E.O. projects

The sisters of Chapter EP enjoyed the fellowship of working together to make the event successful and the opportunity to invite friends in the community of SaddleBrooke and sisters from other P.E.O. chapters in Tucson.

The event exceeded the chapter's expectations, earning \$3,625.80 for P.E.O. projects. This yearly event also gave the chapter an opportunity to increase awareness of P.E.O. Each place setting had an informational, decorative "tent" explaining P.E.O.'s six educational philanthropies and the amount of money P.E.O. has contributed to each project over the years. 🌸



**Tami L. Hegge, IY, Bradenton, Florida,** wrote "Grandmother's



Cancer Journey," a children's book written in memory of her mother Phyllis, who died of lung cancer in

2004. The book teaches children about cancer so they may better understand the disease and its various stages. Told through Grandmother's perspective, the story relates her journey through the cancer process and how she is eventually taken to a hospice where she is treated like a princess.

Tami, a Minnesota native, was a member of Chapter FJ, Park Rapids, Minnesota, until she moved to Florida in 2008, where she is a charter member of Chapter IY, which was organized in 2011. Tami is a Certified Professional Coder in the healthcare industry, and she and her BIL Loren have a daughter, Amanda.

**Michaeline Chance-Reay, BD, Manhattan, Kansas,** authored



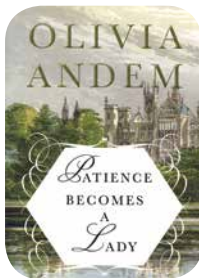
"Land Grant Ladies: Kansas State University Presidential Wives," which was named one of the 150 Best Kansas Books by The State Library of Kansas as part of the state's

sesquicentennial. The work includes biographies of P.E.O.s Shirley Acker, AF, Atlantic, Iowa; Ruth Ann Wefald, BD, Manhattan, Kansas; Noel Schulz, DE, Manhattan, Kansas; and Janet McCain, Chapter Eternal, all of whom served as first ladies of Kansas State University.

Michaeline is assistant professor of women studies and curriculum and instruction at Kansas State University. She is currently working on a book

about the Harvey Girls, the more than 100,000 women who worked as waitresses and tour guides along the Santa Fe Railroad for the Fred Harvey Company from 1878 to around the early 1950s.

**Olivia Andem, AW, Murrieta, California,** wrote the historical

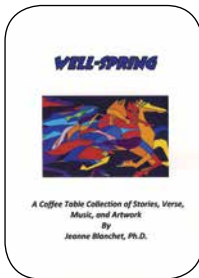


novel "Patience Becomes a Lady," a coming-of-age drama in 1815 during the romantic era of Jane Austen, set in the English countryside, London and Bath. Heroine Patience is an

indebted orphan of marriable age whose guardian plots an arranged marriage while Patience fancies a lord and the possibility of proposal by an English officer. But if she is not careful, Patience may face an unhappy future as an unwed governess.

Olivia, a Texas native who was raised in Sothern California, was initiated into Chapter BU, Williamsport, Pennsylvania. Living in California again, Olivia serves as Chapter AW treasurer. Olivia is a member of the Romance Writers of America and a local writing group. She and her husband enjoy spending time with their large family and Yorkie terrier Harley-Girl.

**Jeanne Blanchet, BW, Sun City, Arizona,** wrote "Well-Spring," a



156-page coffee table book of her short stories, poetry, music and artwork including a variety of subject matter from humor to the more serious aspects of life.

Jeanne is an award-winning writer, artist, lecturer and musical performer. She graduated from Northwestern University and was awarded a Woodrow Wilson fellowship

for graduate study. Jeanne earned her master's from Arizona State University and a doctorate in Asian studies in Hawaii, before engaging in post-doctoral studies for five years in Japan. Currently retired, Jeanne taught and lectured on Native American and Oriental cultures. She enjoys traveling, hiking, duplicate bridge and volunteer work. Her husband William was an attorney before he passed away in the 1990s. Jeanne, a member of the National League of American Pen Women, also wrote "Reflections," "A Song in My Heart," "The Bug in the Rug" and "Kaleidoscope."

**Mary Beavis, FD, Ely, Minnesota,**



wrote "Old Woman Winter," a children's book about an old couple named Winter. The Winters enjoy all things cold. Readers find out how winter begins when Old Man Winter wakes Old

Woman Winter so she can make a fresh new batch of snow for the beginning of the season. The end of the book includes tips for enjoying and monitoring winter weather and a few of Old Woman Winter's favorite winter recipes.

Mary divides her time between a home in the Twin Cities and her cabin near Ely. She co-founded Heartland Samplers, a publishing company that published the daily inspirational calendar "Bless Your Heart." Mary also wrote "Wolf Song," a children's book about wolves and nature. During her spare time, Mary enjoys gardening, singing in her church choir and carving wood sculptures. ❁



## Chapter JA, Englewood, Florida Organized: November 12, 2011

**First row, from the left:** Cindy Books, Mary Jo Holleran, Mary Ann Conroy, Elizabeth Harrison, Jane Bengtson, Pamela Gore Meade, Janis Gilkison, Linda Kern Woerner, Ruth White, Kimmer Manera, Diane Lehr  
**Second row:** Beverley Trueman, Misty Delbridge, Amy Milliken, Kathleen Bruveris, Andrea Truex, Kathy Robinson, Dorothy Rush, Debra Willis, Renuka Sharma, Marcia Ziegler, Doris Hilton, Marilyn Boyd



## Chapter EQ, Hudson, Wisconsin Organized: May 5, 2012

**First row, from the left:** Jan Standafer, Jane Hanson, Beverly Solsvig, Gloria Keller, Nancy Fravel, Susan Schreiner, Karen Morgan, Lyn Wilkie, Mary Post  
**Second row:** Betty Goodwin, Ellie Savereide, Marian Schultz, Randee Loss, Nancy Stevens, Erna Smith, Sharon Fish, Joan Thompson, Charlotte Johnson, Ann Stannard



## Chapter XV, Crescent City, California Organized: April 14, 2012

**First row, from the left:** Jennifer D. Wellman, Loma Dies, Sherrie R. Yabu, Linda Ging, Anita Janis, Mary Ellen Silva, Kathleen Tomko  
**Second row:** Cathleen Woodward, Lise' Hamilton, Sandy Cady, Gwen Killops, Sue Anderson, Linda Sinclair  
**Third row:** Cheryl Leonard, Polly Cameron, Mary Ann Allen, Sue Chambers, Holly O. Austin, Karen Smith Sayer, Ann Leon



## Chapter CP, Watertown, New York Organized: April 28, 2012

**From the left:** Aimee Whelpley, Beverly Brown, Carolyn Osborne, Karen Hall, Raya Shibilski, Linya Bell, Anne Willaman, Patricia Williams, Beth Linderman, Sarah Schantz, Lynn Pyke, Emily Sprague, JoAnn Wheeler, Suzanne Clarke, Margot McGorman, state organizer Susan Catalano



**Chapter ED, Rockford, Iowa**  
**Organized: December 6, 1911**  
**Celebrated: September 19, 2011**

**First row, from the left:** Tammi Hirv, Debra Nash, Laura Paplow, Deb Campbell, Janice Stowe, Carol Schlader, Jeanne Staudt, Jean Buseman **Second row:** Teresa Stevens-Marth, Jean Druckrey, Helen Schumburg, Candice Brandau **Third row:** Susan Longcor, Diane Jones, Sandra Willman, Sharon Hicok, Jane Larson, Carolyn Ewen, Janette Lien, Kathy Bushbaum, Sharon Enabnit, Mary Schubert



**Chapter AJ, Sebastopol, California**  
**Organized: February 22, 1912**  
**Celebrated: February 22, 2012**

**First row, from the left:** Phyllis Welsh, Edwina Wagner, Jean Anderson, Aline Garrison, Burnis Stefanoni, Trudy Baker, Mickie Orchard, Jeanne Nahmens, Wenonah Govea, Virginia Miller, Liz Shatto, Jane Schultz **Second row:** Pat Scoville, Judi Steeves, Cathy Landis, Janet Dawe, Judy Mathieson, Micca Gray, Annette Bassignani, Marilyn Toms, Katy Karrenbrock, Marilyn Malm **Third row:** Pam Stullken, Lucinda Winkler, Linda Mori, Janeen Sanchiotti, Gail Dutton Peterson, Jill Simmons, Donna Jones, Jane Vail **Fourth row:** Marguerite Matthews, Pat Lachman, Paula Pearce, Ginny Rich, Barbara Ellis, Dolores Matteri **Fifth row:** Sylvia Fisher, Linda Hooser, Judith Rose Krozek, Pam Baseman, Elaine Oehlman



**Chapter H, South Saint Paul, Minnesota**  
**Organized March 8, 1912**  
**Celebrated May 5, 2012**

**First row, from the left:** Helen Francomb, Eleanor Twining, Norma Larson, Kelly Keis, Audrey Benjamin, Myrna Shannon, Ardis Roberts **Second row:** Joann Larson, Elaine Metcalf, Ginny Seals, Amanda Yanchury, Cindy Yanchury, Barb Bussen, Bev Brand, Jaminie Kellog, Carol Johnson, Kris Lindberg, Marge Shreffler, Cindi Mitsch, Betty Miller, Evie Odland, Mary Kay O'Rourke **Third row:** Pam Keis, Elizabeth Donohue, Joni Arvidson, Connie Prall, Sue Puppe, Stephi Russell, Donna Krska, Alice Mikel, Cheryl Carter, Carrie Macoskey, Cris Kallas, Marlys Tiedman, Sue Roberts, Dawn Nakashima, Mary Petrie, Cheryl Regan



**Chapter EG, Rockwell City, Iowa**  
**Organized: December 10, 1912**  
**Celebrated: April 14, 2012**

**First row, from the left:** Audrey Gray, Lilybell Gray, Harriet Gidel **Second row:** Janet Haub, Gracia Willis, Harriet Jakeman-Zinnel, Kathy Hiler, Cathy Baird, Bev Williams, Marcia Ahlrichs **Third row:** Anne Bretthauer, Carmen Hartling, Cherry Marsden, Nancy Anderson, Pam Horan, Sonia Kerns, Brittany McAlexander, Sharon Powers, Kerri McAlexander

# To The POINT

## Local Chapter 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 be destroyed and not used.



## Silent Auctions by Convention Hostess Chapters

Silent Auctions are an approved fundraiser by convention hostess chapters. No more than three items may be offered (a basket of separate things is considered one item), each with a value not to exceed \$500. Bids must be posted at the convention site and the winner announced prior to the close of convention.



## Local Chapter Officer Tutorial for Annual Reports

A tutorial for local chapter corresponding secretaries will be posted online at the first of the year. It will outline the process



to follow when completing annual reports. The step-by-step procedure will help the corresponding secretary submit an accurate and timely report to the s/p/d chapter, which in turn will expedite the year-end releases at all levels. Watch for its availability! To ensure accuracy with our final numbers, please make it a priority to meet the reporting deadline.

## The P.E.O. Record on Tape/CD

Please contact Anne Vaeth, 11321 Craig, Overland Park, KS 66210, akv@everestkc.net to receive the magazine on tape or CD. This service for our visually impaired sisters is at no cost by Chapter DO, Kansas City, Missouri.



## 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.

## Reference Listings

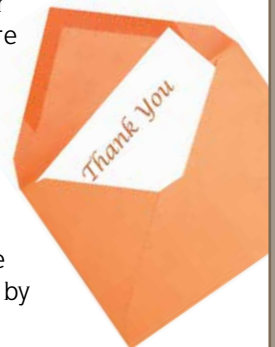
In the members' side of the website click on Reference Listings to find listings previously in the CARE issue: Bed and Breakfast, Gatherings Away from Home, Honor Roll, Reciprocity & Group Contacts, S/P/D Chapter Conventions Schedule and TLC.

The current Bed and Breakfast listing is printed in this issue of the magazine only. Check the website for updates which are made regularly.



## Gift Acknowledgements

Chapter gifts to our projects are acknowledged in the May-June issue of The P.E.O. Record. Project gifts by individuals are acknowledged by the executive office. Named or designated gifts, as well as large gifts above a certain level as determined by the P.E.O. project or Foundation, are acknowledged by each board of trustees. Gifts to Cottey College by chapters and individuals are acknowledged by the College. 🌸



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

**Mail:** Membership Dept., P.E.O. Executive Office  
3700 Grand Ave., Des Moines, IA 50312-2899  
**Fax:** The P.E.O. Record, 515-255-3820  
**Call:** 800-343-4921 (automated line available 24 hours a day. May not be available in all areas of Canada.)  
**Email:** membership@peodsm.org  
**Web:** peointernational.org (click on address change form)

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Chapter letter(s) \_\_\_\_\_ State \_\_\_\_\_ Date Address Effective \_\_\_\_\_

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Street or Box Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

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