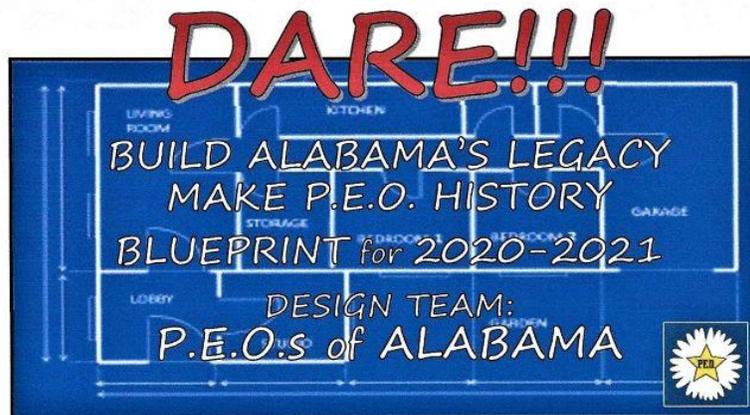


PROCEEDINGS OF THE SIXTY-SECOND ANNUAL CONVENTION ALABAMA STATE CHAPTER P.E.O. SISTERHOOD



Organized January 8, 1959
Auburn, Alabama



HOSTESS CHAPTERS

Chapter O, Montgomery
Chapter Y, Montgomery
Chapter W, Dothan
Chapter AH, Dothan

APRIL 30 - MAY 1, 2021
VIRTUAL CONVENTION
ZOOM VIDEO WEBINAR PLATFORM

**ALABAMA STATE CHAPTER
OF THE
P.E.O. Sisterhood**

**EXECUTIVE BOARD OFFICERS
2020-2021**



FRONT ROW:

Linda Wilkins Kottmeyer, AM
President

BACK ROW LEFT TO RIGHT:

Denise Williams, U
Vice President

Wendy James, C
Organizer

Cindy Fry, AD
Treasurer

Elaine Bassett, AF
Secretary

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Alabama State Chapter Bylaws, Revised May 1, 2021-1-
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RULES FOR 2021 VIRTUAL CONVENTION

Due to the COVID-19 pandemic emergency, the Executive Board of International Chapter adopted the following rules for all 2021 virtual conventions of State, Provincial and District Chapters. These rules may not be amended.



A virtual convention for state, provincial and district chapters will be divided into two or more meetings. The opening meeting will contain all agenda items of business which require action by vote of members of convention. A second and subsequent meeting will contain only agenda items of business not requiring any action during convention.

General Rules:

1. A webcam video of the president shall be displayed throughout the convention.
2. A webcam video of a presenter may be displayed throughout the convention, if available.
3. Each voting member must have the contemporaneous ability during the opening meeting to submit a vote or ballot through the video platform's polling process on an individual device. Each voting member is limited to one device.
4. Each voting member of convention must be situated in a private location and shall be responsible for her connection to the Internet. No action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented her from participating in the meeting.
5. Members' devices shall remain muted unless recognized to speak. A Technical Support specialist will operate the mute.unmute function.
6. A committee appointed by the president from voting members of convention has the responsibility to read and approve the minutes of convention.
7. Members shall not record any portion of the business meetings, take screen shots or photos of presentations or slides, or post.share on the Internet, unless notified that this rule is suspended.
8. Amendments to state, provincial and district chapter bylaws and standing rules adopted at convention will take effect at the close of convention and as instructed in the bylaw.

Rules for Opening Meeting:

9. Only voting members of convention as defined in the state, provincial or district chapter bylaws, designated participants and technical support specialists shall attend the opening meeting.
10. Voting members of convention shall register for the opening meeting using a specific registration link and will be verified when logging in to the platform.
11. Only voting members of convention shall sign in as attendees and maintain internet access when present throughout the opening meeting but sign out upon any permanent departure prior to adjournment. In the event a delegate must leave the remainder of the convention, the alternate shall register and be approved by the Credentials Committee.

12. Once a quorum is established in the opening meeting, the continued presence of a quorum shall be monitored by the online list of participants unless another quorum count is ordered by the president or convention. The list will be copied for the proceedings of convention.

13. Nominations “from the floor” shall be submitted in writing to the president and chairman of the Nominating Committee no later than 12:00 noon Central Time the Monday prior to the start of the opening meeting of convention in order to give the Nominating Committee time to verify the candidate meets the eligibility requirements and to gain her consent to be nominated.

14. The Chairman of Amendments and Recommendation Committee will read only the explanation provided for all proposed amendments.

15. Proposed amendments presented “as a block” are voted upon as one without debate and a single vote. A request for information on any of the items is allowed and a member may request an amendment be pulled from the block for separate consideration and vote. A request to pull an amendment shall be submitted in writing to the president and chairman of the Amendments and Recommendations Committee no later than 12:00 noon Central Time the Monday prior to the start of the opening meeting of convention.

16. In the interest of time and for clear communication, a member intending to introduce a main motion or offer a motion to amend to any business that has been noticed prior to convention shall submit it in writing to the president and chairman of the Amendments and Recommendations Committee no later than 12:00 noon Central Time the Monday prior to the start of the opening meeting of convention.

17. To seek recognition to speak, a member shall click “Q&A” in the Webinar controls and enter her name, chapter letter(s) or title, and indicate purpose: PRO, CON, Request for Information. A queue of speakers is electronically established for each motion and the queue will be cleared when the motion is disposed of. The president will alternate between those speaking pro and con. Priority recognition is given to a Request for information.

18. A member addressing the president shall state her name, chapter letter(s) or title and purpose. A member will be limited to speak once for one (1) minute on each motion. Total time clock on a proposed amendment or resolution shall be limited to seven (7) minutes. Items considered seriatim shall be limited to four (4) minutes per amendment within the group with an additional two (2) minutes allowed for the group as a whole. If a motion to amend is presented pursuant to Rule #16, the total time clock will be paused, and a five (5) minute time limit will be set for consideration of the motion to amend. Upon disposition of the motion to amend, the president will restart the total time clock and resume consideration of the pending motion. A question asked under a request for information is not counted as individual debate time but does count toward the total time clock for the amendment. The clock for an individual to answer will pause for the time required to respond to a request for information and as ordered by the president.

19. Due to the COVID-19 pandemic emergency, the approved method of voting is by ballot taken electronically by Zoom polling. The president shall announce the result.

20. A total time of 45 seconds will be given to complete voting on each Zoom poll.

21. All items of business which require action by vote of members of convention shall be contained within the scheduled opening meeting.

FOUNDERS OF P.E.O.

Mary Allen (Stafford)	1848 - 1927
Alice Bird (Babb)	1850 - 1926
Hattie Briggs (Bousquet)	1849 - 1877
Alice Virginia Coffin	1848 - 1888
Suela Pearson (Penfield)	1851 - 1920
Franc Roads (Elliott)	1852 - 1924
Ella Stewart	1848 - 1894

REPRESENTATIVE OF INTERNATIONAL CHAPTER

Jan Keeley
Chairman, P.E.O. Educational Loan Fund Committee
International Chapter

OFFICERS OF INTERNATIONAL CHAPTER EXECUTIVE BOARD

President	<i>Brenda J. Atchison</i>
First Vice President.....	<i>Patricia L Brolin-Ribi</i>
Second Vice President	<i>Cathy Moss</i>
Organizer	<i>Alix Smith</i>
Recording Secretary.....	<i>Kathryn S. Ebert</i>

OFFICERS OF ALABAMA STATE CHAPTER EXECUTIVE BOARD

President.....	<i>Linda Wilkins Kottmeyer</i>	Birmingham, AM
Vice President	<i>Denise Williams</i>	Decatur, U
Organizer.....	<i>Wendy James</i>	Mobile, C
Treasurer	<i>Cindy Fry</i>	Huntsville, AD
Secretary	<i>Elaine Bassett</i>	Troy, AF

LOCAL CHAPTERS IN ALABAMA

Chapter A.....	Auburn	Chapter O	Montgomery	Chapter AC	Tuscaloosa
Chapter B	Birmingham	Chapter P.....	Birmingham	Chapter AD	Huntsville
Chapter C	Mobile	Chapter Q	Decatur	Chapter AE.....	Anniston
Chapter D.....	Birmingham	Chapter R	Tuscaloosa	Chapter AF.....	Troy
Chapter E	Auburn	Chapter S.....	Florence	Chapter AG	Foley
Chapter F.....	Birmingham	Chapter T	Birmingham	Chapter AH	Dothan
Chapter G	Montgomery	Chapter U	Decatur	Chapter AI.....	Prattville
Chapter H.....	Mobile	Chapter V	Ozark	Chapter AJ	Huntsville
Chapter I	Tuscaloosa	Chapter W	Dothan	Chapter AK	Birmingham
Chapter J	Huntsville	Chapter X.....	Auburn	Chapter AL.....	Madison
Chapter K.....	Montgomery	Chapter Y	Montgomery	Chapter AM ...	Birmingham
Chapter L	Mobile	Chapter Z	Huntsville	Chapter AN	Florence
Chapter M	Huntsville	Chapter AA	Birmingham		
Chapter N.....	Tuscaloosa	Chapter AB	Daphne		

PAST PRESIDENTS OF ALABAMA STATE CHAPTER

* CHAPTER ETERNAL

** DIED IN OFFICE 1967

*Harriette Chadwick, A1959-1960	Shirley Beckett, IR, IA 1989-1990
*Maurine Evans, B.....1960-1961	*Frances (Fran) Mullen, N..... 1990-1991
*John Fleming, C1961-1962	*Carolyn Jordan, AA..... 1991-1992
*Joyous Mahaffey, A.CO1962-1963	*Margaret Peacock, K..... 1992-1993
*Elizabeth Davis, X1963-1964	Nancy McFeters, JL, WA..... 1993-1994
*Isabel Palmer, F1964-1965	Sheila Morgan, AG 1994-1995
*Inez Sickels, D1965-1966	Marianne Stevens, J..... 1995-1996
* Sarah F. McPhearson, B.....1966-1967	Marilyn Mancini, AC 1996-1997
**Alice Schreiber, A.....1967-1968	Patricia Franklin, G 1997-1998
June Williams, H.....1967-1968	Karla Gniadek, M..... 1998-1999
*Inez Bartlett, D.....1968-1969	Mary Donald, Y..... 1999-2000
*Virginia (Ginny) Douglas, J.....1969-1970	Katherine (Dani) Halverson, E..... 2000-2001
*Thelma (T.C.) Wilkins, N1970-1971	Debra Cunningham, Y..... 2001-2002
*Catherine Segars, C.....1971-1972	Carol Timkovich, R..... 2002-2003
Betty Harrison, AD1972-1973	Bette C. Bryan, K 2003-2004
*Ann Bennett, O1973-1974	Betty von Herrmann, AA 2004-2005
*Fyrn Watkins Wesson, AA1974-1975	Susan Santoli, H 2005-2006
*Margie Hudson, K.....1975-1976	Rebecca Drennen, G..... 2006-2007
*Maury Ferguson, C1976-1977	*Sally Sorocak, H..... 2007-2008
*Amelia (Amy) Lawley, G1977-1978	Gayle Howell, AC 2008-2009
*Winifred (Winnie) Boyd, A1978-1979	Mary G. Wiley, AJ 2009-2010
Margaret Shoemaker, T1979-1980	Holly Fondots, T 2010-2011
Sylvia Hellums, I1980-1981	Patty Piro, AL..... 2011-2012
*Sara Ann Curry, A1981-1982	Carol Westbrook, D..... 2012-2013
*Dean Hays-Elam, E.....1982-1983	Grace Anderson, AN..... 2013-2014
*Jeanette (Jeanie) Self, U.....1983-1984	Betty Smith, V..... 2014-2015
*Elmira Alison, K.....1984-1985	Nancy Sites Sizemore, AG..... 2015-2016
*Frances Corwin, G1985-1986	Shirley Paramore, T..... 2016-2017
Lauren Hilditch Watson, BC, FL.....1986-1987	Rebecca (Becki) S. Reardon, AM..... 2017-2018
*Kathryn (Kathy) Remaley, R1987-1988	*Elizabeth (Lisa) Compton Sallo, AL.. 2018-2019
*Jerry Odle, P.....1988-1989	Janice Alcorn, AN..... 2019-2020

STATE CHAPTER STANDING COMMITTEES

**ALABAMA COTTEY COLLEGE SCHOLARSHIP
AND RECRUITMENT COMMITTEE**

Denise Williams, U, Vice President, Adviser
Sarah Allen, Z, Chairman
Mary Fuller, AB
Susan Santoli, H, PSP

AUDITING COMMITTEE

Mary Wiley, AJ, PSP, Chairman
Nancy Gauldin, J
Cheryl Watrous, Z

MEMBERSHIP COMMITTEE

Wendy James, C, Organizer, Adviser
Sylvia Sheffield, AA, Chairman
Nancy Sites Sizemore, AG, PSP
Shirley Paramore, T, PSP

**AMENDMENTS AND RECOMMENDATIONS
COMMITTEE**

Karen Blair, Study and Research Committee
Vice Chairman, International Chapter, Adviser
Barbara Tonn, AL, Chairman
Betty von Herrmann, AA, PSP
Lauriel Richards, H

FINANCE COMMITTEE

Patty Piro, AL, PSP, Chairman
Karen Sargent, AL
Carol Williams, L

NOMINATING COMMITTEE

Denise Williams, U, Vice President, Liaison
Shirley Paramore, T, PSP, Chairman
Katherine (Dani) Halverson, E, PSP
Dianne Corwin, G

STATE CHAPTER PROJECT COMMITTEES

P.E.O. EDUCATIONAL LOAN FUND COMMITTEE

Cindy Fry, AD, Treasurer, Adviser
Becky Jones, T, Chairman
Marian (Mame) Morgenstern, G

**P.E.O. INTERNATIONAL PEACE SCHOLARSHIP
COMMITTEE**

Elaine Bassett, AF, Secretary, Adviser
Bonnie Embry, AK, Chairman
Su Ofe, K

P.E.O. PROGRAM CONTINUING EDUCATION

Cindy Fry, AD, Treasurer, Adviser
Jean Coshow, Q, Chairman
Lynn P. Bolles, AK

P.E.O. SCHOLAR AWARDS COMMITTEE

Elaine Bassett, AF, Secretary, Adviser
Betsy Cagle, K, Chairman
Cecelia (Cel) Bailey, D

P.E.O. STAR SCHOLARSHIP COMMITTEE

Wendy James, C, Organizer, Adviser
Jodie James, D, Chairman
Ann Jacobs, W

STATE CHAPTER SPECIAL COMMITTEES

SPECIAL COMMITTEE ON TECHNOLOGY

Denise Williams, U, Vice President, Chairman
Monetta Noland, C
Judi Siegfried, M
Chandler Nichols, AC
Rosemary Reichstetter, AG
Diane Blue, E
Pat Tabereaux, S
Shellye Vardaman, AF
Betty Nelson, AM

STATE CHAPTER HISTORIAN

Phyllis Busch, AG

**2021 VIRTUAL CONVENTION
APPOINTEES, COMMITTEES AND HONOREES**

CELEBRATION OF LIFE

Elaine Bassett, AF, Secretary, Liaison
Janice Alcorn, AN, PSP

PARLIAMENTARIAN

Karen Blair, Study and Research Committee,
Vice Chairman, International Chapter

CHAIRMAN OF TELLERS

Jan Thompson, AM

TECHNICAL SUPPORT SPECIALIST

Sarah Walker, D

CREDENTIALS COMMITTEE

Cindy Fry, AD, Treasurer, Adviser
Mary Donald, Y, PSP, Chairman

REGISTRATION COMMITTEE

Cindy Fry, AD, Treasurer, Adviser
Mary Donald, Y, PSP, Chairman

COMMITTEE TO APPROVE MINUTES

Elaine Bassett, AF, Secretary, Adviser
Shellye Vardaman, AF
Carrie Taylor Manning, AF
Ann Kauckeck, AM

CONVENTION CO-CHAIRMEN

Amy White, O Alline Russell, O

CONVENTION TREASURER

Janice S. Candler, Y

CONVENTION STEERING COMMITTEE

Anne Parramore, O Ann Jacobs, W Fiona E. Capel, Y Liz Olliff, AH

HONORARY PAGES

Daughter of Denise Williams, U, Vice President
Kira Williams, U

Daughter of Elaine Bassett, AF, Secretary
Katie Bassett Temple, AF

Daughter of Janice Alcorn, AN, PSP
Erin Blalock, AN

Daughter of Janice Alcorn, AN, PSP
Emily Alcorn Thornton, AN

HONORARY GUARDS

Sisters of Chapter AM

**LOCAL CHAPTER DELEGATES
TO
2021 VIRTUAL CONVENTION**

NOTE: *Current President or VP; or Been President

<u>Chapter A</u> Auburn	* Mary Nordness * Elizabeth Mueller		<u>Chapter U</u> Decatur	* Shirley James * Olita Yarberr
<u>Chapter B</u> Birmingham	* Myra Hunt * Nancy Spangler		<u>Chapter V</u> Ozark	* Judy Bludsworth * Judy Burg
<u>Chapter C</u> Mobile	* Luann Rice Maureen Lowe		<u>Chapter W</u> Dothan	Jane Klosky * Jane Schneckloth
<u>Chapter D</u> Birmingham	* Eleanor E Gourley * Cecelia (Cel) Bailey		<u>Chapter X</u> Auburn	* Susan Stanley Betty Sims
<u>Chapter E</u> Auburn	* Katherine (Dani) Halverson, PSP * Sue Bradley		<u>Chapter Y</u> Montgomery	Fiona Capel * Denise M Snipes
<u>Chapter F</u> Birmingham	* Amy Howser Harriet Cloud		<u>Chapter Z</u> Huntsville	* Jane Romines * Sarah Allen
<u>Chapter G</u> Montgomery	* Marian (Mame) Morgenstern * Connie Jones		<u>Chapter AA</u> Birmingham	* Karen Jensen Amanda von Herrmann
<u>Chapter H</u> Mobile	Cindy Fultz * Susan Santoli, PSP		<u>Chapter AB</u> Daphne	* Elsie Pritchard * Ruth Priest
<u>Chapter I</u> Tuscaloosa	Sandra Hanson * Martha Hocutt		<u>Chapter AC</u> Tuscaloosa	* Paige McCormick Rita Doughty
<u>Chapter J</u> Huntsville	* Louise Applegate Linda Roden		<u>Chapter AD</u> Huntsville	Nancy R Supko Carol P Worsham
<u>Chapter K</u> Montgomery	* Elizabeth Harber * Bette Bryan, PSP		<u>Chapter AE</u> Anniston	* Angela Baker Vickie Simmons
<u>Chapter L</u> Mobile	* Mariam Morrow *Carol Williams		<u>Chapter AF</u> Troy	* Shellye Vardaman *Carrie Taylor Manning
<u>Chapter M</u> Huntsville	* Jean Sturmfels Judi Siegfried		<u>Chapter AG</u> Foley	* Marcia Miles * Cheryl Williams
<u>Chapter N</u> Tuscaloosa	* Carol Hoffman Cathy Wooldridge		<u>Chapter AH</u> Dothan	* Cynthia Lumpkin * Jan Long
<u>Chapter O</u> Montgomery	* Alline Russell * Anne Parramore		<u>Chapter AI</u> Prattville	* Patsy Nickerson * Sandra (Sandy) Kelser
<u>Chapter P</u> Birmingham	* Gayle Glenn * Sara Brown		<u>Chapter AJ</u> Huntsville	* Nancy Newton Jodie Clements
<u>Chapter Q</u> Decatur	* Jean Coshov * Bobby Jane (B.J.) Breeding		<u>Chapter AK</u> Birmingham	Leslie Hendon * Carol Paramore
<u>Chapter R</u> Tuscaloosa	* Connie Malone * Dana Templeton		<u>Chapter AL</u> Madison	* Karen Sargent Marti Donovan
<u>Chapter S</u> Florence	Pam Baschab Abby Alkire		<u>Chapter AM</u> Birmingham	Ann Kauckeck * Lea Webb
<u>Chapter T</u> Birmingham	* Micheline Parkey Andrea Eckelman		<u>Chapter AN</u> Florence	* Sarah Warstler Betty Phillips

PRE-CONVENTION SCHEDULE

THURSDAY, APRIL 29, 2021

12:00 pm Executive Board Meeting Executive Board and International Rep

CONVENTION SCHEDULE

FRIDAY, APRIL 30, 2021

OPENING BUSINESS MEETING

OPEN ONLY TO VOTING MEMBERS OF CONVENTION
ACCESS USING INVITATION FOR FRIDAY, OPENING BUSINESS MEETING

LINDA WILKINS KOTTMAYER, PRESIDING

10:00 am Command Center OpensMembers of Command Center
11:30 am Join International Zoom Webinar Voting Members of Convention
11:55 am Admittance to Virtual ConventionLinda Wilkins Kottmeyer, AM

12:00 pmCall to Order and WelcomeLinda Wilkins Kottmeyer, AM

..... Review: Practice Question, Debate, Voting Barbara Tonn, AL
Becki Reardon, AM, PSP,
Lea Ann Webb, AM, Ann Kauckeck, AM

... First Credentials Committee Report and Adoption Mary Donald, Y, PSP
..... List of Local Chapter Delegates

..... Establish QuorumLinda Wilkins Kottmeyer, AM
..... Adoption of the Rules of Convention
..... Adoption of the Convention Program Elaine Bassett, AF
..... Formal Opening of Virtual ConventionLinda Wilkins Kottmeyer, AM
.....Appointment of Committee to Approve Minutes
..... Appointment of Parliamentarian

.. Final Credentials Committee Report and Adoption Mary Donald, Y, PSP

..... Report of the Nominating Committee Shirley Paramore, T, PSP
..... 2021-2022 Proposed Slate of Officers
.....2021 Nominee to State Board Bio
..... Election of State Chapter OfficersLinda Wilkins Kottmeyer, AM
.....Election of Delegates to CIC 2021Linda Wilkins Kottmeyer, AM

..... Report of the A&R Committee Barbara Tonn, AL
..... 2021 Proposed Amendments and Resolutions

..... Report of the Finance Committee Patty Piro, AL, PSP
..... 2021-2022 Proposed Budget
..... 2020-2021 Summary of Fund Balances

..... Unfinished BusinessLinda Wilkins Kottmeyer, AM
..... Announcements
..... Meeting Adjourns for the DayLinda Wilkins Kottmeyer, AM

CONVENTION SCHEDULE

SATURDAY, MAY 1, 2021

SECOND BUSINESS MEETING – PART 1

OPEN TO ALL ALABAMA P.E.O. MEMBERS and P.E.O. VISITORS
ACCESS USING INVITATION FOR SATURDAY, SECOND BUSINESS MEETING - PART 1

- 8:30 am Command Center Opens Members of Command Center
9:00 am Join Alabama State Chapter Zoom Meeting P.E.O. Members and Visitors
9:25 am Admittance to Virtual Meeting Linda Wilkins Kottmeyer, AM
9:30 am Call to Order Linda Wilkins Kottmeyer, AM
Invocation Nancy Sites Sizemore, AG, PSP
Pledge of Allegiance Kira Williams, U, Pre-Recorded
National Anthems of Canada and United States Pre-Recorded
Opening Ode Pre-Recorded
Objects and Aims Pre-Recorded
Welcome and Greetings from the President Linda Wilkins Kottmeyer, AM
Moment of Reflection Cel Bailey, D
Correspondence and International Chapter News Elaine Bassett, AF
9:40 am Introduce Representative of International Chapter Linda Wilkins Kottmeyer, AM
9:45 am Keynote Address: "A Society of Our Own" Jan Keeley, Representative of International Chapter
10:05 am Introduction of Past Presidents Susan Santoli, H, PSP
10:10 am Report of Actions Taken During the Opening Business Meeting Friday, April 30, 2021 Linda Wilkins Kottmeyer, AM
10:15 am Introductions-State Board Officers, Committees and Historian Linda Wilkins Kottmeyer, AM
Alabama State Chapter Executive Board Reports Announcement
State Standing and Special Committees Reports Announcement
State Project Committees Reports Announcement
State Historian
Summary of Local Chapter Presidents' Letters
Introductions - Convention Appointees, Committees and Honorees, and Delegates Linda Wilkins Kottmeyer, AM
10:30 am Workshop Introduction Wendy James, C
"How to Attract New Officers" S/P/D Organizers
10:45 am Period of Instruction Introduction Wendy James, C
"Madame Marguerite" S/P/D Organizers
11:00 am Announcements Linda Wilkins Kottmeyer, AM
Meeting Adjourns for Lunch Linda Wilkins Kottmeyer, AM

CONVENTION SCHEDULE

SATURDAY, MAY 1, 2021

SECOND BUSINESS MEETING – PART 2

OPEN TO ALL ALABAMA P.E.O. MEMBERS, P.E.O. VISITORS and P.E.O. GUESTS
ACCESS USING INVITATION FOR SATURDAY, SECOND BUSINESS MEETING - PART 2

- 11:30 am Command Center OpensMembers of Command Center
11:40 am Join Alabama State Chapter Zoom MeetingP.E.O. Members, Visitors and Guests
11:55 am Admittance to Virtual MeetingLinda Wilkins Kottmeyer, AM
12:00 pm Call to Order Linda Wilkins Kottmeyer, AM
..... Welcome and Greetings from the PresidentLinda Wilkins Kottmeyer, AM
..... Celebration of LifeJanice Alcorn, AN, PSP
2019-2021 Pre-Recorded
.....Silver Sisters and Golden Girls’ Recognition Elaine Bassett, AF
.....Milestone Birthday Chapters’ Celebration Elaine Bassett, AF
DARE!!! Awards and Designated Chapter AwardsDenise Williams, U
.....P.E.O. Project SpeakersLinda Wilkins Kottmeyer, AM
.....Cottey CollegeDenise Williams, U
..... Jann Weitzel, PhD., President
.....P.E.O. Educational Loan Fund Cindy Fry, AD
.....Jordan Ballew
.....P.E.O. International Peace Scholarship Elaine Bassett, AF
..... Liza M Kimbo
.....P.E.O. Program for Continuing Education Cindy Fry, AD
.....Marlayna A Fitts, ER/TX
..... P.E.O. Scholar Award Elaine Bassett, AF
..... Kelly Chen
..... P.E.O. STAR Award Wendy James. C
..... Kenzie Cornelius
.....Local Chapter P.E.O. Foundation Scholarship Wendy James, C
..... Erin Blalock, AN/AL
..... Thank-YouLinda Wilkins Kottmeyer, AM
.....Remarks by Outgoing President
..... Installation of New OfficersJan Keeley, Representative of
Presentation of Past President’s Credentials and Pin International Chapter
..... Remarks by Incoming PresidentDenise Williams, U
..... Introduction of Guests
.....Invitation to 2022 Convention Chapters B, V, X and AA
Pre-Recorded
..... Closing RemarksJan Keeley, Representative of
International Chapter

..... Report of the Registration Committee Mary Donald, Y, PSP

.....Proceedings Distribution AnnouncementDenise Williams, U

..... 2021-2022 Committee Appointments

.....2021-2022 State Star Goals

.....2021-2022 Local Chapter Cascading Goals

..... Further Unfinished Business

.....Announcements

..... Benediction

..... Formal Close of ConventionDenise Williams, U

O CANADA

O Canada! Our home and native land!
 True patriot love in all of us command.
 With glowing hearts, we see thee rise,
 The True North strong and free!
 From far and wide, O Canada, we stand on guard for thee.
 God keep our land glorious and free!
 O Canada, we stand on guard for thee.
 O Canada, we stand on guard for thee.

THE STAR SPANGLED BANNER

Oh, say, can you see, by the dawn's early light,
 What so proudly we hailed at the twilight's last gleaming,
 Whose broad stripes and bright stars, through the perilous fight,
 O'er the ramparts we watched, were so gallantly streaming.
 And the rockets' red glare, the bombs bursting in air,
 Gave proof through the night that our flag was still there.
 Oh, say, does that Star Spangled Banner yet wave
 O'er the land of the free, and the home of the brave.

MINUTES OF 2021 VIRTUAL CONVENTION

April 29 – May 1, 2021

OPENING MEETING

Friday Morning, April 30, 2021

The 62nd Annual Convention of Alabama State Chapter of the P.E.O. Sisterhood convened at 11:55 a.m. through full-featured internet meeting services.

The meeting was called to order by President Linda Wilkins Kottmeyer at 12:00 p.m.

The president welcomed all attendees.

Linda Kottmeyer asked Barbara Tonn, Chapter AL, Chairman of the Amendments and Recommendations (A&R) Committee, to assist with conducting a practice voting session in preparation for the proposed amendments.

Credentials Committee Chairman Mary Donald, Chapter Y, Past State President, gave the first report of the committee, stating 112 members of convention were entitled to vote, and moved the report be adopted. The motion was seconded. An electronic vote was taken with the following results: 105 votes cast, 54 votes necessary for adoption by majority, 105 affirmative and 0 negative. The motion passed and the first credentials report was adopted.

Quorum was established through a poll taken to verify a majority of local chapter representation.

Attention was called to the Rules of Convention as adopted by the Executive Board of International Chapter. (Proceedings, p. 1)

Secretary Elaine Bassett announced there were no changes to the distributed convention program (Proceedings, p.8) and moved adoption with such changes as become necessary. The motion was seconded, and an electronic vote was taken with the following results: 104 votes cast, 53 votes necessary for adoption by majority, 104 affirmative and 0 negative. The motion was adopted.

A quorum being present, the president declared the 62nd Convention of Alabama State Chapter opened in due form and ready for the transaction of business.

The president appointed and introduced the members of the Committee to Approve Minutes of Convention: Shellye Vardaman, Chapter AF; Ann Kauchek, Chapter AM, and Carrie Manning, Chapter AF, and thanked them for assisting the secretary with the minutes.

The president announced that Karen Blair, P.E.O. Study & Research Committee Vice Chairman, International Chapter, was appointed convention parliamentarian by Brenda J. Atchison, International Chapter President.

Mary Donald reported no changes to the first report of the Credential Committee making it the final report of the committee. (Proceedings, p. 22)

Shirley Paramore, Chapter T, Past State President, Nominating Committee Chairman, introduced committee members Dani Halverson, Chapter E, Past State President, and Diane Corwin, Chapter G, and gave the committee's report. (Proceedings, p. 34) She also called attention to the bio of the incoming board member nominee. (Proceedings, p. 52) The president thanked the committee for their work.

The next order of business was election of officers.

There being no further nominations submitted per the Rules of Convention, the president declared the nominations closed. An electronic vote was taken for the entire slate of officers with the following results: 107 votes cast, 53 votes necessary for election by majority, 107 affirmative and 0 negative. There being a majority in the affirmative, the entire slate as presented by the Nominating Committee was elected Executive Board Officers of the Alabama State Chapter for the ensuing year.

- President.....Denise Williams, Chapter U
- Vice PresidentWendy James, Chapter C
- OrganizerCindy Fry, Chapter AD
- TreasurerElaine Bassett, Chapter AF
- SecretaryCecelia (Cel) Bailey, Chapter D

The president congratulated the newly elected officers and announced that the installation of new officers would take place during the afternoon session of the second business meeting on Saturday, May 1.

The next order of business was election of delegates to the 2021 Convention of International Chapter. Secretary Elaine Bassett announced the names of nominees were included in the Delegate Packet and moved election of the delegates. The motion was seconded.

An electronic vote was taken for the entire slate with the following results: 105 votes cast, 53 votes necessary for election by majority, 105 affirmative and 0 negative. The delegates and alternates listed were elected.

Delegate.....	Alternate
Chapter C	Luann Rice.....Maureen Lowe
Chapter K.....	Lindsay Smith.....-----
Chapter W	Lillian VickersAnn Jacobs
Chapter Y	Janice Candler.....Elise Hicks
Chapter AD.....	Nancy Supko.....-----
Chapter AK.....	Leslie Hendon.....Sue Comeaux

In preparation for the presentation of amendments to the Alabama State Chapter Bylaws and Standing Rules, the president instructed the members of convention in the procedure for presentation of amendments and voting as specified in the Rules of Convention. She announced that, according to Convention Rule 8 and the Alabama State Chapter Bylaws and Standing Rules, adopted amendments would take effect at the close of convention.

A&R Chairman Barbara Tonn introduced committee members Betty von Herrmann, Chapter AA, Past State President, and Lauriel Richards, Chapter H, and gave the committee report. (Proceedings, p. 35)

She presented the 2021 proposed amendments to the 2020 Alabama State Chapter Bylaws and Standing Rules. Page numbers refer to the 2020 document.

1. Submitted by Chapter H, Mobile and Chapter AG, Foley

(Page 1) Amend ARTICLE I, Section 2, by striking out the words “and place” following the word “dates”, and by inserting the words “place to be Montgomery,” following the word “chapters” so that if adopted the section would read:

Section 2 – TIME AND PLACE. The Convention of the Alabama State Chapter shall be held annually in April or May, dates to be proposed by the convention chair and hostess chapters, place to be Montgomery, with final approval by the executive board.

PROVISO: *The change in location to Montgomery for state convention will not take effect until the 2023 Convention of Alabama State Chapter.*

An electronic vote was taken with the following results: 100 votes cast, 66 votes necessary for adoption by two-thirds, 37 affirmative and 63 negative. The amendment was defeated.

THE FOLLOWING THREE PROPOSED AMENDMENTS WERE CONSIDERED AS A BLOCK

The block was voted upon as one without discussion.

2. Submitted by the Executive Board of Alabama State Chapter

(Page 3) Amend ARTICLE IV, Section 1, by striking out paragraph 4 and inserting a new paragraph 4 as follows:

To provide information on various subjects to local chapters and Past State Presidents periodically throughout the year.

3. Submitted by the Executive Board of Alabama State Chapter

(Page 8) Amend ARTICLE XI, Section 3, paragraph 4, by striking out the words “By May 1, chairman’s annual report of activities of the group; and” so that if adopted the paragraph would read:

A copy of the bylaws if amended during the year. If the bylaws were not amended, the organizer shall be so notified.

4. Submitted by the Executive Board of Alabama State Chapter

(Page 9) Amend ARTICLE XII, Section 3, paragraph 4 by striking out the words “By May 1, president’s annual report of activities of the group;” so that if adopted the paragraph would read:

A copy of the bylaws if amended during the year. If the bylaws were not amended, the organizer shall be so notified; and

An electronic vote was taken with the following results: 106 votes cast, 70 votes necessary for adoption by two-thirds, 105 affirmative and 1 negative. The amendments were adopted.

THE FOLLOWING THREE PROPOSED AMENDMENTS WERE CONSIDERED SERIATIM

Each was discussed separately but voted upon as one.

5. Submitted by the Finance Committee and the Executive Board of Alabama State Chapter

(Page 4) Amend ARTICLE V, Section 2 by inserting the words “the following fees for the State Convention Fund” so that if adopted the section would read:

Section 2 – CONVENTION FEES. Each local chapter shall send annually with the dues the following fees for the State Convention Fund:

A convention fee of three dollars (\$3.00) per active chapter member residing in the state.

A registration fee of fifty dollars (\$50.00) per local chapter.

- 6. Submitted by the Finance Committee and the Executive Board of Alabama State Chapter**
(Page 4) Amend ARTICLE V, Section 3, subsection A, sentence 1 by adding the words “from the State Convention Fund”, by creating numeric designations in subsection A for the existing paragraphs, by adding a new paragraph 10 in subsection A, by striking out subsection B and inserting a new subsection B, and by striking out sentence 2 in subsection C, so that if adopted Section 3 would read:

Section 3—CONVENTION OF STATE CHAPTER.

A. The state chapter shall pay the following expenses of convention from the State Convention Fund:

- 1. Housing, meals and travel of the executive board, including the return trip home for the presiding officer. Housing for one extra night, either prior to or following the close of convention, for the presiding officer.*
- 2. Convention meals of past presidents of the state chapter, except when serving as chapter delegates.*
- 3. Housing for one night, meals and travel for the immediate past president of the state chapter, chairmen of the Amendments and Recommendations, Finance, Nominating, Membership, Alabama Cottey College Scholarship and Recruitment, P.E.O. Educational Loan Fund, P.E.O. International Peace Scholarship, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards and P.E.O. STAR Scholarship Committees, and the Historian, except when said members serve as a chapter delegate. If the chairman of a committee is unable to attend, a member of the committee may assume the duties with expenses paid.*
- 4. Cost of the meal, at which they are speaking, for project speakers.*
- 5. Travel expenses and one night’s housing shall be paid if Historian does not reside in or near the city where the convention of state chapter is to be held.*
- 6. Housing for one night for chapter delegates attending first convention after organization of their chapter(s).*
- 7. Office expenses of standing committees.*
- 8. Rental of convention hall and/or audio visual service fee, if charged.*
- 9. Printing of convention program.*
- 10. An annual allocation shall be made to the hostess chapters’ convention account to assist with costs incurred for the ensuing convention.
 - a. Any surplus in account shall be returned to the State Convention Fund by the hostess chapters.*
 - b. Any deficit incurred in the account will be repaid to the State Convention Fund by the hostess chapters.**

B. Hostess chapters shall send their estimated costs to the executive board.

C. Each local chapter shall pay the travel, housing and meals of their delegates.

- 7. Submitted by the Finance Committee and the Executive Board of Alabama State Chapter**
(Page 4) Amend ARTICLE V, by inserting a new Section 3 as follows:

Section 3 – STATE CONVENTION FUND.

Establishment: Alabama State Chapter shall establish and maintain a State Convention Fund for the purpose of paying those expenses incurred to conduct the annual Convention of Alabama State Chapter.

Funding: *The State Convention Fund shall be funded according to ARTICLE V FINANCE, Section 2 – CONVENTION FEES. Transfers in or out shall be recommended by the Finance Committee and approved by vote of the members of convention of Alabama State Chapter.*

Requirements: *The fund shall be administered by the treasurer of Alabama State Chapter at the direction of the executive board.*

Purpose: *The purpose of the State Convention Fund is to eliminate the need of hostess chapters raising funds to pay for costs of convention.*

NOTE: If this amendment is adopted, any subsequent sections will be renumbered to conform.

An electronic vote was taken with the following results: 104 votes cast, 69 votes necessary for adoption by two-thirds, 99 affirmative and 5 negative. The amendments were adopted.

8. Submitted by the Finance Committee and the Executive Board of Alabama State Chapter

(Page 4) Amend ARTICLE V, by inserting a new Section 3 as follows:

Section 3 – STATE RESERVE FUND.

Establishment: *Alabama State Chapter shall establish and maintain a fund to be known as the State Reserve Fund.*

Funding: *Initial funding shall be by transfer from the Alabama State Chapter General Fund. Initial funding and additional transfers in or out shall be recommended by the Finance Committee and approved by vote of the members of convention of Alabama State Chapter.*

Requirements: *The fund shall be administered by the treasurer of Alabama State Chapter at the direction of the executive board.*

Purpose: *The purpose of the State Reserve Fund is to be a savings fund. The goal is to maintain a minimum balance equivalent to one year’s operating expenses of the Alabama State Chapter.*

NOTE: If this amendment is adopted, any subsequent sections will be renumbered to conform.

An electronic vote was taken with the following results: 102 votes cast, 67 votes necessary for adoption by two-thirds, 98 affirmative and 4 negative. The amendment was adopted.

9. Submitted by the Executive Board of Alabama State Chapter

(Page 7) Amend ARTICLE VIII, Section 2, sentence 1, by striking out the words “triennial by geographic division” and inserting the word “quinquennial” so that if adopted the sentence would read:

Official visits by the organizer shall be quinquennial.

An electronic vote was taken with the following results: 103 votes cast, 68 votes necessary for adoption by two-thirds, 69 affirmative and 34 negative. The amendment was adopted.

PROPOSED AMENDMENTS TO THE STANDING RULES OF ALABAMA STATE CHAPTER

10. Submitted by the Executive Board of Alabama State Chapter

(Page 9) Amend Standing Rules of Alabama State Chapter by striking out Standing Rule 6.

An electronic vote was taken with the following results: 97 votes cast, 49 votes necessary for adoption by majority, 97 affirmative and 0 negative. The amendment was adopted.

EDITORIAL RESOLUTION

Resolved, That the 2021 – 2022 Executive Board of Alabama State Chapter be authorized to correct article and section designations, punctuation and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the Alabama State Chapter.

An electronic vote was taken with the following results: 101 votes cast, 52 votes necessary for adoption by majority, 101 affirmative and 0 negative. The editorial resolution was adopted.

The president thanked the members of the committee for their work.

President Linda Kottmeyer called attention to the copy of the budget provided to each member of convention in the Delegate Packet and announced it would be in the Proceedings. (Proceedings, p. 30)

Finance Committee Chairman Patty Piro, Chapter AL, Past State President, introduced committee members Karen Sargent, Chapter AL, and Carol Williams, Chapter H. She gave the committee's report and moved its adoption. (Proceedings, p. 35)

The vote was divided into three parts:

- (1) Adoption of the budget. An electronic vote was taken with the following results: 99 votes cast, 51 votes necessary for adoption by majority, 99 affirmative and 0 negative. The budget was adopted.
- (2) Transfer of funds. Transfer of \$3613.21 from the General Operating Fund to the Business Money Market Account. An electronic vote was taken with the following results: 100 votes cast, 51 votes necessary for adoption by majority, 100 affirmative and 0 negative. The transfer of funds was adopted.
- (3) The remainder of the report. An electronic vote was taken with the following results: 99 votes cast, 51 votes necessary for adoption by majority, 98 affirmative and 1 negative. The remainder of the report was adopted.

The president stated that the adoption of the report approved the report of the treasurer. (Proceedings, p. 32)

The president thanked the members of the Finance Committee for their careful attention to the financial details of Alabama State Chapter this past year. She that announced additional financial reports (Proceedings, pp.31, 36, 37) were in the Delegate Packet.

There was no unfinished business requiring a vote of convention.

The president thanked the Registration Committee and Credentials Committee Chairman Mary Donald, Chapter Y, Past State President; Chairman of Tellers Jan Thompson, Chapter AM; Technical Support Specialist Sarah Walker, Chapter D; our parliamentarian Karen Blair; and Representative of International Chapter Jan Keeley for their assistance throughout the opening meeting.

President Linda Kottmeyer announced admittance to the second business meeting would start at 9 a.m. on May 1, with the call to order promptly at 9:30 a.m.

The president adjourned the opening meeting at 2:45 p.m.

SECOND BUSINESS MEETING – PART ONE

Saturday Morning, May 1, 2021

President Linda Kottmeyer called the second business meeting of the 62nd Annual Convention of Alabama State Chapter to order at 9:30 a.m.

Nancy Sites Sizemore, Chapter AG, Past State President, delivered the invocation.

Kira Williams, Chapter U, led the recorded Pledge of Allegiance, followed by the recorded singing of “O Canada” and the “Star Spangled Banner.”

The sisters joined the recorded singing of the Opening Ode (“Lindly Tune”), followed by Kira Williams’ leading of the recorded reciting of the Objects and Aims.

President Linda Kottmeyer welcomed all attendees to the second business meeting of convention.

Cel Bailey, Chapter D, provided a moment of reflection. (Proceedings, p. 51)

Secretary Elaine Bassett directed attendees to the letter from International Chapter President, Brenda J. Atchison, located in the Delegate Packet, and announced news from International would be posted on the website.

Linda Kottmeyer introduced and welcomed Jan Keeley, Representative of International Chapter. Jan is a member of Chapter HR, is Past State President of Kansas State Chapter, and currently serves as Chairman of the P.E.O. Educational Loan Fund Board of Trustees of International Chapter. Following the introduction, she presented the keynote address titled “A Society of Our Own.”

The president thanked her for her inspiring and thought provoking message.

Susan Santoli, Chapter H, Past State President, Chairman of the Alabama Past Presidents’ Group, introduced the 24 Past Presidents, Alabama State Chapter, in attendance (Proceedings, p. 23) along with a Past President, Georgia State Chapter, also in attendance.

The president asked the secretary to send greetings to those Past State Presidents who were not in attendance.

President Linda Kottmeyer provided a summary of actions taken during the first business meeting and noted that details would be included in the 2021 Proceedings of the 62nd Annual Convention of the Alabama State Chapter.

The president introduced our parliamentarian, Karen Blair, Study and Research Committee Vice Chairman, International Chapter, and thanked her for her diligent work on our amendments as well as her gracious and generous support.

The president introduced the other members of the 2020-2021 Alabama State Chapter Executive Board:

- Vice PresidentDenise Williams, Chapter U
- Organizer Wendy James, Chapter C
- TreasurerCindy Fry, Chapter AD
- SecretaryElaine Bassett, Chapter AF.

The president continued by introducing the chairmen and members of the state standing and special committees; the state historian; the state project committees; the state convention co-chairmen, committees, appointees, and honorees.

The president announced that officer and committee reports could be found in the Delegate Packet and were filed with the secretary to be included in the 2021 Proceedings. (Proceedings, p. 24+) The president encouraged members to read the important information found in the annual reports regarding what was accomplished over the last year and to incorporate the information in the convention reports to chapters.

Organizer Wendy James presented a recorded workshop titled “How to Attract New Officers.” The president thanked Wendy for the information provided.

Organizer Wendy James introduced a recorded Period of Instruction titled “Madame Marguerite.” The president thanked her for the information provided as well as for helping to author the presentation.

President Linda Kottmeyer announced admittance to the afternoon session would start at 11:40 a.m. and the meeting would reconvene promptly at 12:00 p.m.

The president adjourned the morning session for lunch at 10:50 a.m.

SECOND BUSINESS MEETING – PART TWO

Saturday Afternoon, May 1, 2021

President Linda Kottmeyer reconvened the meeting at 12:00 p.m.

Access to the meeting was opened to admit guests for the purpose of observing public events of convention, and the president suspended Convention Rule 7 to allow photographs and/or screenshots to be made.

Janice Alcorn, Chapter AN, Immediate Past State President, presented the Celebration of Life. (Proceedings, p. 47)

Secretary Elaine Bassett recognized the milestone members: Silver Sisters and Golden Girls. (Proceedings, p. 48)

The secretary recognized the Milestone Birthday chapters. (Proceedings, p. 49)

Vice President Denise Williams presented the **DARE!!!** Awards for the 2020-2021 State Star Goals and International awards for local chapter projects. (Proceedings, p. 50)

The next order of business was the project speakers. Each speaker’s pre-recorded presentation followed her introduction. Their bios will be in the Proceedings. (Proceedings, p. 53)

The vice president introduced Dr. Jann Weitzel, President of Cottey College and Cottey College speaker.

Treasurer Cindy Fry introduced Jordan Ballew, ELF speaker.

Elaine Bassett introduced Liza M Kimbo, IPS speaker.

Cindy Fry introduced the PCE speaker, Marlayna Fitts.

Elaine Bassett introduced Kelly Chen, the Scholar Awards speaker.

Organizer Wendy James introduced Kenzie Cornelius, this year’s P.E.O. STAR Scholarship speaker.

Wendy James introduced Erin Blalock, Chapter AN, recipient of Chapter N’s T.C. Wilkins Scholarship, a local chapter scholarship through the P.E.O. Foundation.

President Linda Kottmeyer offered her sincere thanks to the chairmen and members of the state project committees; the state standing and special committees; the 2021 convention hostess chapters O, W, Y, and AH; convention co-chairmen Amy White, Chapter O and Alline Russell, Chapter O; Linda Price, Chapter L; Registration Committee and Credentials Committee Chairman Mary Donald and her assistant, Deb Cunningham, both Chapter Y and Past State Presidents; Chapter AM’s parliamentary debate demonstrators: Ann Kauchek, Becki Reardon, Past State President, and Lea Ann Webb; Technology Support Specialist Sarah Walker, Chapter D; Chairman of Tellers Jan Thompson, Chapter AM; our parliamentarian Karen Blair; Jan Keeley, Representative of International Chapter; and the sisters of Chapters AF, AL, C, U, and AM.

President Linda Kottmeyer made her closing remarks to convention. (Proceedings, p. 58)

The next order of business was the installation of officers.

Elaine Bassett, Secretary, called the roll of the newly elected officers of Alabama State Chapter. Jan Keeley, Representative of International Chapter, installed the following officers:

- SecretaryCecelia (Cel) Bailey, Chapter D
- TreasurerElaine Bassett, Chapter AF
- OrganizerCindy Fry, Chapter AD
- Vice PresidentWendy James, Chapter C
- President.....Denise Williams, Chapter U

Denise Williams, newly elected president of Alabama State Chapter, accepted the gavel and asked Jan Keeley, Representative of International Chapter, to present the Past State President credentials to Linda Kottmeyer, and asked Shirley Paramore, Chapter T, Past State President, to present her the Past President pin.

Alabama State Chapter President Denise Williams gave her incoming remarks and announced her theme: “Be P.E.O.” (Proceedings, p. 60)

The president introduced guests of convention who were present for the Ceremony of Installation.

A recorded invitation to the 2022 63rd Annual Convention of Alabama State Chapter to be held in Prattville on April 28-30, 2022, was extended by convention hostess chapters B, V, X, and AA.

President Denise Williams accepted the invitation on behalf of Alabama State Chapter.

The president announced that Convention Rule 7 was back in effect and photographs and/or screenshots were not allowed.

Guests left the meeting.

Representative of International Chapter Jan Keeley gave closing remarks.

Convention Registration Chairman Mary Donald gave the following report:

<u>154</u>	P.E.O.s from Alabama State Chapter (112 members of convention, 42 visitors)
<u>0</u>	P.E.O. Visitors from other S/P/Ds
<u>2</u>	Guests
<u>156</u>	Total registered for 2021 Virtual Convention

President Denise Williams announced the 2021 Proceedings of the 62nd Annual Convention of the Alabama State Chapter would be available online this summer.

The president announced the state committee appointments, approved by the newly elected executive board, were included in the Delegate Packet. She explained the committee lists would be posted on the Alabama website. The delegates were asked to have the chapter president or tech contact provide the list of appointments to the yearbook committee. (Proceedings, p. 69)

President Denise Williams announced the new State Star Goals were included in the Delegate Packet and would be added to the state website. (Proceedings, p. 72)

The president also reminded delegates to have their chapter complete the 2021-2022 Local Chapter Cascading Goals and send them to her by June 10.

President Denise Williams prompted convention participants to complete their convention evaluation form posted on the Alabama website.

The president gave the benediction, and closed the 62nd Annual Convention of Alabama State Chapter of the P.E.O. Sisterhood at 3:20 p.m.

*Elaine Bassett, Chapter AF
Alabama State Chapter Secretary*

REPORT OF CONVENTION CREDENTIALS COMMITTEE

LOCAL CHAPTER DELEGATES

<u>Chapter A</u> Auburn	* Mary Nordness * Elizabeth Mueller		<u>Chapter U</u> Decatur	* Shirley James * Olita Yarberry
<u>Chapter B</u> Birmingham	* Myra Hunt * Nancy Spangler		<u>Chapter V</u> Ozark	* Judy Bludsworth * Judy Burg
<u>Chapter C</u> Mobile	* Luann Rice Maureen Lowe		<u>Chapter W</u> Dothan	Jane Klosky * Jane Schneckloth
<u>Chapter D</u> Birmingham	* Eleanor E Gourley * Cecelia (Cel) Bailey		<u>Chapter X</u> Auburn	* Susan Stanley Betty Sims
<u>Chapter E</u> Auburn	* Katherine (Dani) Halverson, PSP * Sue Bradley		<u>Chapter Y</u> Montgomery	Fiona Capel * Denise M Snipes
<u>Chapter F</u> Birmingham	* Amy Howser Harriet Cloud		<u>Chapter Z</u> Huntsville	* Jane Romines * Sarah Allen
<u>Chapter G</u> Montgomery	* Marian (Mame) Morgenstern * Connie Jones		<u>Chapter AA</u> Birmingham	* Karen Jensen Amanda von Herrmann
<u>Chapter H</u> Mobile	Cindy Fultz * Susan Santoli, PSP		<u>Chapter AB</u> Daphne	* Elsie Pritchard * Ruth Priest
<u>Chapter I</u> Tuscaloosa	Sandra Hanson *Martha Hocutt		<u>Chapter AC</u> Tuscaloosa	* Paige McCormick Rita Doughty
<u>Chapter J</u> Huntsville	* Louise Applegate Linda Roden		<u>Chapter AD</u> Huntsville	Nancy R Supko Carol P Worsham
<u>Chapter K</u> Montgomery	* Elizabeth Harber * Bette Bryan, PSP		<u>Chapter AE</u> Anniston	* Angela Baker Janie Kernion
<u>Chapter L</u> Mobile	* Mariam Morrow *Carol Williams		<u>Chapter AF</u> Troy	* Shellye Vardaman *Carrie Taylor Manning
<u>Chapter M</u> Huntsville	* Jean Sturfels Judi Siegfried		<u>Chapter AG</u> Foley	* Marcia Miles * Cheryl Williams
<u>Chapter N</u> Tuscaloosa	* Carol Hoffman Cathy Wooldridge		<u>Chapter AH</u> Dothan	* Cynthia Lumpkin * Jan Long
<u>Chapter O</u> Montgomery	* Alline Russell * Anne Parramore		<u>Chapter AI</u> Prattville	* Patsy Nickerson * Sandra (Sandy) Kelser
<u>Chapter P</u> Birmingham	* Gayle Glenn * Sara Brown		<u>Chapter AJ</u> Huntsville	* Nancy Newton Jodie Clements
<u>Chapter Q</u> Decatur	* Jean Coshow * Bobby Jane (B.J.) Breeding		<u>Chapter AK</u> Birmingham	Leslie Hendon * Carol Paramore
<u>Chapter R</u> Tuscaloosa	* Connie Malone * Dana Templeton		<u>Chapter AL</u> Madison	* Karen Sargent Marti Donovan
<u>Chapter S</u> Florence	Pam Baschab Abby Alkire		<u>Chapter AM</u> Birmingham	Ann Kaucke * Lea Webb
<u>Chapter T</u> Birmingham	* Micheline Parkey Andrea Eckelman		<u>Chapter AN</u> Florence	* Sarah Warstler Sondra Koskey

NOTE: *Current Chapter President or Vice President; or Been President

EXECUTIVE BOARD

Linda Wilkins Kottmeyer, AM
Denise Williams, U
Wendy James, C
Cindy Fry, AD
Elaine Bassett, AF

PAST STATE PRESIDENTS

Nancy McFeters, JL/WA	Sheila Morgan, AG	Marianne Stevens, J
Marilyn Mancini, AC	Patricia Franklin, G	Karla Gniadek, M
Mary Donald, Y	Dani Halverson, E	Debra Cunningham, Y
Carol Timkovich, R	Bette C. Bryan, K	Betty von Herrmann, AA
Susan Santoli, H	Gayle Howell, AC	Mary G. Wiley, AJ
Holly Fondots, T	Patty Piro, AL	Carol Westbrook, D
Grace Anderson, AN	Betty Smith, V	Nancy Sites Sizemore, AG
Shirley Paramore, T	Rebecca Reardon, AM	Janice Alcorn, AN

STATE COMMITTEES AND APPOINTEES

Chairman of Amendments and Recommendations.....	Barbara Tonn, AL
Chairman of Nominating	Shirley Paramore, T, PSP
Chairman of the Finance	Patty Piro, AL, PSP
Chairman of Membership	Sylvia Sheffield, AA
Chairman of ACCSRC.....	Sarah Allen, Z
Chairman of ELF	Becky Jones, T
Chairman of IPS.....	Bonnie Embry, AK
Chairman of PCE	Jean Coshow, Q
Chairman of PSA	Cel Bailey, D
Chairman of STAR	Jodie James, D
Historian.....	Phyllis Busch, AG

CHAPTERS IN ALABAMA

Number of chapters in state	40
Number of chapters with delegates necessary to establish quorum	21
Number of chapters represented in convention.....	40

MEMBERS OF CONVENTION

Number of local chapter delegates (includes 3 PSPs)	80
State Chapter Officers.....	5
Past Presidents of Alabama State Chapter	21
Resident Past Presidents of International Chapter	0
Chairman of Amendments and Recommendations Committee	1
Chairman of Nominating Committee..... (counted with PSPs)	0
Chairman of Finance Committee	0
Chairman of Membership Committee.....	1
Chairman of ACCSRC Committee..... (counted with local chapter delegates)	0
Chairman of ELF Committee.....	1
Chairman of IPS Committee	1
Chairman of PCE Committee	0
Chairman of PSA Committee	0
Chairman of STAR Committee.....	1
Historian.....	1
TOTAL MEMBERS of CONVENTION	112

*Cindy Fry, Chapter AD, Treasurer, Adviser
Mary Donald, Chapter Y, PSP, Chairman*

REPORTS OF STATE EXECUTIVE BOARD OFFICERS

REPORT OF THE PRESIDENT

In accordance with the Constitution of the P.E.O. Sisterhood and the Bylaws of the Alabama State Chapter, this officer has fulfilled the duties of the office of President to the best of her ability. This officer:

- Made all 2020-2021 Alabama State Chapter committee appointments and presented them to the Executive Board for approval.
- Appointed and announced The Special Committees on Technology.
- Planned and conducted all executive board meetings of the Alabama State Chapter including: three scheduled in-person meetings, five scheduled Zoom meetings; numerous non-scheduled Zoom meetings.
- Communicated with board members on an almost daily basis by phone, email or text throughout the year.
- Communicated with all local chapter presidents, corresponding secretaries, membership chairs, technology contacts, state committees, state board members and Past State Presidents throughout the year by means of the emailed P2U (President to You) newsletter; copied the IR and RMR.
- Initiated the state board's No Sister Left Behind campaign the purpose of which was to lose no sisters due to the isolation of our sisters caused by the COVID-19 lockdowns and distancing requirements forcing International's no in-person meeting policy and to ensure all forty of our local chapters were able to begin virtual local chapter meetings when made available by International.
- Worked with the board members creating numerous Zoom opportunities to successfully complete the 2020-2021 Start Star Goals.
- Conducted informational and social based Zoom-Ins with the State Board.
- Attended the statewide educational based technology workshops authored and presented by the vice president and conducted over Zoom
- Communicated with assigned Board Buddy chapters as deemed necessary; fielded all questions expeditiously; attended several of their local chapter meetings by Zoom.
- Fielded questions from other local chapter members; when asked installed local chapter officers and presented a state of the state address.
- Consulted and worked with the state web mistress throughout the year; provided numerous updates to post on the state website.
- Attended and participated in both the July and October Zoom LEAD Conferences conducted by International Chapter.
- Appointed a new Nominating Committee Chair due to the untimely death of the seated chair in September 2020.
- Oversaw the updating of all collateral materials used by the Nominating Committee when requesting local chapters to submit candidates for the executive board; authored the new candidate requirements flyer.
- Reviewed and approved the Organizer's revised Organizer Visit schedule per International Chapter's request to conduct all visits virtually; reviewed the Organizer's reports.
- Reviewed monthly bank statements; reviewed financial reports during each executive board meeting; reviewed and approved all expense reports; reviewed and approved all warrants when received.
- Worked with the treasurer when asked.
- Co-authored Learn P.E.O. Finances Workshops.
- Co-presented both PowerPoint presentations for Learn P.E.O. Finances.
- Attended by Zoom all other workshops and training sessions as requested or made available by International Chapter or state committees.

- Served as ex-officio member to all Alabama State Chapter standing committees except Nominating Committee.
- Attended and participated by Zoom on February 1, 2021, in the Finance Committee's annual meeting to review and revise the Guidelines for Preparing Budgets of the State Funds.
- Attended and participated by Zoom on April 17, 2021, in the Finance Committee's annual meeting to prepare the budget for the 2021-2022 P.E.O. Alabama State Chapter fiscal year.
- At the suggestion of International Chapter and with their guidance, changed the 2021 Alabama State Chapter Convention's format from in-person to a virtual.
- Attended numerous meetings with the 2021 Convention co-chairmen as the change in convention format evolved.
- Participated in multiple meetings with International's Convention and Special Events Manager and our third-party representative prior to her successful renegotiation of a penalty-free rebooking of the 2021 in-person convention hotel.
- Made all necessary appointments for the 2021 Alabama State Chapter Virtual Convention.
- Prepared the president's word-for-word for the 2021 Alabama State Chapter Virtual Convention.
- Prepared the first part of the Convention Program; applauded the state secretary for the ingenious way she combined it with all Convention Delegate Packet materials into a single 2021 Virtual Convention Program document.
- Co-authored with members of the Alabama State Chapter Executive Board various proposed amendments to Alabama State Chapter By-laws and Standing Rules
- Co-authored with members of the Alabama State Chapter Executive Board and Finance Committee various proposed amendments to the Alabama State Chapter By-laws.
- Worked closely with the International Chapter's assigned Study and Research adviser and parliamentarian on the 2021 Proposed Amendments; consulted with the Alabama A&R chair.
- Participated by Zoom in numerous meetings as requested by International Chapter.

This officer thanks all of the executive board members with whom she has worked for the past five years. She also thanks the Past State Presidents for being a never failing source of information, advice, support and P.E.O. love. This officer is forever grateful for the love and support she has received from her sisters in Chapter AM. With the love and support of her BIL, John, it has been this officer's honor and privilege to serve on the Alabama State Chapter Executive Board.

She challenges each Alabama P.E.O. sister to find new ways to strengthen the bonds of our sisterhood, to be open minded about diversity, to bravely step up and chart new paths to grow P.E.O. and most of all, to **DARE!!!** become the best P.E.O. she possibly can be.

*Linda Wilkins Kottmeyer, Chapter AM
Alabama State Chapter President*

REPORT OF THE VICE PRESIDENT

In accordance with the Constitution of the P.E.O. Sisterhood and the Bylaws of the Alabama State Chapter, this officer fulfilled the duties of the office of the Vice President to the best of her abilities. This officer:

- Served as adviser to Alabama Cottey College Scholarship & Recruitment Committee; ongoing.
- Communicated with ACCSRC State Chairman.
- Worked with state treasurer on coordinating December's gift to Southeastern Suite at Cottey College.
- Updated the SPOT Reminder 2020.
- Worked on updating the State Convention Manual; on going.

- Served as liaison to the State Nominating Committee; on going.
- Worked on updating technology requirement information for Nominating Committee collateral material.
- Communicated numerous times with the 2022 State Convention Chair and Steering Committee regarding the 2022 Convention.
- Contacted Board Buddy to designated chapters; fielded questions.
- Appointed adviser to the new State Technology Committee; spearheaded all of its efforts.
- Oversaw purchase of State's two Zoom accounts.
- Coordinated statewide Zoom meetings for both State Zoom accounts.
- Created PowerPoint presentation for State's first ever Zoom Technology Workshop.
- Presented PowerPoint presentation and conducted State's first ever Zoom Technology Workshop for both sessions.
- Co-authored Learn P.E.O. Finances PowerPoint Presentations.
- Participated in and presented PowerPoint presentation for Learn P.E.O. Presentation
- Drafted a draft-version of Convention Amendment.
- Presented State Convention Funding to Board.
- Participated in multiple Zoom-in-with-the Board events.
- Investigated needed By-law changes; on going.
- Received/Distributed copies of all information necessary for convention.
- Coordinated and presented the Star Awards for convention
- Attended Finance Committee meeting and supplied estimates for all expenses for the upcoming year starting after convention.
- Recruited and prepared for appointment of state committee members to begin terms at close of convention and confirmed that 1st year members are remaining on the committee for the coming year.
- Prepared new state officer list and all committee lists for distribution at state convention.
- Prepared W4W (word for word) for the end of convention. Wrote acceptance speech as incoming president and sent bio for the Gallery of Presidents.
- Prepared Convention Evaluation forms and provided them for each convention kit.
- Accomplished any additional projects the President assigned.

*Denise Williams, Chapter U
Alabama State Chapter Vice President*

REPORT OF THE ORGANIZER

In accordance with the Constitution of the P.E.O. Sisterhood and the Bylaws of the Alabama State Chapter, this officer has fulfilled the duties of the office of Organizer to the best of her ability. This officer:

- Attended all board meetings as scheduled as well as all the new COVID-19 guidelines planning meetings.
- Supervised the state Membership Committee and attended their meetings via Zoom. Assisted with the coordination of monthly correspondence to the state chapters and in planning and executing a statewide Zoom conference on Chapter Vitality.
- Supervised the state STAR Committee and assisted as needed.
- Attended the virtual Cottey Seminar.
- Attended the two virtual LEAD Conferences.
- Planned, executed and documented individualized Organizer visits with the chapters in rotation. Three COVID-19 related talking points were included in all presentations as well as topics added per

chapter as expressed by the chapter presidents such as officer burn out, coping with the changes during our new virtual P.E.O. meeting format, etc. Follow up after the Organizer meeting with each president included encouragement and suggestions on the new COVID-19 format. A sincere thank you to all the chapter presidents who worked so hard to accommodate the Organizer visits in the new virtual format. Their eager participation and generous support of the new changes are very much appreciated. Despite the new COVID-19 challenges, all fourteen chapters scheduled for their Organizer visits were completed virtually.

- Communicated with Board Buddies via holiday cards and phone calls and as contacted by the chapters.
- New chapters under consideration include Marion, Alabaster, Medical District Birmingham, Cullman, Gadsden, Athens and Enterprise. Pursued contacts in each area and communicated updates with the state board.
- Collaborated with other state Organizers to prepare a P.O.I. and a workshop for the 2021 virtual convention and coordinated three project speakers for 2021 convention.
- Selected a Convention Chairman for the 2023 Alabama State Chapter Convention.
- Much love and appreciation to Chapter C who continue to exhibit the true meaning of our sisterhood and to this year's state board for their kindness, friendship and dedication to the new virtual P.E.O.
- This officer commends the state Membership Committee, Sylvia Sheffield, Nancy Sizemore and Shirley Paramore for working exceptionally hard to support our statewide sisterhood throughout the COVID-19 pandemic and the new guidelines from International. Their dedication to chapter health and vitality was unwavering.

*Wendy James, Chapter C
Alabama State Chapter Organizer*

REPORT OF THE TREASURER

In accordance with the Constitution of the P.E.O. Sisterhood and the Bylaws of the Alabama State Chapter, this officer has fulfilled the duties of the office of Treasurer to the best of her ability. This officer:

- 2019-2020 Report of the Year of Alabama State Chapter was prepared and submitted to the immediate Past State President for approval and then emailed to Executive Office and others in accordance with COVID-19 directive from International, IOSC and Alabama State Bylaws. Report of the Year and bylaws were submitted to the Alabama website mistress for posting.
- All materials and duties of the office were reviewed and updated as necessary.
- Thank you notes were sent to convention committee members and hostess chapters and for their support for convention preparation prior to the cancelling of convention. Communication with all local chapter treasurers and state PCE and ELF chairmen was established with an introductory letter.
- Communicated with, encouraged and advised throughout the year board buddy chapters via phone calls, letters and holiday cards. Researched items to assist the chapters with questions.
- Attended all board meetings, virtual workshops provided by state board, virtual Cottey Seminar, and all International Zoom meetings
- Maintained the general ledger and the chapter giving log:
 - Paid all bills as approved by the Alabama State Chapter Board. Received warrant approvals from president via email.
 - Documented all receipts, including chapter contributions, deposited contributions, and issued checks with transmittals to International projects per stated procedures.
 - Transferred money to and from accounts as needed.

- Balanced three accounts with BBVA Bank at the end of each month.
- Provided president with emailed copies of general ledger. Upon approval, distributed to board members and finance committee.
- Served as advisor to PCE and ELF Chairmen, receiving both quarterly reports and year end reports that were forwarded to the president.
- Annual reports of Treasurers of Local Chapters, Local Chapter Dues and IRS forms were received from all chapters, recorded and approved. IRS forms were also received from each reciprocity group and convention committees as required. Chapter dues deposited. Treasurer reports were coordinated with Corresponding Secretary membership reports before submittal to International. All discrepancies in reports were addressed with the local chapters and worked to resolution. Release letters with signed copies of annual reports sent to each chapter treasurer for chapter retention. Annual Report of The Treasurer, state dues, IRS forms submitted to president for review and signature then submitted to International. Online IRS forms completed and submitted as required by International. The Release of the Treasurer was received on April 20, 2021.
- The financial records of the state were audited by the Audit Committee on April 6, 2021. Records were provided to the committee via email. This officer was available for questions during this successful audit.
- Organizer visits for 2021 were planned and budget forward to president.
- Prepared material for the Finance Committee budget meeting and attended the virtual meeting.
- In preparation for the 2021 convention, this officer prepared annual financial reports for convention packets, prepared instruction for the Credentials committee, monitored Registration link for Day 2 virtual convention, and served as advisor to the Credentials Committee at convention.

This officer thanks the other members of the state board for their dedication to the Sisterhood and for their wisdom and loving support. She also thanks the ELF and PCE committee members for their diligence with these projects; Past State Presidents who reached out with encouragement; Board Buddy chapters who provided grace in the midst of uncertain times. Her gratitude for the love and support she receives daily from her sisters in both Chapter AL and Chapter AD is unmeasurable and humbling.

Most of all, this officer thanks her BIL for all of his love and understanding as she **DARED!!!** take on this position.

*Cindy Fry, Chapter AD
Alabama State Chapter Treasurer*

REPORT OF THE SECRETARY

In accordance with the Constitution of the P.E.O. Sisterhood and the Bylaws of the Alabama State Chapter, this officer has fulfilled the duties of the office of Secretary to the best of her ability. This officer:

- Met with the outgoing secretary to transition materials; organized all materials necessary for the year;
- Wrote all correspondence for the state chapter, including notes of sympathy to chapters who lost sisters to Chapter Eternal and birthday greetings to Past State Presidents;
- Corresponded with Board Buddy chapters regarding a number of different subjects, assisting them as needed;
- Received and reviewed chapter yearbooks for required information, acknowledged the receipt of the yearbooks to the corresponding secretary, and communicated with the local president if any changes to bylaws were needed;

- Attended all Executive Board meetings, both face-to-face and Zoom, took minutes, distributed those minutes to all officers, and filed the minutes for future reference;
- Coordinated with the President as needed to update several Board documents and distributed same;
- Served as adviser to PSA and IPS, provided information and resources as requested and coordinated their reports to the Executive Board and to convention;
- Participated in several Zoom meetings with representatives from International regarding membership, use of the Portal, and virtual convention;
- Participated in several Zoom meetings with local chapters in the areas of technology, finances, and membership;
- Attended the virtual Cottey Seminar August 15-17;
- Contacted all local chapter corresponding secretaries and recording secretaries to offer assistance as they approached annual report time;
- Received and verified the Annual Report of the Corresponding Secretary for our forty local chapters and submitted the state report to International; sent release letters to each local corresponding secretary when her figures were verified;
- Collected changes to bylaws and standing rules from local chapter recording secretaries;
- Updated information and materials to pass on to the incoming secretary;
- Met with Finance Committee to develop updated Guidelines for Preparing Budgets of the State Funds and to discuss the proposed budget for 2021-2022;
- Collected, organized, and prepared the information for the 2020 and 2021 Celebration of Life;
- Collected data for Golden Girls and Birthday Chapters for the virtual convention; prepared certificates to mail after virtual convention;
- Emailed proposed amendments to all local chapter presidents and technology chairs;
- Assembled and emailed Delegate Packets for virtual convention;
- Prepared minutes of the virtual convention;
- Will send greetings to PSPs who were unable to attend convention;
- Will prepare Proceedings of the 2021 convention.

This officer thanks the other members of the Executive Board for their support and their assistance this year. Each board member radiates the light of P.E.O. and works tirelessly for the improvement of our Alabama chapter. This officer also has been blessed by every P.E.O. sister she has met this year, either by phone, email, or Zoom, and looks forward to the day when P.E.O.s can give each other REAL hugs, not just virtual ones.

*Elaine Bassett, Chapter AF
Alabama State Chapter Secretary*

ALABAMA STATE CHAPTER BUDGET 2020-2021 ACTUAL AND 2021-2022 PROPOSED

ALABAMA STATE CHAPTER, P.E.O. SISTERHOOD						
BUDGET FOR APRIL 1, 2021 THROUGH MARCH 31, 2022						
				PROPOSED BUDGET 2020-2021	AT 03/31/2021 ACTUAL 2020-2021	PROPOSED BUDGET 2021-2022
RECEIPTS						
		State Chapter Dues		\$ 13,167.00	\$ 13,167.00	\$ 12,939.00
		Convention Assessment		\$ 4,041.00	\$ 4,041.00	\$ 3,939.00
		Registration Fees		\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
		Interest, BS Prime Account		\$ 33.27	\$ 33.61	\$ 34.00
		Charter Fees		\$ -	\$ -	\$ -
		Local Workshops		\$ -	\$ -	\$ -
		CIC Reimb to General Fund			\$ 60.00	
		TOTAL RECEIPTS		\$ 19,241.27	\$ 19,301.61	\$ 18,912.00
DISBURSEMENTS						
	Administrative					
		Insurance through International		\$ 200.00	\$ 200.00	\$ 200.00
		Web Site		\$ 130.00	@ \$ 130.00	\$ 130.00 @
		Technology			\$ 239.84	\$ 300.00
		New Chapter Expense		\$ 500.00	\$ -	\$ 800.00
		Charter Fee & Supplies			\$ -	\$ 120.00
	Executive Board					
		Organizer / Proxy Travel		\$ 1,853.00	\$ -	\$ -
		Travel		\$ 2,200.00	\$ 1,214.00	\$ 3,500.00
		Office Expense		\$ 1,740.00	\$ 1,354.14	\$ 2,000.00
		Honorarium/Memorial		\$ 100.00	\$ 811.65	\$ 100.00
		Committee Expenses		\$ 350.00	\$ 196.69	\$ 450.00
		Administrative Subtotal		\$ 7,073.00	\$ 4,146.32	\$ 7,600.00
	State Convention (2021 Virtual)					
		Meeting Room Fee & AV Equip Fees			\$ 1,000.00	\$ -
		New Chapter Housing				\$ -
	Executive Board					
		Travel (Return)				\$ 600.00
		Travel - Pres 2022 Conv Inspection		\$ 120.00		\$ 180.00
		Meals				\$ 300.00
		Lodging				\$ -
		Office Expenses/Printing		\$ 800.00	\$ 443.86	\$ -
		Refund of Convention Assessment & Registration		\$ 6,041.00	\$ 6,041.00	\$ -
	Committee Expenses					
		Travel (Ch A&R,Fin,Nom,Mem,Cottey, ImpPP)				\$ -
		Meals (Ch A&R,Fin,Nom,Hist,Mem,Cottey,Spkrs)				\$ -
		Lodging (Ch A&R,Fin,Nom,Mem,Cottey,ImpPP)				\$ -
		Printing		\$ 75.00	\$ 60.24	\$ -
		Postage				\$ -
		Office Expenses				\$ -
		Celebration of Life				\$ -
		Past Presidents' Meals				\$ -
	Proceedings					
		Printing			\$ 114.98	\$ 100.00
		Postage			\$ 8.00	\$ -
		State Convention Subtotal		\$ 7,036.00	\$ 7,668.08	\$ 1,180.00
	International Convention (2021 Virtual CIC)					
		Delegates+Board (Trvl, St Dinner, Hotel, Incidentals)		\$ 3,000.00	@ \$ 3,000.00	\$ - @
		Reports to Chapters				\$ -
		Registration Fees		\$ 240.00	@ \$ 240.00	\$ - @
		Intl. Convention Subtotal		\$ 3,240.00	\$ 3,240.00	\$ -
	Miscellaneous					
		LEAD		\$ 500.00		\$ -
		Cottey Seminar		\$ 500.00	@ \$ (196.00) #	\$ 500.00 @
		State/RMR Membership Summit		\$ 830.00	@ \$ 830.00	\$ 830.00 @
		Local Chapter Workshops		\$ 2,000.00		\$ 1,000.00
		State Workshop		\$ 1,920.00		\$ 1,900.00
		Miscellaneous Subtotal		\$ 5,750.00	\$ 634.00	\$ 4,230.00
		TOTAL DISBURSEMENTS		\$ 23,099.00	\$ 15,688.40	\$ 13,010.00
		SURPLUS or (DEFICIT)		\$ (3,857.73)	\$ 3,613.21	\$ 5,902.00

2020–2021 SUMMARY OF FUND BALANCES
APRIL 1, 2020 – MARCH 31, 2021

SUMMARY OF RECEIPTS AND EXPENDITURES BY FUNDS				
FUND	BALANCE 4/1/2020	RECEIPTS	DISBURSEMENTS	BALANCE 3/31/21
General Fund	\$47,888.75	\$166,737.33	\$159,754.12	\$54,871.96
Alabama Cottey Scholarship Fund (ACSF)	\$55,413.20	\$6,060.99	\$600.00	\$60,874.19
TOTAL ASSETS	\$103,301.95	172,798.32	\$160,354.12	\$115,746.15

2020-2021 ANNUAL REPORT OF THE STATE TREASURER TO INTERNATIONAL CHAPTER



Annual Report of Treasurer to
International Chapter P.E.O. Sisterhood

March 1, 2021 – REPORT OF ALABAMA STATE CHAPTER

NUMBER OF ACTIVE MEMBERS – 3/1/2021. ... 1362

- I. International Chapter dues of \$26.00 per member (includes \$6.00 for Cottey College)..... \$ 35,412.⁰⁰
- II. Initiation and Reinstatement
 - A. \$15.00 each for 29 members initiated 3/1/2020 to 2/28/2021..... \$ 435.⁰⁰
 - B. \$15.00 each for 4 members reinstated 3/1/2020 to 2/28/2021 \$ 60.⁰⁰
- III. Local Chapter Resource Fee (\$25/chapter, based on 40 chapters) \$ 1,000.00
- IV. Liability Insurance, \$1.00 per chapter as of 3/1/2021.....\$ 41.00
(# local chapters + one state chapter)
- V. Directors & Officers Insurance Premium.....\$ 59.00
- VI. Fidelity Bond Insurance..... \$ 100.00
Officers covered: Treasurer
- VII. Robert's Rules of Order.....\$ 75.00
- VIII. Virtual Convention.....\$ 1,000.00
- IX. TOTAL AMOUNT DUE INTERNATIONAL CHAPTER ... \$ 38,182.⁰⁰

Approved by International Chapter and released on <p style="text-align: center; font-weight: bold;">APR 20 2021</p>
Date <hr/> <p style="text-align: center;"><u>Dana VanRoekel</u></p> Treasurer, International Chapter

Linda Wilbur Kottmeyer
President, Alabama State Chapter

LINDA.KOTTMEYER.PEO.@GMAIL.COM
President's email address

Cindy Fry
Treasurer, Alabama State Chapter

cindyfrypeo@gmail.com
Treasurer's email address

2020-2021 ANNUAL REPORT TO INTERNATIONAL CHAPTER ON MEMBERSHIP

International Chapter P.E.O. Sisterhood
P.E.O. Membership



Annual Report to International Chapter of Membership March 1, 2021

Secretary Alabama State Chapter

1. Number active members March 1, 2020 (see last year's report)	1,386
Increase since March 1, 2020	
2. By Initiation	29
3. By Transfer	25
4. By Reinstatement	4
5. Total Active membership during year	1,444
Decrease Since March 1, 2020	
6. By Transfer	16
7. By Death of active member	22
8. By expulsion of active member	0
9. By becoming inactive March 1, 2021	44
10. Total decrease in active membership during year	82
11. Number active members March 1, 2021	1,362
12a. Number classified lost contact or	
12b. Inactive members lost by death since March 1, 2020	24
Summary	
13. Total number initiated from date of organization	2,809
14. Total enrollment from date of organization	4,619
15. Total number of inactive March 1, 2021	912
Total Chapters Active March 1, 2020	40
Number chapters organized since March 1, 2020	0
Number chapters disbanded since March 1, 2020	0
Number chapters merged together since March 1, 2020	0
Chapters created due to merge since March 1, 2020	0
Number chapters active March 1, 2021	40

Secretary released on

April 06, 2021

Harry A. Soope

Executive Director, P.E.O. Sisterhood

Sandra Williams Kettner

President
Elaine Bassett

Secretary

REPORTS OF STATE STANDING COMMITTEES

NOMINATING COMMITTEE

This committee has completed its duties in accordance with the procedures outlined in Article III, Nomination and Election of Officers of the Alabama State Chapter Bylaws, P.E.O. Sisterhood and with the state policies and procedures for this committee. Our activities included the following:

- On October 27, 2020, a letter was emailed to all local chapter presidents with the instructions and guidelines for submitting to the Nominating Committee, the names of prospective candidates from their chapters for consideration as a nominee for the Alabama State Chapter Executive Board. Attachments included a listing of the qualifications and commitments involved in serving on the board and forms to be completed by the chapter and the applicant. All forms were to be returned to the chairman by January 15, 2021.
- The Nominating Committee reviewed each prospective candidate’s chapter recommendation and the Information Sheet submitted by the candidate. The nominee chosen for the office of Secretary, Alabama State Chapter is Cecelia (Cel) Bailey, Chapter D, Birmingham. The nominee was notified by telephone and on January 27, 2021 followed-up letters were sent to both the candidate and her chapter. Cel sent written confirmation of her willingness to serve on the executive board, if elected.
- Cel’s background, P.E.O. experience, and credentials are impressive, and she will be an excellent addition to the executive board. A biographical information sheet with a photograph of Cel was provided to members of convention.
- All succeeding members of the Executive Board of the Alabama State Chapter were contacted March 2021 requesting their permission to submit their names for the subsequent office in succession. Each gave her written consent to have her name placed on the slate of officers for nomination.
- It has been my honor and privilege to serve on the Nominating Committee and participate in such an important process for the Sisterhood. The members of the Nominating Committee thank you for the faith placed in them to make a wise decision that impacts the function of the state board. The Committee wishes to express their sincere appreciation to all those who participated in the nomination process this year.

The Nominating Committee presents the following slate of officers for the year 2021-2022:

President.....	Denise Williams, Chapter U
Vice President.....	Wendy James, Chapter C
Organizer.....	Cindy Fry, Chapter AD
Treasurer.....	Elaine Bassett, Chapter AF
Secretary.....	Cecelia (Cel) Bailey, Chapter B

*Shirley Paramore, Chapter T, PSP, Chairman
Katherine (Dani) Halverson, Chapter E, PSP
Dianne Corwin, Chapter G*

AMENDMENTS AND RECOMMENDATIONS COMMITTEE

In accordance with its duties as outlined in the Bylaws of the Alabama State Chapter and following procedures in the Manual for Amendments and Recommendations Committees, the Alabama Amendments and Recommendations Committee provided members of the 2021 Convention of Alabama State Chapter with the following Resolution:

Resolved, That the 2021-2022 Executive Board of Alabama State Chapter be authorized to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the Alabama State Chapter.

*Barbara Tonn, Chapter AL, Chairman
Betty von Herrmann, Chapter AA, PSP
Lauriel Richards, Chapter H*

FINANCE COMMITTEE

In accordance with the duties defined in the P.E.O. Constitution and the Bylaws and Standing Rules of Alabama State Chapter, the Finance Committee submits the following report:

Reports of state chapter officers, trustees and committees containing accounts of receipts and expenditures of state chapter funds have been examined. Audits of the books of the treasurer of Alabama State Chapter have been studied by this committee and found in agreement with reports of the respective officers. The financial report of the committee on the Alabama Cottey College Scholarship Fund has been examined.

The budget for 2021-2022, retroactive to April 1, has been prepared after careful study of the receipts and expenditures for the past year and is submitted to the convention for adoption.

The committee recommends that the actual SURPLUS of \$3613.21 from the General Fund for the closed 2020-2021 fiscal year be transferred to the Business Money Market account.

With a fairly large surplus in our General Fund, the committee will continue to support the executive board as they plan to grow Alabama P.E.O. and support local chapters. The committee will also support local sisters and chapters by keeping increases in dues and fees at a minimum while finding ways to eliminate the burden of fundraising when assigned as a hostess chapter for state convention.

The Guidelines for Preparing Budgets of the State Funds were updated and will be reviewed annually. The committee co-sponsored proposed amendments recommending the establishment of both a State Convention Fund and a State Reserve Fund. The Alabama Executive Board and state committees have done an excellent job in keeping expenditures in all areas of expense as low as possible.

*Patty Piro, Chapter AL, Chairman
Karen Sargent, Chapter AL
Carol Williams, Chapter L*

AUDIT COMMITTEE

REPORT OF THE 2021 AUDIT COMMITTEE

In accordance with the Bylaws of Alabama State Chapter, we, the audit committee, submit the following report:

We have examined, on a test basis, the accounting and other financial records of Alabama State Chapter for the year April 1, 2020 to March 31, 2021 and have determined to our satisfaction, the following to be correct:

- Cash and investment balances agree with the appropriate bank and investment statements.
- Cash receipts have been recorded properly and deposited in a timely manner.
- Cash disbursements have been recorded properly and supported by warrants signed by the president.
- The proper amount of dues was collected from local chapters and remitted to International Chapter.
- We are not aware of any violations relating to the filing of payroll tax returns or 1099 forms.

Based on our examination, the financial statements for Alabama State Chapter prepared from those records, reporting assets and fund balances on March 31, 2021, and revenue and expenditures for the year April 1, 2020 to March 31, 2021; present such items fairly, in all material respects.

Audit Committee of Alabama Chapter

Signed

Mary Wiley
Mary Wiley, AJ, PSP, Chairman

Nancy Gaudin, J
Nancy Gaudin, J

Cheryl Watrous, Z
Cheryl Watrous, Z

Date

April 6, 2021

REPORT OF THE 2020 AUDIT COMMITTEE

In accordance with the Bylaws of Alabama State Chapter, we, the audit committee, submit the following report:

We have examined on a test basis the accounting and other financial records of Alabama State Chapter for the year April 1, 2019 to March 31, 2020 and have determined to our satisfaction, the following to be correct:

- Cash and investment balances agree with the appropriate bank and investment statements.
- Cash receipts have been recorded properly and deposited in a timely manner.
- Cash disbursements have been recorded properly and supported by warrants signed by the president.
- The proper amount of dues was collected from local chapters and remitted to International Chapter.
- We are not aware of any violations relating to the filing of payroll tax returns or 1099 forms.

Based on our examination, the financial statements for Alabama State Chapter prepared from those records, reporting assets and fund balances at March 31, 2020, and revenue and expenditures for the year April 1, 2019 to March 31, 2020, present such items fairly, in all material respects.

Audit Committee of Alabama State Chapter

Signed Susan Santeli, H (chairman)

Sally Soyocal
Marcia Antterson

Date: April 13, 2020

ALABAMA COTTEY COLLEGE SCHOLARSHIP AND RECRUITMENT COMMITTEE
(ACCSRC)

Number of ACCSRC Scholarships Awarded.....	0
Amount of Local Chapter Contributions to:	
Alabama Cottey Scholarship Fund (ACSF)(26).....	\$ 6,022
Cottey College (37)	\$12,315
Number of Local Chapter Annual Reports Received.....	24/40

This committee has:

- Found that as with all things, COVID had a significant impact on recruiting and fundraising efforts for local chapters. Despite these challenges, local chapters still worked towards recruiting women to attend and managed to donate a substantial amount of funds to Cottey and the Alabama Cottey College Scholarship and Recruitment Fund.
- Determined *The Record* remains the predominant source of information utilized by chapter chairs in reporting updates to their chapters. While technology may be a hurdle for some members, it is highly recommended that sisters follow or subscribe to social media channels for Cottey College and affiliated social media accounts (Cottey College Dining Services, individual departments i.e.: English, etc.) to receive up to the minute updates on Cottey and events happening on campus, as well as what student life is like on campus.
- Identified four Alabama students interested in Cottey. Efforts by local chapters to reach out and start recruitment conversations were unsuccessful in obtaining a student’s admittance for the upcoming year. No students were enrolled at Cottey this year.
- Reported the cancellation of the Summer Leadership Program for 202 and 2021. Cottey hopes to resume this program in 2023 (remember, this committee offers a tuition scholarship to this program for any interested high school students). Visitation weekends continued throughout the year, and over 90% of students returned to campus in the fall of 2020. That is a strong indicator of the value of Cottey and the desire of students to continue their education at Cottey.
- Reported the campus chapel basement and exterior were renovated and remodeled to be utilized as the social center of the campus, thanks to the generous donations of P.E.O.s, B.I.L.s, alumnae, and other donors. A dedication ceremony was held on March 27, Virginia Alice Cottey’s birthday. The new campus center features include:
 - Gathering, studying, meeting and dining space for students, faculty, staff and visitors.
 - The Cottey spirit shop (relocated from Main Hall).
 - The Chellie Club, a coffee and snack bar (relocated from gymnasium basement).
 - Lockers for Cottey’s growing commuter population.
 - New campus meeting spaces.
 - Outdoor terraces with multiple spaces for seating and an amphitheater.

I appreciated the opportunity to serve as chairman of the ACCSRC again but feel COVID complacency didn’t keep me as energized or supportive as I would have liked. I thank my committee for their assistance this year as well. Thank you for this opportunity.

Sarah Allen, Chapter Z, Chairman
Mary Fuller, Chapter AB
Susan Santoli, Chapter H, PSP

MEMBERSHIP COMMITTEE

During 2020-2021, the State Membership Committee has:

- Successfully presented the workshop on inactive sisters; stayed in touch at the local level by initiating regional contacts; provided assistance when needed.
- Developed a plan to hold a membership workshop in Montgomery and abandoned it when COVID-19 worsened in-person meeting restrictions went into place.
- Provided a Zoom workshop for local chapter membership chairs, treasurers, corresponding secretaries, and presidents; presented it twice on January 16 and in the evening on January 19 to provide sisters attendance opportunities; included identifying inactive sisters, the importance of dues, strategies to stop sisters from going inactive, and a question and answer period.
- Sent the monthly Hot Spot newsletter to all local chapter presidents and membership chairs; sent monthly Membership Connection newsletter to committee members; committee members communicated regularly with local chapter membership chairs in their region.
- Developed a system to identify unaffiliated sisters to keep the unaffiliated lists on both the International and Alabama websites updated; this complex task needs to be streamlined.
- Received and summarized local chapter membership chairs' annual yearend reports; report submittals increased from 60% in 2019-2020 to 75% in 2020-2021; summary responses indicated:
 - The need for encouragement/training in presenting monthly membership reports and an annual report to the chapter.
 - The International website and State Membership Committee were the most often used information resources.
 - Most chapters made unaffiliated reports, contacted these women and invited them to socials or zoom programs.
 - Chairs liked having regular contact with their regional membership committee member.
 - Chairs liked the encouraging emails from their regional membership contact and with the Hot Spot.
 - The January 2021 virtual workshop on inactive members was well received, prompting many to use workshop suggestions to keep sisters from going inactive.
 - Chairs liked having a Board Buddy.

In the upcoming year, the committee should work out the kinks in the unaffiliated reporting system. The local chapter membership annual report format should be modified to include more open-ended questions specifically concerning program ideas, social suggestions, ways of contacting inactive/unaffiliated sisters, and additional ways the State Membership Committee can assist with needed training and support.

*Sylvia Sheffield, Chapter AA
State Membership Committee Chairman
Areas: Montgomery, Auburn, Birmingham*

*Nancy Sites Sizemore, Chapter AG, PSP
Areas: Dothan/Ozark, Mobile, Daphne, Foley*

*Shirley Paramore, Chapter T, PSP
Areas: Tuscaloosa, Anniston, North Alabama*

REPORTS OF STATE SPECIAL COMMITTEES

SPECIAL COMMITTEE ON TECHNOLOGY

This committee has:

- Participated in Zoom calls.
Contacted local chapters in their area to assist in setting up Zoom for their members.
Distributed fundraising ideas.
Initiated and sent out P.E.O. Valentine's Project to be distributed to the members.

Denise Williams, Chapter U, Vice President & Chairman
Monetta Noland, Chapter C
Diane Blue, Chapter E
Judi Siegfried, Chapter M
Pat Tabereaux, Chapter S
Chandler Nichols, Chapter AC
Shellye Vardaman, Chapter AF
Rosemary Reichstetter, Chapter AG
Betty Nelson, Chapter AM

REPORTS OF STATE CHAPTER PROJECT COMMITTEES

P.E.O. EDUCATIONAL LOAN FUND (ELF)

Table with 2 columns: Description and Value/Count. Rows include: Number of Local Chapter Applicants (15), Number of Local Chapter Loans Awarded (13), Value of Local Chapter Loans Awarded (\$152,000), Amount of Local Chapter Contributions (39) (\$15,670), Number of Local Chapter Annual Reports Received (29/40), Local Chapters Designated a Legacy Chapter (15) (A, B, D, H, J, L, M, P, S, T, U, AC, AJ, AL, AM).

This committee has:

- Responded to several emails over the year with ELF questions
Connected with International ELF on several questions
Sent to Cindy Fry (not a lot this year) any information regarding ELF
Connected with Marian Morgenstern, G, on the ELF committee several times, including her in correspondence relevant to when she is State Chair

Summary of Chapter ELF reports:

- Three chapters (J, O, P) had two ELF recipients
Seven chapters (AC, AK, AL, C, D, T, V) had one ELF recipient
More five chapters gave special ELF reports during the year
Many different ideas for fundraising this year included hanging of the green, Boston butts/turkeys, butter braids, pickles, no-bake sale, plant sale, Harvest Market, pecan sales, donations, Belk charity sale, bake sale, silent auction, wreath sales, love gift, comedy club

- Chapter suggestions for state chairman help: send a report of ELF recipients to chapters; send annual report form to each chapter.
- Several chapters responded their recipient would be a good speaker for convention: Chapter S (Roxanne Wilson); Chapter AC (Emily Ashley); Chapter AL (Rachel Fewell); Chapter O (Ann Faulkner).

*Becky Jones, Chapter T, Chairman
Marian (Mame) Morgenstern, Chapter G*

P.E.O. INTERNATIONAL PEACE SCHOLARSHIP
(IPS)

Number of Scholarships Awarded Internationally	212
Value of Scholarships Awarded Internationally.....	\$2,211,000
Amount of Local Chapter Contributions	\$13,095
Number of Local Chapters Annual Reports Received	31/40
Local Chapters Designated a Partner In Peace (15)	A, B, D, H, J, L, M, O, S, T, U, AC, AJ, AM, AN

This committee has:

- Found the year 2020-2021 incredibly challenging for all chapters due to the COVID pandemic and restrictions placed on chapter fundraisers and meetings.

Summary of Chapter IPS Reports:

- A total of \$9,406 was given by Alabama chapters to IPS. Ten chapters gave enough to qualify to be a Partner in Peace for 2021-2022. Some chapters were unable to give because of the cancellation of fundraisers.
- A few chapters presented programs on IPS.
- For 2020-2021, 15 chapters in Alabama had Partners in Peace. There were five students assigned as Partners in Peace, and they attended UAB, UA in Tuscaloosa, University of Mobile, Jackson State University in Mississippi, and Georgia Tech in Atlanta. All of the Chapters that had a Partner in Peace communicated with their student during the year.
- In 2020, IPS awarded 212 scholarships, totaling \$2,211,000 to students from 74 different countries. They are attending 108 different colleges and universities in 33 states and 7 Canadian Provinces. IPS has awarded \$45,218,163 to date.

Suggestions of Committee:

- Of primary concern to me is our State Website for IPS. It only offers historical facts that end in 2015. It is my opinion that it needs to be updated. It needs to direct Chapter Chairs to the P.E.O. International website. In addition, a few things should be stated on our state website:
 - Note that an IPS College/University flyer for posting in financial offices, can be printed from the International website.
 - The maximum award is \$12,500 for International Students and \$6,250 for Cottey students. These can be renewed once.
 - Eligibility requirements should be posted. I know they are available on the International website, but it would be helpful to also state them on our Alabama site.

*Bonnie Embry, Chapter AK, Chairman
Sue Ofe, Chapter K*

P.E.O. PROGRAM FOR CONTINUING EDUCATION
(PCE)

Number of Local Chapters Grants Awarded	10 (2 from Chapter AL)
Local Chapters with Grant Recipients (9)	C, D, E, K, L, X, AI, AK, AL
Value of Local Chapter Grants Awarded	\$19,300.00
Range of Career Paths	8 different fields of study
Amount of Local Chapter Contributions (39)	\$18,063
Number of Local Chapter Annual Reports Received	33/40
Local Chapters Designated a Brighter Tomorrow Chapter (18)	A, B, D, H, J, L, M, O, P, S, T, U, W, AC, AJ, AL, AM, AN

This committee has:

- Updated email contacts with chairmen of local chapters (continual process).
- Sent letter to each chapter introducing the chairman.
- Received monthly reports from Kham (International).
- Received any possible applicants from Kham and forwarded them to local chapter chairmen.
- Sent quarterly reports to Cindy Fry.
- Forwarded to local chapter chairmen any information from Kham and/or Cindy.
- Sent to the chapter chairmen an initial notice of annual PCE report due to the state chairman.
- Sent reminder notice in late February.

Summary of Chapter PCE Reports:

- Congratulations to Chapter AL, who had two award recipients.
- Eight chapters gave special PCE reports during the year; several gave monthly reports; one chapter had a recipient participate in a Zoom talk.
- Many different ideas for fundraising this year included direct donations, drive-by bake sale, selling sweet potatoes, selling pecans, plant sale, Boston butt sale, special sale at local dept. store, soup/salad luncheon, chopping and charcuterie board sale, dinner for two frozen dinners.
- Chapter suggestions for state chairman:
 - Provide ideas on how to find applicants.
 - Do a mailing to Alabama colleges about P.E.O. and its philanthropies.
 - Write press releases for local chapter project chairmen to submit to local media outlets.

Jean Coshow, Chapter Q, Chairman
Lynn P. Bolles, Chapter AK

P.E.O. SCHOLAR AWARDS
(PSA)

Number of Applicants Internationally	847
Number of Awards Recipients Internationally	100
Value of Awards Awarded Internationally	\$1.5 million
Local Chapters Submitting Nominees (12)	A, F, L, O, P (2), S, U, AC, AK, AL, AM, AN
Number of Applicants from Local Chapters	13
Local Chapters with Awards Recipients (2)	L and P

Amount of Local Chapter Contributions (38)	\$13,855
Number of Local Chapter Annual Reports Received.....	38/40
Local Chapters Designated a Laureate Chapter (15).....	A, D, H, J, L, M, O, P, S, T, U, X, AC, AJ, AM

This committee’s chairman has:

- Provided updated information about the changes to PSA Conditions of Acceptance for 2020-2021 to local chapter PSA chairmen.
- Fielded several questions and inquiries via email and phone about PSA specifics for local PSA chapter chairmen and passed clarification information along to them via email.
- Connected a local chapter with a PSA candidate whose information was sent to the state chairman from International. The potential candidate inquired about PSA via the public section of the P.E.O. International website.
- Sent information to local chapter Scholar Awards contacts about the P.E.O. International website maintenance shutdown that overlapped the Scholar Award deadline to let them know that it would not affect the Scholar Awards nomination portal on the website.

Summary of Chapter PSA Reports:

- Despite the lack of meetings held this year, 34 of the 38 reporting chapters had a report of PSA at a chapter meeting.
 - Information for the reports came primarily from the P.E.O Record or materials in the chapters’ Scholar Awards file.

*Betsy Cagle, Chapter K, Chairman
Cecelia (Cel) Bailey, Chapter D*

P.E.O. STAR SCHOLARSHIP
(STAR)

Number of Applicants Internationally.....	1,797
Number of Scholarship Recipients Internationally	900
Value of Scholarships Awarded Internationally.....	\$2.25 million
Local Chapters Submitting Nominees (20)	A, B, F, G, J, K, O, P, S, T, V, Y, Z, AB, AC, AD, AF, AG, AK, AL
Local Chapters with Scholarship Recipients (11)	F, G, J, O, P, T, Y, Z, AC, AG, AK
Amount of Local Chapter Contributions (38)	\$15,175
Number of Local Chapter Annual Reports Received.....	26/40
Local Chapters Designated a Constellation Chapter (16)	A, B, D, H, J, L, M, O, P, S, T, U, AC, AJ, AL, AM

This committee has:

- Had a wonderful year in spite of most schools’ classes and chapters’ meetings being conducted virtually.

Results of STAR Award Chapter Reports:

- Most gave Occasional reports with International and Alabama Websites being the most helpful.
- Chapter X even gave an original program about the STAR scholarship.
- Twenty chapters identified a STAR Scholarship candidate with all except one, due to health reasons, submitted on time.
- Most chapters have a STAR committee with 3-5 members.
- Contributions to the STAR Scholarship ranged from \$50 to \$1000!
- Money was raised by- Member Donations, plant sales, Boston Butt sales, virtual garden party, bake-less bake sale, contactless holiday greenery sale.
- One great suggestion was “help the chapter with writing an award-winning application”.

What a great year for the P.E.O. STAR Scholarship in Alabama!

*Jodie James, Chapter D, Chairman
Ann Jacobs, Chapter W*

**REPORT OF STATE HISTORIAN
SUMMARY OF LOCAL CHAPTER PRESIDENTS’ LETTERS**

There is no way that I could ever improve on what was written in the Presidents’ Letters this year, so I won’t even try. What is written below has been copied and pasted into this summary of letters, because so many of you said almost exactly the same thing, especially the opening line, “What a year it has been!”

The Year It Was:

- So many changes have been required in our daily lives and the lives of our chapters in order to survive the COVID-19 pandemic that engulfed us. COVID19 closed our homes but not our hearts!
- The pandemic has made us stretch ourselves in ways we could never have imagined before COVID-19. It has been a year of learning and growing, struggling and grieving, loving and trusting, comforting and being comforted and ultimately being there for our Sisters, family, friends and community.

Kudos came in for our International Chapter and Alabama State Chapter leaders:

- Worked tirelessly to ensure that our sisterhood remained vibrant and intact.
- Were diligent about keeping members informed of changes and new procedures.
- Led highly informative Zoom workshops on technology, membership, and finances.

The adjectives used to describe our P.E.O. sisters included:

- Resilient, resourceful, capable, positive, tenacious, persistent, flexible, strong, indomitable, giving, loving, caring and compassionate forward thinking women.

Zoom and Other Technology:

- Zoom has plunged us, some of us kicking and screaming, into the world of virtual meetings and gatherings. I think it is safe to say that we are better at using technology than we were a year ago!

Types of Zooms included:

- Annual fund raisers; Christmas parties, chapter birthday parties; monthly meetings, programs, social hours, book clubs; bi-weekly lunches; weekly happy hours; Zoom-Ins with the Board; training sessions; gab sessions.

Membership – Despite the limitations on meetings:

- Kept up with each other through emails, phone calls, Zooms and texts.
- Sent handwritten notes, birthday cards, Christmas and Valentine’s Day cards.
- Delivered P.E.O. goodie bags containing the yearbooks, masks, hand sanitizers, and chocolate.
- Held drive-by birthday parties, wine parties, tasting events & pairings.

Fund Raisers:

- Filled Blessings Jars; held Drive-By Bake Sales and Virtual Bake Shoppes - the usual baked goods, plus cookie mixes, peanut brittle, bean soup mixes, pickles and dog treats; sold home cooked meals.
- Scholarship recipients of more than one local chapter scholarship through the P.E.O. Foundation helped the chapter from whom they received their scholarships raise funds.
- Reached their fund raising goals or exceeded them by up to four times as much.

Local Chapter Scholarships through the P.E.O. Foundation:

- Numerous chapters with a named fund through the P.E.O. Foundation provided more than one chapter scholarship this year.

Member Achievements:

- Continued their seeking their degrees by distance learning; completed various levels of higher education degrees; tirelessly home schooled their children...without killing them!

*Phyllis Busch, Chapter AG
Historian*

CERTIFICATION OF MINUTES AND PROCEEDINGS

CERTIFICATION OF MINUTES AND APPROVAL OF PROCEEDINGS

I, Elaine Bassett, secretary of Alabama Chapter of the P.E.O. Sisterhood, do hereby certify that the foregoing records is a correct copy of Proceedings of Alabama State Chapter assembled virtually, April 30—May 1, 2021.

Witness my hand and seal of Alabama State Chapter, P.E.O. Sisterhood, at Irory, Alabama, this 26th day of July, 2021.



Elaine Bassett
Secretary
Alabama State Chapter, P.E.O. Sisterhood

Lidia Wilkins Kettner
President
Alabama State Chapter, P.E.O. Sisterhood

The minutes of convention were read and approved by the Committee to Approve Minutes on May 15, 2021.

Shellye Vardaman, AF
Carrie Manning, AF
Ann Kaucke, AM

CELEBRATION OF LIFE
CHAPTER ETERNAL 2020–2021 MEMORIAL LIST

PAST PRESIDENTS OF ALABAMA STATE CHAPTER

Jeanette (Jeanie) W. Self, U.....	02/18/2021
Sally Sorocak, H.....	06/20/2020
Elizabeth (Lisa) Compton Sallo, AL.....	09/08/2020

CHAPTER SISTERS

Mary Bradberry, A.....	03/14/2020
Delmar Diamond, C.....	04/23/2020
Joan Colburn, E.....	04/15/2020
Marie Moss, F.....	08/20/2020
Donna Baker, I.....	12/07/2020
Jean Thurston, I.....	01/28/2021
Rachel M. Harwell, J.....	11/11/2020
Helen Rittenour, K.....	08/29/2020
Becky S. Bell, L.....	08/14/2020
Ann Jacobs, L.....	03/24/2021
Claire Doering, M.....	04/06/2021
Barbara V. Nordness, P.....	01/02/2021
Beverly Trout, S.....	10/26/2020
Suzanne K. Pierce, T.....	06/21/2020
Gayle Alexander, W.....	05/16/2020
Judith Starkloff, Z.....	05/30/2020
Diane W. Bull, AB.....	12/11/2020
Dorothy Hallock, AD.....	05/18/2020
Janet Booth, AE.....	07/25/2020
Colette Ulrich, AE.....	12/09/2020
Arlene Davis, AF.....	12/14/2020
Mary Beth Berzett, AG.....	12/10/2020
Rosemary Hubbard, AG.....	01/30/2021

2021 SILVER SISTERS

25 YEARS

Janice M. Ryan, A
Sherri M. Finley, B
Patricia G. Linder, C
Judith S. Tyler, C
Eleanor E. Gourley, D
Julia Norton, E
Jane Cole, F
Marcia Auttonson, H
Robbie Hansen H
Brenda J. Humphreys, H
Cheryl T. Brunet, H
Louise Partridge Applegate, J

Mary Melton Nicely, J
Helen Stein, N
Susan K. Poole, O
Janie S. O’Gwynn, O
Christi J. McClure, P
Peggy Hallmark, S
Susan Walker Rapier, T
Gayle Metcalf, U
Bess Valieant, AE
Valerie L. Cox, AL
Susie Wall, AM

2021 GOLDEN GIRLS

50 YEARS

Mary Elizabeth Davis, D
Ann C. Hunt, L
Ann Kline, O
Barbara Wilson, S
Nancy Sites Sizemore, AG, PSP
Marcia P. Mills, AG

55 YEARS

Marian G. Scharpf, A
Sue Deter, B
Sally Lynn Brown, P
Myra Sue Tingle, W
Greta S. Clark, AA
Marjorie P DeMille, AE
Jeneve Brooks, AH

60 YEARS

Wilhelmina K. Rist Vigee, F
Claire Doering, M
Margaret Sue Shoemaker, T, PSP
Rachel S. Fowler, T

65 YEARS

Nancy Moran, E, PPP, Ontario-Quebec
Valda Ratcliffe, L
Martha D. Overstreet, V

70 YEARS

Patricia L. Reeve Monroe, J

2021 MILESTONE BIRTHDAY CHAPTERS

15 Years

Chapter AH, Dothan
Chapter AI, Prattville
Chapter AJ, Huntsville

20 Years

Chapter AD, Huntsville

40 Years

Chapter U, Decatur

45 Years

Chapter R, Tuscaloosa

60 Years

Chapter K, Montgomery

65 Years

Chapter I, Tuscaloosa
Chapter H, Mobile

70 Years

Chapter E, Auburn

CHAPTER AWARDS

STATE STAR GOALS

***DARE!!!* AWARDS**

This year's Alabama State Chapter Star Goals were set prior to any of us knowing that International's policy on in-person meetings would still be in effect one year later. That policy rendered half of the goals unachievable this year, another "first" for the record books!

The other half of the goals were created with one goal from the board, to have every chapter have at least two members who were both familiar enough and comfortable enough on Zoom to stay in close touch with your chapter members, with the state board, AND to have their chapter represented at the 2021 Alabama State Chapter Convention IF it became necessary...well, we all know how that turned out!

So, this year, by unanimous decision, we are proud to announce the following chapters have achieved that ultimate goal.

This year's ***DARE!!!*** Awards go to Chapters: A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V, W, X, Y, Z, AA, AB, AC, AD, AE, AF, AG, AH, AI, AJ, AK, AL, AM and AN.

Congratulations to all of you. You ***DARED!!!*** and you did it!

DESIGNATED CHAPTERS

April 1, 2020 – March 31, 2021

15 ELF Legacy Chapters

A, B, D, H, J, L, M, P, S, T, U, AC, AJ, AL, AM

15 IPS Partners in Peace Chapters

A, B, D, H, J, L, M, O, S, T, U, AC, AJ, AM, AN

18 PCE Brighter Tomorrow Chapters

A, B, D, H, J, L, M, O, P, S, T, U, W, AC, AJ, AL, AM, AN

15 PSA Laureate Chapters

A, D, H, J, L, M, O, P, S, T, U, X, AC, AJ, AM

16 STAR Constellation Chapters

A, B, D, H, J, L, M, O, P, S, T, U, AC, AJ, AL, AM

MOMENT OF REFLECTION

I was super excited and most humbled when Linda asked me to present our convention Moment of Reflection! HOWEVER, when I sat down to collect my thoughts for sharing an inspiring and motivating comment worthy of reflection, reality really set in! Thinking back over this past year's sequence of events and Linda's state theme, my first thought was "Who knew this theme **DARE!!!** would be so befitting for a season like no other than ANY of us have ever experienced and hopefully will never experience again?"

It is important that we first own the shock we all experienced last March followed by isolation and loneliness experienced by all of us, especially our executive board and the hostess chapters who had spent so many hours and months preparing for what promised to be a FABULOUS 2020 State convention. Having to say "goodbye" to our incredible leader, Janice Alcorn, welcoming our newest board member, Elaine Bassett and installing our new slate of officers on such a different stage seemed downright strange to say the least. This was for some of us, our 1st introduction to a new word and the new world of ZOOM.

At a time when it seemed our world had been turned upside down by the invasion of an invisible enemy that resulted in an international shutdown, our 2020-2021 international, state chapter, local chapters and individual sisters struggled with finding ways to keep our sisterhood connected. At that time, there were no road maps or game plans in place.

WOW!!! Linda's theme **DARE!!!** Build Alabama's Legacy/Make P.E.O. History seemed in jeopardy with setting the stage for one of our most challenging years. But, when she dared us and challenged us to prove we had the courage and confidence to persevere through the dark times and emerge from this crisis stronger, wiser, and better prepared to build a brighter future for our sisterhood, amazing things started happening.

The spirit of P.E.O. prevailed in the most incredible ways during the pandemic!! Abiding faith along with the determination and resilience of our sisters to do all we could at all times and under all circumstances to express a loving concern for each other was on full display throughout our sisterhood. With gratitude and grace, we found ways to provide a safe haven for each other in a very troubled world.

Each year, a huge burst of colorful flowers turn into a "super bloom" carpet in the Death Valley National Park in California. The gorgeous flowers emerge through the rock, soil, and barren desert. This incredible phenomenon reminds me of our sisterhood where we have found the most caring and creative ways to bloom and continue building an impressive legacy that was started 152 years ago by our Founding Sisters who gave us P.E.O. as a symbol of their love and friendship for each other. As the emperor of China in Disney's animated feature film, Mulan, quoted "The flower that blooms in adversity is the rarest and most beautiful of all!"

Sisters, Let US make ourselves available and committed to BLOOM BRIGHTLY IN P.E.O. for generations to come!

Cecelia (Cel) Bailey, Chapter D

BIOGRAPHY OF INCOMING BOARD MEMBER



Roots give us a sense of identity that strengthens us to go through life and helps us feel grounded with a sense of meaning. My young parents welcomed me into this world on a very cold Thanksgiving eve at my grandparents' home in the rural Southwest Alabama community of Dottelle. It is here where I learned 1) to cherish drinking icy cold well water out of a dipper, 2) the purpose of a slop jar and outhouse, 3) how wonderful smokehouse cracklins were, 4) how to make and sunbake mud pies, 5) to save every penny I could for the world's best rolling store candy, 6) to pick out school clothes from the Sears catalog that would eventually provide my dream home and paper dolls, and 7) how to perfectly roll my grandfather's cigarettes. This is also where I had my first exposure to money management from daily wages in a neighbor's cotton patch. Life was blissfully simple in those days!

My high school days were spent studying, cheerleading, working in a local grocery store, and helping my mom, a single parent care for my three younger siblings. While some of my classmates were busy filling out college applications my junior year, I reconciled myself to taking my place next to my mother at Vanity Fair Mills. At the persistence of an older friend, I reluctantly entered the local County Junior Miss Pageant. Surprisingly, I found myself representing our county in the State Junior Miss Pageant far from Monroe County in the largest city I had ever visited—Birmingham, AL. It was obvious God had other plans for me. With the county winner's scholarship and a second state scholarship, my mother and I traveled up Highway 5 to a school by the name of Judson College, a name I had never heard of in a town I had never heard of!

Attending Judson was lifechanging for me! What was to be one year of college paid for by two Junior Miss scholarships, \$200 I had earned that summer, and my work study as school switchboard operator, library assistant and dining room girl turned into four remarkable years when I graduated with a degree in biology and chemistry. I departed those hallowed halls well equipped with substantial leadership skills, a much stronger faith, and many lasting bonds of sisterly love. I also met a handsome young Marion Military Institute cadet during my freshman year; whom I became engaged to my senior year.

After graduating from Judson College, I completed my internship in Medical Technology at Birmingham Baptist Hospitals. During my internship, I squeezed in enough time to marry that cadet. I retired in 2014 after enjoying a 43-year career as Blood Bank supervisor at Princeton Baptist Medical Center in Birmingham.

The true center of my life is my BIL of 50 years, Tim, 3 children, Courtney 43, Christopher 41, Caroline 39, 7 grandchildren who melt my heart when they call me "MuMu" and our 4-legged furry babies. Service through volunteerism has been the cornerstone for our family through the years as we have sought God's guidance with giving our hands to serve and our hearts to love in our church, our community and beyond with our commitment to lifelong service. Hebrews 13:36 says "And do not forget to do good and to share with others, for with such sacrifices God is pleased." In my spare time, I am quite the avid sports fan! I also love baking, antiques, bird watching, surface gardening, playing bunco and bridge, and I savor quality time with our children and grandchildren.

Prior to 2014, I had never heard of P.E.O. Two church friends presented me the gift of P.E.O. that year when they initiated me into Chapter D as a 1st generation sister. I was filled with excitement and joy knowing it was a golden opportunity to "PAY IT FORWARD" in reaching out to women in hopes of awakening their potential and enabling them to open doors to a brilliant and fulfilling future as was done

for me 48 years earlier! Little did I know when I took those first small steps, it would lead me to this point in my journey! Chapter D has provided me with many opportunities to develop and learn leadership skills in a nurturing, loving atmosphere where their loving hands have steadfastly held my hand as I promoted our projects, served in chapter and state leadership positions, hosted our Reciprocity leadership workshop, embraced other sisters, and offered the gift of P.E.O. to women near and far.

I am thrilled beyond measure to take my place among such distinguished sisters on our Alabama State Board. I humbly ask for your support and prayers as I navigate through this first year! With our world slowly returning to some form of normalcy, I anxiously await the time to meet YOU and share opportunities to strengthen our sisterhood and celebrate our beautiful gift of P.E.O.!

*Cecelia (Cel) Bailey, Chapter D
Alabama State Chapter Secretary
2021-2022*

PROJECT SPEAKERS' BIOS

Dr. Jann Rudd Weitzel, Cottey College

Dr. Jann Rudd Weitzel became the 12th president of Cottey College on June 15, 2015, and brought with her the skills developed as a college professor, a department chair, a dean, a chief academic officer, and a provost. As President, she embraces the mission of Cottey College and strongly believes in the value of a women’s institution that is founded on a strong liberal arts and sciences program coupled with excellent instruction in the content areas. Additionally, she supports the goal of preparing each young woman who attends Cottey to be a globally aware and socially responsible leader in her career and in her life.



During her years at Cottey, academic and athletic programs have expanded, and the College continues to earn accolades from outside organizations. Dr. Weitzel led the campus in identifying the College goals and creating a strategic plan to address those goals; developing an updated campus brand and logos; addressing risk; and updating the campus master plan. Currently, she is working closely with BILs from across the country to raise funds to revitalize and reimagine the BIL Cottey Chapel, which was built and donated by BILS in 1956. The lower level of the Chapel will provide students a much-needed student center. She has spoken before thousands of P.E.O.s and alumnae and takes seriously her commitment to spread the great word about Cottey College. Dr. Weitzel is a member of the Council of Independent Colleges, the national Women’s College Coalition, the National Association Intercollegiate Athletics (NAIA) Council of Presidents, and Rotary International, and she serves as a peer reviewer for the Higher Learning Commission. She is also a 26-year member of P.E.O.

A native of Iowa, Dr. Weitzel earned a Bachelor of Arts degree in English and a Master of Arts degree in Gifted Education from the University of Northern Iowa, a Master of Arts in Educational Administration from Lindenwood University, and a Ph.D. in Curriculum and Supervision from the University of Iowa. She and her husband, Jack, have been married for 45 years and have two daughters and four grandchildren.



Jordan Ballew, P.E.O. Educational Loan Fund

Jordan Ballew is an associate in the Phoenix office of Lewis Brisbois and a member of the Medical Malpractice, Healthcare, Long-term Care and Elder Law, and Bad Faith Litigation Practices. Jordan's practice is primarily focused on defending complex medical malpractice, long-term care, and insurance/bad faith claims. She has served clients in a vast array of legal landscapes, including personal injury, wrongful death, insurance defense, and civil rights litigation. She has experience in all stages of litigation in both state and federal courts.

Prior to joining Lewis Brisbois, Jordan worked for a national law firm representing healthcare providers in medical malpractice suits and employers in worker's compensation claims at the Industrial Commission of Arizona.

Jordan grew up in an Army family that traveled extensively. After graduating from Widener University in Chester, Pennsylvania, Jordan traveled back to her home state of Arizona. She applied for and was accepted into the Sandra Day O'Connor College of Law, located in Tempe, Arizona. While providing law-related assistance including courtroom time, for which she did not receive academic credit or pay, she discovered a desire to be a defense lawyer. She graduated in 2019 with high Pro Bono Distinctions.

Fighting for what is right and helping those who need a hand are character traits that define who Jordan is. Family is priority. These three things led her to Chapter AL and the ELF committee. Her loan enabled her to complete her education and move forward toward her goals of becoming a lawyer who could make a difference in the lives of those who had been mistreated. After working as a lawyer, Jordan plans to go further and become a judge.

Liza Kimbo, P.E.O. International Peace Scholarship

Liza has over 20 years' experience in senior leadership positions focused on healthcare-related programs. Her passion is in developing enterprises that serve the healthcare needs of under-served populations. Liza is Kenyan and has a B.S. degree in Finance (University of Connecticut), an MBA (United States International University), and an MSc in Health Systems Management from the London School of Hygiene and Tropical Medicine.



A health care services leader, Liza has held senior positions at Africa continental, regional and Kenya country level with international non-profit organizations. As an entrepreneur, she established three social health care enterprises in Kenya using both for-profit and non-profit business models. The social enterprises provide accessible, quality health care to over 150,000 clients each year. Liza has chaired two national advocacy groups that were successful in influencing government policy for increased access to essential drugs for HIV/AIDS and Malaria. She is currently studying to earn her doctorate in public health at the University of Alabama at Birmingham.



Marlayna Fitts, ER/TX, Project for Continuing Education

Marlayna is a native of Birmingham, AL, who currently resides in the Dallas-Fort Worth metroplex. Marlayna is an accomplished Senior Clinical Research Associate (CRA) for Parexel International, a large Clinical Research Organization (CRO), headquartered in Raleigh-Durham, North Carolina. As a Senior CRA, Marlayna’s primary responsibilities for managing clinical trials include protocol adherence, investigational product accountability, and, most importantly, safety of research participants. This work is of particular importance because she has the opportunity to provide guidance and input within the context of centering women and minorities during developmental stages of the protocol and clinical trial design, thereby creating

tangible changes to a space often haunted by misuse and mistrust due to unethical practices of past. Marlayna primarily manages sites throughout the Midwest region along with lending her talents to trials spanning the entire U.S., as needed.

Marlayna was initiated through Chapter D in Birmingham, Alabama, where she was the chapter’s 2016 PCE recipient. Marlayna attended the historic Tuskegee University in Tuskegee, Alabama, and Arizona State University where she earned a BS in Biology and MS in Clinical Research Management, respectively. Marlayna is currently an active member of the ER-Arlington, TX chapter, and serves as chair for the PCE (continuing education) grant, which affords her the opportunity to help identify and support local women in the DFW area pursuing higher education. For two consecutive years Marlayna has served as the chapter’s recording secretary, following in the footsteps of her beloved Big Sister Cel Bailey, who introduced her to the PEO sisterhood in the Fall of 2015, as a potential PCE recipient.

In April 2019 Marlayna was awarded the National Society of Black Engineers (NSBE) Top STEM Influencer for the Dallas Fort Worth area and occasionally speaks within her community on the importance of STEM. Prior to the COVID-19 pandemic, Marlayna volunteered for STEM and education-focused organizations within her community. These opportunities included leading a science club for girls, where she taught a group of 5th grade girls about Ocean Science, convening a local group of 15 to 20 Tarrant County youth for what she called “Science Saturdays.” Marlayna offered Science Saturdays as a fun introduction to science experiments that are carefully planned and executed in everyday settings. Marlayna plans to use her experiences, education, and organizational affiliations to lead efforts for more interdisciplinary work within STEM fields to educate and innovate for workforce and health equity. She often credits the sisters of Chapter D and PEO for her success to date.

“Consult not your fears but your hopes and your dreams. Think not about your frustrations, but about your unfulfilled potential. Concern yourself not with what you tried and failed in, but with what it is still possible for you to do.” – Pope John XXIII

Kelly Chen, P.E.O. Scholar Award Recipient

Kelly Chen, a graduate of Vestavia Hills High School, now attends the University of Alabama at Birmingham School of Medicine. She was nominated by Chapter P and was one of 100 out of 847 applicants to receive an award! Kelly is definitely going to make a significant contribution to society in the future.



Kenzie Cornelius, STAR Recipient

Kenzie Cornelius is from Florence, Alabama. She was awarded the P.E.O. STAR Scholarship in 2019 of her senior year, having been nominated by Chapter S in Northwest Alabama. She attended Florence High School and graduated with multiple honors in a graduating class of 325 students.

Kenzie is now a sophomore at the University of Alabama at Birmingham (UAB), where she is pursuing a Bachelor of Nursing degree and will apply for UAB's nursing program this Spring. She plans to continue her education and obtain a master's in nursing in pursuit of becoming a pediatric nurse practitioner.

Kenzie's passion for helping children came from her father, who is a pediatric CRNP currently practicing in Florence, AL.

Currently living on the UAB campus, she is an active member of Baptist Campus Ministries and attends Green Valley Baptist Church in Hoover.

Kenzie looks forward to becoming a member of P.E.O. one day and encourages other young women to get involved in this amazing organization.

Erin Blalock, AN/AL, International Foundation Local Chapter Scholarship

Erin is a graduate of the University of North Alabama with a master's degree in criminal justice, has a minor in math and a Juris Doctorate Degree from the Birmingham School of Law. Erin is currently evaluating universities for the Master of Laws (LLM) Degree.

She is married to Shane Blalock and together they have four children ranging from age twelve to twenty-six. They became grandparents on Christmas Eve, 2020, to a sweet little boy, Oliver Patrick Autry. They made several trips to Travis Air Force Base in California to visit little Ollie. Ollie and his parents are now living in South Carolina and that is a blessing.



Prior to her last year of law school, Erin was a fifteen-year program director of the YMCA in Florence, AL. She also serves on the area Crime Stoppers Board, is a volunteer soccer coach of four-year-old children through the Florence Parks and Recreation Department, and is a member of Chapter AN/AL P.E.O. She is a substitute teacher at a local private school and is making plans to work in a law firm in Florence while pursuing an LLM.

While working towards a master's degree in criminal justice, Erin was an ELF recipient. The funds from the ELF program allowed her to obtain this degree while raising a young daughter as a single mom. Erin has since repaid the ELF program in full and is passionate about helping other women with their educational endeavors.

During one semester of Law School, Erin also received a T.C. Wilkins Scholarship from Chapter N in Tuscaloosa, a local chapter scholarship funded through the P.E.O. Foundation. She encourages chapters with students pursuing a four-year degree to be aware of this foundation scholarship and others throughout the state of Alabama.

Erin was very excited when an evening P.E.O. chapter was being established in Florence. She became a charter member of Chapter AN/AL and as an active member, looks forward to helping many women obtain their goals for educational opportunities.

of whimsy and fun into any kind of situation.

Shirley Paramore's innate abilities to do that which is right and good, her strength of character to seek truth and justice, and her unwavering fairness in dealing with any situation.

You know, I could go on and on about every woman I've come to know in P.E.O. but, fortunately for you, I've had five years to perfect two of the things that I learned from Nancy Sizemore.

First – when things are seemingly out of control, step back, take a deep breath, and trust that things are unfolding the way that they should.

And second – it's always good to be brief.

Okay, I'm not fooling any of you, I'm still working on that last one--okay both of them.

So, I'll wrap this up with two last thank-yous and of course, one last **DARE!!!**.

The first thank-you is to all of our P.E.O. friends and families whose love and support make it possible for us to do what we do for P.E.O.

That goes more than double to my BIL of 15 years, John David Kottmeyer. Without his love and ever so generous support, I could not have done one tenth of what I have, especially during these last five years.

John had never heard of P.E.O. until I came along. Since then, he's been shocked on more than one occasion to see me accidentally find a P.E.O. sister when we're on a trip. But never more so than in Chicago a couple of Christmases ago, the first time I ever met four of his childhood friends. Turns out that one of them had been a BIL since 1988! That moment was almost as priceless as he is to me. John, thank you.

The second thank-you goes out to all the P.E.O.s, on earth and in chapter eternal, who, from the time I was twelve, watched over me, and steered me back on course when needed.

It may take a village to raise a child, but...

It takes a sisterhood to raise a P.E.O.

Sisters, thank you for raising me...and by the way, T.C. thanks you, too.

Now, go find more girls to raise the P.E.O. way.... I **DARE!!!** you.

Thank you. It has been the greatest honor and privilege of my life to serve P.E.O.

*Linda Wilkins Kottmeyer, Chapter AM
Alabama State Chapter President
2020–2021*

INCOMING PRESIDENT'S ACCEPTANCE SPEECH

Wow! It feels like just yesterday I was elected to the state board. I am so incredibly honored and humbled that I can stand here before you and accept the office of president of the Alabama State Chapter of P.E.O. I would like to acknowledge and thank the fantastic sisters who have served and currently are serving on the board with me. They are all so talented, patient, loving, kind and have all the traits to be P.E.O.s and O&A women. I especially would like to welcome Cel Bailey, the newest member of our board.

Just a little about me, I am from Baton Rouge, Louisiana. My husband, John, and I have been married for 25 years, and I can't imagine life without him. We moved to Alabama in 2008. John has been wonderful in supporting me on the board, and extremely patient when I take over the office, the dining room, the kitchen tables, and sometimes the bedroom with P.E.O. materials. We have three wonderful children. Kira, our oldest child, was initiated in chapter U in Decatur in 2018. It has truly made me so happy to be able to share the sisterhood of P.E.O. with her. Several sisters are familiar with my two youngest children, Cooper and Liam. Many of you saw their faces peek into the camera to see who mom talking to on so many zoom calls this past year. They think it is neater than Swiss cheese to be seen on the camera. My father, who turns 87 in June, also lives with us, and I am so grateful for the love and support he provides.

I would like to take this opportunity to recognize the ladies of my chapter. The ladies of chapter U have been so supportive, kind, and unconditionally loving from the day I met them and was interested in joining their chapter. I am proud to be part of chapter U.

When it came time to start thinking about the upcoming year and the theme, I turned to history. We have been asked to "Talk about P.E.O.", to "Pursue Every Opportunity" and "Discover the Treasures of P.E.O.," as well as to "Celebrate the Joy" and "Receive the Blessings of P.E.O." Just this past year, Linda "**DARED!!!**" us to "Build Alabama's Legacy and Make P.E.O. History." So, this year, this is our year. This year is the year we are going to stand tall, be loud, and be proud that we are P.E.O.s. So, this year's theme is simple but meaningful. "**Be P.E.O.**"

What does it mean to be P.E.O.? When you meet a prospective member, you ask yourself, "Does this person have what it takes to be a P.E.O.?" What are the traits that we hold to the highest degree in our P.E.O. sisters? How would you describe a P.E.O. sister?

P.E.O.s are loyal, kind, honest, caring, nurturing, compassionate, gracious, bright, and so many other wonderful characteristics. As P.E.O.s., we must be the example and be the change. P.E.O.s are leaders, and we inspire others by showing them and not just telling them.

Over the next year, I challenge every Alabama sister to be the shining example of what it means to be a P.E.O. These are reflected in our state star goals for the year.

Our first star goal is "Leadership." Dolly Parton said, "If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then you are an excellent leader." Be the influencer! As a P.E.O., you are a visionary and turn your dreams into reality. Energize each other by connecting people to opportunities within P.E.O.

Our second star goal is "Membership." Be the harmony seeker! Our P.E.O. sisterhood brings people together. We are an adaptable, fun-loving, and inclusive group of ladies. Let's be sure to share our sisterhood with new sisters as well as to reach out to our inactive sisters. After all, once a P.E.O. always a P.E.O.

Our third star goal is "Community." Be the humble heart. Listen and care about others' successes and hardships. Find ways to represent P.E.O. while you give back to your community. As R.J. Palacio wrote

in his book, *Wonder*, “You can’t blend in when you were born to stand out.” And ladies, as P.E.O.s, we were born to stand out and shine bright.

*Denise Williams, Chapter U
Alabama State Chapter President
2021–2022*

2020-2021 SPECIAL GIFTS, HONORARIA, AND MEMORIALS

Special Gifts, Honoraria and Memorials

April 1, 2020 - March 31, 2021

Total Gifts, Honoraria and Memorials: \$37,528.28

P.E.O. Education Loan Fund: \$2,255.00

<u>Given by</u>	<u>In Honor of</u>	<u>Given by</u>	<u>In Honor of</u>
Chapter G	Dianne Corwin	Birmingham Reciprocity Board	Betty von Herrmann
Chapter N	Janice Alcorn, PSP	Birmingham Reciprocity Board	Amy Howser
Chapter R	Connie Malone	Birmingham Reciprocity Board	Linda Kottmeyer
Chapter Y	Suzannah Campbell	Janice Alcorn	Holly Fondots
Chapter AI	Linda Kottmeyer	Janice Alcorn	Judy Smelser
		Janice Alcorn	Shannon Bencomo McFall
		Janice Alcorn	Chapter N sisters
		Janice Alcorn	Chapter C sisters
		Janice Alcorn	Chapter AC sisters
		Patricia Sankobsky	P.E.O. Sisterhood
<u>Given by</u>	<u>In Memory Of</u>	<u>Given by</u>	<u>In Memory of</u>
Chapter J	Peggy Walker	Sherry Birney	Ruth Brockman & Peggy Walker
Chapter L	Becky Bell	Roland Walker Jr.	Peggy Walker
Chapter P	Barbara Nordness	Faye Cook	Judy Webber
Chapter R	Drury Caine		
Chapter W	Gayle Alexander		
Chapter AE	Janet Booth		

Cottey College: \$45.00

<u>Given by</u>	<u>In Memory of</u>		
Chapter C	Roy Munger		
Chapter AH	Robert (Bob) Radeke		

Alabama Cottey Scholarship Fund: \$945.00

<u>Given by</u>	<u>In Honor of</u>	<u>Given by</u>	<u>In Honor of</u>
Chapter AI	Ann Stocking	Francis King Quick	Wendy & Bill James
Chapter AM	Wendy James, Organizer		
<u>Given by</u>	<u>In Memory of</u>		
Chapter C	Delmar Diamond		
Chapter C	LeRoy Reddick		
Chapter F	Ouda Pace Gresham		

P.E.O. International Peace Scholarship: \$5,235.00

<u>Given by</u>	<u>In Honor of</u>	<u>Given by</u>	<u>In Honor of</u>
		Janice Alcorn	Amanda von Herrmann
		Merrily Newton	Linda C. Gunderson
<u>Given by</u>	<u>In Memory of</u>	<u>Given by</u>	<u>In Memory of</u>
Chapter AE	Colette Ulrich	Julaine Fowlin	Sybil and Inez Fowlin
Chapter AL	Carl Jones	Betty Smith	Dana Osterdork
		Guy Ulrich	Colette Ulrich

P.E.O. Scholar Awards: \$255.00

Given by	In Honor of	Given by	In Honor of
		Janice Alcorn	Sally Priester
		Shirley Sydes	
		Pamela Pullen	
Given by	In Memory of	Given by	In Memory of
Chapter A	Dwight Norris	Alabama State Chapter Board	Jeannie Self, PSP
Chapter R	John Dixon	Jacobs Space Exploration Group	Dorothy Hamrick
Chapter T	Louise Morgan, JT/IA	Susan Nichols	Rachel Harwell

P.E.O. STAR Scholarship: \$910.00

Given by	In Honor of	Given by	In Honor of
Chapter K	Elizabeth Harber	Janice Alcorn	Casie Jones
Chapter V	Hazel Sessions	Janice Alcorn	Chapter X sisters
Chapter AL	Morgan Conte	Jenny Carothers	Janice Alcorn, PSP
		Frances King Quick	Pat Springer
Given by	In Memory Of	Given by	In Memory Of
Chapter F	Mary Louise Dixon	Marcia Autterson	Kevin Dillaber
Chapter J	Ruth Brockman	Marcia Autterson	Randi Motes
Chapter AM	Raymond Newton	Shirley Paramore	William Robert McDuffie, Sr.
		Marilyn Mancini	B.J. Triebel
		Gwenn Davis	Raymond Newton
		Frances King Quick	Mr. & Mrs. Sam Pillitteri

P.E.O. Program for Continuing Education: \$6,038.91

Given by	In Honor of	Given by	In Honor of
Chapter C	Todd Greer	Birmingham Reciprocity Board	Shirley Paramore
Chapter H	Janice Alcorn	Shirley Sydes	Cel Bailey
Chapter S	Denise Williams	Ann Kauchek	Janice Alcorn
Chapter Y	Susan Hargrave	Janice Alcorn	Janice Samford
Chapter AG	Janice Alcorn	Janice Alcorn	Cel Bailey
Chapter AL	Jessica Cowles Georgi	Janice Alcorn	Chapter G sisters
		Janice Alcorn	Chapter Q sisters
		Merrily Newton	Janice Alcorn
		Patricia Sankobsky	P.E.O. Sisterhood
		Bright Funds	John Tran
		Grace Anderson	Alabam State Chapter Executive Board
		Grace Anderson	Past Presidents of Alabama State Chapter
		Grace Anderson	Chapter AN sisters
		Grace Anderson	Sondra Koskey
Given by	In Memory of	Given by	In Memory of
Chapter C	Sally Sorocak, PSP	Mary Wagner	Sally Sorocak, PSP
Chapter D	Sally Sorocak, PSP	Luann Rice	Sally Sorocak, PSP
Chapter E	George Kent	Sally Czepiel	Sally Sorocak, PSP
Chapter F	Marie Moss	Jain Ann Lane	Sally Sorocak, PSP
Chapter F	Hazel Crenshaw	Susan Mogan	Sally Sorocak, PSP
Chapter G	Sally Sorocak, PSP	Marjorie Wehner	Sally Sorocak, PSP
Chapter H	Sally Sorocak, PSP	Judy Weaver	Sally Sorocak, PSP
Chapter H	Martha Meier	Susan Richardson	Sally Sorocak, PSP
Chapter I	Abigail Toffell	Alabama State Chapter Board	Sally Sorocak, PSP
Chapter I	William Hall Mitchell	Birmingham Reciprocity Board	Sally Sorocak, PSP
Chapter I	Harry C. Lee	Becky Adams	Neva Muller & Rachel Harwell
Chapter J	Neva Muller	Sherry Birney	Neva Muller & Rachel Harwell
Chapter J	Rachell Harwell	Marcia Autterson	Martha Meier
Chapter K	Helen Rittenhour	Shirley Paramore	Leigh Thompson
Chapter R	Sally Sorocak, PSP	Katherine Branick	Ruth Brockman
Chapter R	David Ford	Mary Elizabeth Furnald	William M. "Mickey" Russell
Chapter R	Sandra Hicks	Bonnie Embry	Emily Volavka

Chapter S	John Claunch	Kay Gillon	Thomas Minetree, M.D.
Chapter T	Sally Sorocak PSP	Carol Westbrook	Sally Sorocak, PSP
Chapter T	Suzanne Pierce	Elizabeth Davis	Sally Sorocak, PSP
Chapter U	Linda Lang Lewis	Shelly England	Sally Sorocak, PSP
Chapter V	Diane Vasquez	Mary Wiley	Sally Sorocak, PSP
Chapter W	Amon Vickers	Mary Wiley	Dale Stevens
Chapter AB	Adrienne Marie Chauvet Kelly Sivori	Alabama Past State Presidents	Sally Sorocak, PSP
Chapter AB	Diane Bull	Lori Ann Dearwent	Barbara Jean Nordness
Chapter AE	George Salmon	Marilyn Mancini	Sally Sorocak, PSP
Chapter AG	Sally Sorocak, PSP	Jeff Sorocak	Sally Sorocak, PSP
Chapter AH	Harold Brooks	Shirley Paramore	Sally Sorocak, PSP
Chapter AI	Sally Sorocak, PSP	Mary Donald	Sally Sorocak, PSP
		Betty Smith	Sally Sorocak, PSP
		Sheila & Ron Morgan	Sally Sorocak, PSP
		Sheila & Ron Morgan	Dale Stevens
		Jan & William Potzner	Sally Sorocak, PSP
		Ruth & Wendell Cole	Sally Sorocak, PSP
		Michael & Renee Booker	Sally Sorocak, PSP
		E Bailey & Susan Slaton	Sally Sorocak, PSP
		Marion & Judith Vajgrt	Sally Sorocak, PSP
		Gayle Howell	Sally Sorocak, PSP
		Pat Franklin	Sally Sorocak, PSP
		John & Teddy Dismukes	Sally Sorocak, PSP
		Judy & David Richardson	Sally Sorocak, PSP
		Rene P Green	Sally Sorocak, PSP
		Linnie & Fred Rux	Sally Sorocak, PSP
		Jamie & Greg Saad	Sally Sorocak, PSP
		Linda & Edgar Weaver	Sally Sorocak, PSP
		Peggy Lovin	Sally Sorocak, PSP
		Sarah Jo Shearer	Sally Sorocak, PSP
		Richard L Furry	Sally Sorocak, PSP
		Gary & Kay Gearhart	Sally Sorocak, PSP
		Holly Fondots	Sally Sorocak, PSP
		TM & Mary Ella Northrop	Sally Sorocak, PSP
		David & Kay Buxton	Sally Sorocak, PSP
		Mary Ann Gould	Sally Sorocak, PSP
		Dawn & James Goffi	Sally Sorocak, PSP
		Larry & Judy Silcox	Sally Sorocak, PSP
		Virginia Haack	Sally Sorocak, PSP
		Donna Powers	Sally Sorocak, PSP
		Melinda Harden	Hazel Crenshaw
		Samuel Strada	Sally Sorocak, PSP
		Hailu Kinde	Rachel Harwell
		Jane Roark	Rachel Harwell
		Ann Bedsole	Sally Sorocak, PSP
		Ken & Carol Mackay	Rachel Harwell
		Carol Timkovich	John Linwood Dixon
		Carol Timkovich	Joy Kurkjan
		Carol Timkovich	Sally Sorocak, PSP
		Grace Anderson	Lisa Sallo, PSP
		Grace Anderson	Sally Sorocak, PSP
		Monetta Noland	Sally Sorocak, PSP

P.E.O. Foundation: \$21,844.37

Given by	In Honor of	Given by	In Honor of
Chapter D	Judy Stuckey - 50 Yr Member	Ann Kauchek	Merrily Newton
Chapter G	Janice Alcorn	Birmingham Reciprocity Board	Holly Fondots
Chapter AD	Wendy James	TIAA Charitable	Merrily Newton
Chapter AD	Janice Alcorn	Ann Kauchek	Becki Reardon
Chapter AD	Carole Worsham	Mary Elizabeth Furnald	Sue Hauseman
Chapter AJ	Dot Ready	Mame Morgenstern	
Chapter AK	Lynn Bolles	Kristine King	
Chapter AK	Mary Ellen Whone	Frances Huffman	
		Gwenn Davis	
		Gwenn Davis	Linda Kottmeyer
		Janice Alcorn	Shirley Paramore
		Janice Alcorn	Becki Reardon
		Janice Alcorn	Helen Bergquist
		Janice Alcorn	Beloved Chapter AD sisters
		Janice Alcorn	Beloved Chapter AM sisters

P.E.O. Foundation: (continued)

		Janice Alcorn	Beloved Chapter Z sisters
		Janice Alcorn	Merrily Newton
		Janice Alcorn	Audrey Hains
		Janice Alcorn	Lita Yarberry
		Janice Alcorn	Kathryn Ebert
		Janice Alcorn	Linda Kottmeyer
		Susan Santoli and Sally Sorocak	Betty von Herrmann-50th P.E.O. Anniversary
		Bonnie Embry	
		Janie Sylte	Barbara Dufour
		Sheila & Ron Morgan	Barbara Dufour
		Joy Cross	Barbara Dufour
		Nancy Supko	Betty Harrison, PSP
		Fred & Betty von Herrmann	Lisa Sallo, PSP
		Carol Westbrook	Jo Ann Brazelton
		Carol Westbrook	Carole McIntyre
		Carol Westbrook	Chapter D Officers & Committees
		Patricia Harlow	
		Cindy Fry	Chapter AL sisters
		Leonette Slay	Elizabeth Davis
		Leonette Slay	Betty Bagby
		Suzanne L. Finley	Shirley Paramore
		John & Linda Kottmeyer	Chapter AM sisters
		Elizabeth Davis	Carol Westbrook
		Elizabeth Quick	Barbara Dufour
		Mary Wiley	Arlene Emery
		Joyce Page	Sue Francois
		Joyce Page	Megan Tate
Given by	In Memory of	Given by	In Memory of
Chapter D	Phylis Bivens	Anonymous donor	Barb Reardon
Chapter G	Lisa Sallo, PSP	Anonymous donor	Barbara Jean Vallely Nordness
Chapter G	Jerry Tracy, BIL	Anonymous donor	Lorraine Cockle
Chapter N	Jerry Hoffman	Eleanor Schwartz	Barb Reardon
Chapter N	Lisa Sallo, PSP	Glenda Rogers	Emily Kelley Volavka
Chapter N	TC Wilkins	Glenda Rogers	James Owens
Chapter R	Lisa Sallo, PSP	Peggy Sington	Hazel Crenshaw
Chapter T	Dr. David Ottensmeyer	Peggy Sington	Lucy Kubiszyn
Chapter T	Ann Dunaway Gamblin	Mary Elizabeth Furnal	Donna Hetherington
Chapter U	Brett Shelton	Joy Mellon	Barb Reardon
Chapter U	James Robert Atkins	Joy Mellon	Leigh Thompson
Chapter U	Gracie Overstreet	Lynn Bolles	Emily Kelley Volavka
Chapter U	Jeannie Self, PSP	Lynn Bolles	Mary Lucille Zimmerman
Chapter U	David Metcalf	Joyce Page	Virginia Payne
Chapter Z	Judy Starkloff	Joyce Page	Terri Tate
Chapter AD	Dorothy Hallock	Joyce Page	Karyn Lahey
Chapter AG	L.A. Cassen	Rhesa Janice	Lisa Sallo, PSP
Chapter AG	Bonnie Blaylock	Pat Franklin	Lisa Sallo, PSP
Chapter AG	Margaret Duncan Ward	Fred & Betty von Herrmann	Sally Sorocak, PSP
Chapter AG	Jim Sylvester	Nancy Sites Sizemore	Mary Dantzer
Chapter AG	Alice Avarella Baker	Nancy Sites Sizemore	Pearl May Kassahn
Chapter AL	Salvador J Caldaron	Nancy Sites Sizemore	Violet Roberts Howard
Chapter AL	Marilyn Sloan	Nancy Sites Sizemore	Florence Ling Helmlich
Chapter AL	Lisa Sallo, PSP	Patty Piro	Lorraine Cockle
		John & Linda Kottmeyer	Lisa Sallo, PSP
		Marilyn Mancini	Lisa Sallo, PSP
		Mary Compton	Lisa Sallo, PSP
		Shirley Paramore	Louise Frances Fernow Morgan
		Shirley Paramore	Christy Edwards
		Shirley Paramore	Suzanna Pierce
		Elizabeth Moore	Lisa Sallo, PSP
		Karla Gniadek	Lisa Sallo, PSP
		Barbara Tonn	Lisa Sallo, PSP
		Barbara Tonn	Judy Starkloff
		Barbara Tonn	Karen Love
		Monetta Noland	Lisa Sallo, PSP
		Rebecca Monk Sims	Sam Worsham
		Rebecca Monk Sims	Judy Starkloff
		Rebecca Monk Sims	Lisa Sallo, PSP
		Gwenn Davis	Emily Kelley Volavka
		Susan Santoli	Dale Stevens
		Mary Wiley	Lisa Sallo, PSP
		Alabama Past State Presidents	Jeannie Self, PSP

2021-2022 PAST STATE PRESIDENTS

Name	Address	Phone # . Email
June Williams, H	1451 Grand Bay, Wilmer Rd. S Mobile, AL 36608	251-281-4297 countryjune@aol.com
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Margaret Shoemaker, T	3574 Burlington Drive Fultondale, AL 35068	205-213-3498
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PAST PRESIDENTS OF GEORGIA STATE CHAPTER

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Mary Elizabeth Furnald, O	114 Ocala Drive Montgomery, AL 36117	334-649-1123 mefurnald@gmail.com

PAST PROVINCIAL PRESIDENT OF ONTARIO-QUEBEC CHAPTER

Nancy Moran, E	2010 Hummingbird Lane Auburn, AL 36830	334-826-8400 ebbybartsgamgam@yahoo.com
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**ALABAMA STATE CHAPTER
OF THE
P.E.O. Sisterhood**

**INCOMING EXECUTIVE BOARD OFFICERS
2021-2022**



FAR LEFT:

Denise Williams, U
President

2ND FROM LEFT TO RIGHT:

Wendy James, C
Vice President

Cindy Fry, AD
Organizer

Elaine Bassett, AF
Treasurer

Cel Bailey, D
Secretary

ALABAMA STATE CHAPTER
2021 – 2022 EXECUTIVE BOARD OFFICERS AND STATE COMMITTEES

EXECUTIVE BOARD OFFICERS		
<p><u>President</u> Denise Williams, U 1401 Fairway Drive SE Decatur, AL 35601 225-772-1453 c denise.williams.peo@gmail.com <i>Board Buddies: E, H, O, W, AB, AF, AI, AJ</i></p>	<p><u>Vice President</u> Wendy James, C 1552 Monterey Place Mobile, AL 36604 251-479-7048 c alabamadaisygirls@gmail.com <i>Board Buddies: A, B, D, F, K, R, T, Y</i></p>	<p><u>Organizer</u> Cindy Fry, AD 22898 Cog Hill Drive Athens, AL 35613 256-683-3890 c cindyfrypeo@gmail.com <i>Board Buddies: I, J, L, S, Z, AA, AH, AG, AK</i></p>
<p><u>Treasurer</u> Elaine Bassett, AF 108 Deerfield Drive Troy, AL 36081 334-372-7329 c elaine.bassett.peo@gmail.com <i>Board Buddies: C, G, N, Q, X, AC, AD, AM</i></p>		<p><u>Secretary</u> Cel Bailey, D 1124 Forest Brook Drive Birmingham, AL 35226 205-937-1505 c celbailey.peo@yahoo.com <i>Board Buddies: M, P, U, V, AE, AL, AN</i></p>

STATE STANDING COMMITTEES		
<p><i>Alabama Cottey College Scholarship & Recruitment Committee</i> Wendy James, C, Vice President, Adviser</p>		
<p>Mary Fuller, AB, Chair 20320 La Clarissa Avenue Fairhope, AL 36532 770-301-1575 c petersmary@hotmail.com</p>	<p>Susan Santoli, H, PSP 6628 Lubarrett Way Mobile, AL 36695 251-709-1581 c coachsps@bellsouth.net</p>	<p>Sheila Tate, Q 1508 Crown Pointe Dr NE Hartselle AL 35640-6217 256-565-3313 c sheilap.tate@att.net</p>

<i>Amendments & Recommendations Committee</i>		
<p>Betty von Herrmann, AA, PSP, Chair 533 Durham Drive Birmingham, AL 35209 205-910-7427 c vonannex@voncorp.com</p>	<p>Lauriel Richards, H 31497 Plover Ct Spanish Fort, AL 36527 251-545-6097 c lyarbra@yahoo.com</p>	<p>Rita Doughty, AC 2317 44th Avenue Northport, AL 35476 205-799-9134 c ritadoughty@earthlink.net</p>

<i>Audit Committee</i>		
<p>Shirley Paramore, T, PSP, Chair 303 Lakes Drive Enterprise, AL 36330 205-837-3644 c sparamore@gmail.com</p>	<p>Lillian Vickers, W 233 Daphne Dr Dothan, AL 36305-1276 334-792-4390 c lillianv@outlook.com</p>	<p>Katie Temple, AF 302 Crescent Dr Troy, AL 36081-1602 205-657-7323 c kbassett924@gmail.com</p>

Finance Committee		
Karen Sargent, AL, Chair 120 High Coach Way Madison, AL 35758 256-603-1289 c prairiequilter2001@gmail.com	Carol Williams, L 315 Tatum Ave. Mobile, AL 36609 251-604-4082 c ccec4@comcast.net	Janice Alcorn, AN, PSP 324 Reddoch Road Florence, AL 35633 256-710-7739 c alcornt@bellsouth.net

Membership Committee <i>Cindy Fry, AD, Organizer, Adviser</i>		
Nancy Sites Sizemore, AG, PSP, Chair 28250 Canal Road, Unit 608 Orange Beach, AL 36561 251-490-5015 c nancyssizemore@gmail.com	Shirley Paramore, T, PSP 303 Lakes Drive Enterprise, AL 36330 205-837-3644 c sparamore@gmail.com	Nancy Bishop Newton, AJ 106 Collen Drive Madison, AL 35756 719-428-9360 c nrbishop8@msn.com

Nominating Committee <i>Wendy James, C, Vice President, Liaison</i>		
Janice Alcorn, AN, PSP, Chair 324 Reddoch Road Florence, AL 35633 256-710-7739 c alcornt@bellsouth.net	Jane Searcy, R 505 Rice Valley Road NE Tuscaloosa, AL 35406 205-758-3918 c searcy3918@comcast.net	Judy Bludsworth, V 820 East Roy Parker Road Ozark, AL 36360 334-774-2951 c jkbludsworth@gmail.com

STATE PROJECT COMMITTEES		
<i>P.E.O. Educational Loan Fund (ELF) Committee</i>		
Elaine Bassett, AF, Treas., Adviser 108 Deerfield Drive Troy, AL 36081 334-372-7329 c elaine.bassett.peo@gmail.com	Mame Morgenstern, G, Chair 376 Willow Bend Drive Wetumpka, AL 36093 334-303-3331 c dandmmorgenstern@aol.com	Martha Hocutt, I 5 Rosemont Drive Tuscaloosa, AL 35401 205-799-8207 c mhocutt@uwa.edu

<i>P.E.O. International Peace Scholarship (IPS) Committee</i>		
Cel Bailey, D, Sec., Adviser 1124 Forest Brook Drive Birmingham, AL 35226 205-937-1505 c celbailey.peo@yahoo.com	Su Ofe, K, Chair 506 Bellehurst Drive Montgomery, AL 36109 334-324-6591 c loveyourneighbor0728@gmail.com	Patricia Springer, S P.O. Box 214 Sheffield, AL 35660 256-412-3112 c pspringer728@gmail.com

P.E.O. Program for Continuing Education (PCE) Committee

Elaine Bassett, AF, Treas., Adviser 108 Deerfield Drive Troy, AL 36081 334-372-7329 c elaine.bassett.peo@gmail.com	Gayle Howell, AC, PSP, Chair 15318 Tierce Lake Rd Northport, AL 35475 205-330-8822 c ghowell@sa.ua.edu	Sue Bradley, E 2073 S Evergreen Dr Auburn, AL 36830 334-332-7585 c suebradley@charter.net
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P.E.O. Scholar Awards (PSA) Committee

Cel Bailey, D, Sec., Adviser 1124 Forest Brook Drive Birmingham, AL 35226 205-937-1505 c celbailey.peo@yahoo.com	Becki Reardon, AM, PSP, Chair 2340 Ridge Trail Birmingham, AL 35242 205-516-4202 c burear@bellsouth.net	Mary Beth Webeler, X 3221 Turkey Trot Way Opelika, AL 3 36801 630-484-3895 c mbwebeler@gmail.com
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P.E.O. STAR Scholarship Committee

Cindy Fry, AD, Org., Adviser 22898 Cog Hill Drive Athens, AL 35613 256-683-3890 c cindyfrypeo@gmail.com	Ann Jacobs, W, Chair 103 Oakhill Rd Midland City, AL 36350 334-701-6644 c annat103@hotmail.com	Casie Jones, AC 2503 16 th Street E. Tuscaloosa, AL 35404 205-394-0350 c casiejo512@gmail.com
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HISTORIAN

Historian

Sarah Walker, D
1313 Ingram Avenue
Birmingham, AL 35213
404-274-3684
sarahwalker@lahrealestate.com

2021 – 2022 STATE STAR GOALS



2021-2022 State Star Goals

	<p>Leadership: Energize each other by connecting people to opportunities within P.E.O.</p>
	<p>Community: Find ways to represent P.E.O. while you give back to your community.</p>
	<p>Membership: Share our sisterhood with new sisters as well as to reach out to our inactive sisters. After all, once a P.E.O. always a P.E.O.</p>

ALABAMA STATE CHAPTER OF THE P.E.O. SISTERHOOD

BYLAWS & STANDING RULES

Virtual Convention

May 1, 2021

BYLAWS

ARTICLE I -- CONVENTION OF ALABAMA STATE CHAPTER

Section 1—MEMBERS. The Convention of Alabama State Chapter shall consist of the following active members, when present and registered:

- The executive board
- Past presidents of the state chapter
- Resident past presidents of International Chapter
- Two delegates from each local chapter, the president being a delegate when feasible
- Chairman of the Amendments and Recommendations Committee
- Chairman of the Nominating Committee
- Chairman of the Finance Committee
- Chairman of the Membership Committee
- Chairman of the Alabama Cottey College Scholarship and Recruitment Committee
- Chairman of the P.E.O. Educational Loan Fund Committee
- Chairman of the P.E.O. International Peace Scholarship Committee
- Chairman of the P.E.O. Program for Continuing Education Committee
- Chairman of the P.E.O. Scholar Awards Committee
- Chairman of the P.E.O. STAR Scholarship Committee
- Historian

Section 2—TIME AND PLACE. The Convention of the Alabama State Chapter shall be held annually in April or May, dates and place to be proposed by the convention chair and hostess chapters with final approval by the executive board.

Section 3—HOSTESS CHAPTERS. The local chapters, grouped geographically by the executive board, shall arrange for housing and meals for the convention of the state chapter. No chapter shall be asked to serve as hostess for the convention of state chapter until five years after organization.

Section 4—REPORTS. Within one month following convention, delegates shall make a report of convention business to their respective chapters.

Section 5—FORMAL ACTION. Any item passed by Convention of Alabama State Chapter shall become effective, unless otherwise ordered at close of the convention and shall be implemented by local chapters upon receipt of the PROCEEDINGS of Alabama State Chapter.

ARTICLE II -- REPRESENTATION IN INTERNATIONAL CONVENTION

Section 1—DELEGATES. Delegates to Convention of International Chapter shall be chosen in rotation from geographical groups of seven local chapters or major fraction thereof. Grouping of local chapters for representation in Convention of International Chapter shall be arranged by the executive board, and these groupings shall be printed annually in the convention proceedings.

Section 2—NOMINATION AND ELECTION OF DELEGATES. Local chapters entitled to representation in Convention of International Chapter shall nominate a delegate and an alternate at the time of the annual election by or at the first regular business meeting in March. Names of the nominees for delegates shall be submitted as required by International Chapter and presented to the following convention of the state chapter for election. Only those nominees who are members of that convention or of any previous convention of the state chapter shall be eligible.

Section 3—PAST PRESIDENTS OF THE STATE CHAPTER. Designation of the past presidents of the state chapter and their alternates entitled to housing and meals, to be paid for by International Chapter, at the Convention of International Chapter shall be made by those past presidents in attendance at convention of the state chapter preceding the Convention of International Chapter.

Section 4—VACANCY IN DELEGATION. In case of a vacancy, the president of the state chapter shall appoint as delegate: First, the nominee for alternate, elected by the local chapter; second, another member of the chapter entitled to representation; third, a member from another chapter in the group; fourth, a member from the state chapter at large. In case of a vacancy in the representation of past presidents entitled to housing and meals, the president shall appoint an alternate designated by the past presidents' group.

Section 5—REPORTS. Each delegate shall prepare a report which is to be given to the chapters represented by her or to chapters assigned by the president of the state chapter. The report shall be given within two months after the close of convention. Past presidents and state officers who attend Convention of International Chapter may be called upon to make reports when needed. Upon mutual agreement, the delegate and local chapter shall decide whether the report will be presented in person, in writing, electronically or through another medium accessible to the local chapter. The president shall be notified when all reports have been completed.

ARTICLE III -- NOMINATION AND ELECTION OF OFFICERS

Section 1—ELIGIBILITY. Any member of convention who has been duly elected and installed and served at least one year as president of a local chapter shall be eligible for election to an office in the state chapter. The duties of elected officers of a state chapter are of sufficient importance to require their presence in the state during their terms of office.

Section 2—TENURE. No officer of Alabama State Chapter shall serve more than one elected term in the same office.

Section 3—SEQUENCE OF OFFICERS. The sequence of state chapter officers shall be president, vice president, organizer, treasurer, and secretary.

Section 4—NOMINATION OF OFFICERS. A nominating committee of three members shall be appointed by the incoming president, with the approval of the executive board. The chairman shall be a recent Past State President and the other two members shall be selected from different geographical areas of the state.

At the convention of the state chapter, the committee shall present the name of one nominee for each office. Further nominations may be made from the floor for each office preceding the elective ballot for that office. Prior to nomination, all nominees shall have consented to serve if elected. The report of the nominating committee shall be given preceding the close of the first session of convention.

Section 5—ELECTION OF OFFICERS. Election of officers shall be by written ballot. If there are no further nominations from the floor for each office called for in sequence, by general consent, the ballot may be dispensed with, and the vote taken for the ticket viva voce. If there are nominations from the floor for one or more offices, separate elective ballots shall be taken. A majority of votes cast shall elect.

ARTICLE IV – SPECIAL DUTIES OF STATE OFFICERS

The following duties are in addition to those listed in the Constitution, Part II, Article VIII and in the Instructions to Officers of State Chapter.

Section 1—PRESIDENT. The duties of the president shall be as follows:

- To appoint necessary members to the following committees at the beginning of her term of office and to fill any vacancies, with the approval of the executive board:
 - A member to the Amendments and Recommendations Committee
 - A member to the Finance Committee
 - A member of the Alabama Cottey College Scholarship and Recruitment Committee.
 - A member to the P.E.O. Educational Loan Fund Committee
 - A member to the P.E.O. International Peace Scholarship Committee
 - A member to the P.E.O. Program for Continuing Education Committee
 - A member to the P.E.O. Scholar Awards Committee
 - A member to the P.E.O. STAR Scholarship Committee
 - A Historian
 - A Nominating Committee of three members
 - An Auditing Committee
- To appoint such special committees as may be authorized by the executive board or a convention of the state chapter.
- To serve as an ex-officio member, without vote, of all standing committees, except the Nominating Committee.
- To provide information on various subjects to local chapters and Past State Presidents periodically throughout the year.
- To proofread the proceedings of convention and bylaws and standing rules of the state chapter following the expiration of her term of office.
- To act as chairman of the Alabama delegation to Convention of International Chapter.

Section 2—VICE PRESIDENT. The duties of the vice president shall be as follows:

- To serve as adviser to the Alabama Cottey College Scholarship and Recruitment Committee.
- To serve as ex-officio member, without vote, of the Finance Committee.

Section 3—ORGANIZER. The duties of the organizer shall be as follows:

- To visit, or direct her proxy to visit, those chapters scheduled for visits, giving the chapters at least thirty days' notice.
- To serve as contact person for P.E.O. Groups and Reciprocity Groups.
- To serve as adviser to the Membership Committee.
- To serve as adviser to the P.E.O. STAR Scholarship Committee.

Section 4—TREASURER. The duties of the treasurer shall be as follows:

- To provide the Finance Committee with the information necessary for its work.
- To serve as ex-officio member, without vote, of the Finance Committee.
- To have the books of the treasurer audited at the end of the fiscal year.
- To serve as adviser to the P.E.O. Educational Loan Fund and P.E.O. Program for Continuing Education Committees.

Section 5—SECRETARY. The duties of the secretary shall be as follows:

- To inspect local chapter yearbooks and send a copy of the written report to the organizer for distribution to the chapters.
- To review amended local chapter bylaws and standing rules and forward appropriate comments to the president of the local chapter.

- To prepare a display of yearbooks at convention.
- To have the minutes of convention of state chapter approved by the president who presided at the convention before the minutes are printed in the proceedings.
- To have the proceedings of convention and the current bylaws and standing rules of the state chapter compiled and printed within three months following convention.
- To furnish electronic copies of the Proceedings and Bylaws and Standing Rules of Alabama State Chapter to the P.E.O. Executive Office as directed, the executive board of the state chapter, members of the Amendments and Recommendations Committee, members of the Finance Committee, the Historian, and the Alabama P.E.O. website. Submission to the P.E.O. Executive Office shall include two PDF files: the proceedings including the bylaws and standing rules, and a separate, “stand-alone” bylaws and standing rules document. To furnish hard copies to the executive board members, the immediate PSP, and those PSPs without access to email.
- To notify local chapters entitled to representation in Convention of International Chapter by November 1 of the year prior to the convention.
- To serve as adviser to the P.E.O. International Peace Scholarship and Scholar Awards Committees.

ARTICLE V -- FINANCE

Section 1—DUES. The annual dues of Alabama State Chapter shall be thirty-five dollars and fifty cents (\$35.50) per active member, which shall be allocated as follows: Twenty-six dollars (\$26.00) for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College. Nine dollars and fifty cents (\$9.50) for state chapter dues.

Section 2—CONVENTION FEES. Each local chapter shall send annually with the dues the following fees for the State Convention Fund.

- A convention fee of three dollars (\$3.00) per active chapter member residing in the state.
- A registration fee of fifty dollars (\$50.00) per local chapter.

Section 3—STATE RESERVE FUND.

- *Establishment.* Alabama State Chapter shall establish and maintain a fund to be known as the State Reserve Fund.
- *Funding.* Initial funding shall be by transfer from the Alabama State Chapter General Fund. Initial funding and additional transfers in or out shall be recommended by the Finance Committee and approved by vote of the members of convention of Alabama State Chapter.
- *Requirements.* The fund shall be administered by the treasurer of Alabama State Chapter at the direction of the executive board.
- *Purpose.* The purpose of the State Reserve Fund is to be a savings fund. The goal is to maintain a minimum balance equivalent to one year’s operating expenses of the Alabama State Chapter.

Section 4—STATE CONVENTION FUND

- *Establishment.* Alabama State Chapter shall establish and maintain a State Convention Fund for the purpose of paying those expenses incurred to conduct the annual Convention of Alabama State Chapter.
- *Funding.* The State Convention Fund shall be funded according to ARTICLE V FINANCE, Section 2 – CONVENTION FEES. Transfers in or out shall be recommended by the Finance Committee and approved by vote of the members of convention of Alabama State Chapter.
- *Requirements.* The fund shall be administered by the treasurer of Alabama State Chapter at the direction of the executive board.

- *Purpose.* The purpose of the State Convention Fund is to eliminate the need of hostess chapters raising funds to pay for costs of convention.

Section 5—CONVENTION OF STATE CHAPTER.

A. The state chapter shall pay the following expenses of convention from the State Convention Fund:

1. Housing, meals and travel of the executive board, including the return trip home for the presiding officer. Housing for one extra night, either prior to or following the close of convention, for the presiding officer.
2. Convention meals of past presidents of the state chapter, except when serving as chapter delegates.
3. Housing for one night, meals and travel for the immediate past president of the state chapter, chairmen of the Amendments and Recommendations, Finance, Nominating, Membership, Alabama Cottey College Scholarship and Recruitment, P.E.O. Educational Loan Fund, P.E.O. International Peace Scholarship, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards and P.E.O. STAR Scholarship Committees, and the Historian, except when said members serve as a chapter delegate. If the chairman of a committee is unable to attend, a member of the committee may assume the duties with expenses paid.
4. Cost of the meal, at which they are speaking, for project speakers.
5. Travel expenses and one night's housing shall be paid if Historian does not reside in or near the city where the convention of state chapter is to be held.
6. Housing for one night for chapter delegates attending first convention after organization of their chapter(s).
7. Office expenses of standing committees.
8. Rental of convention hall and/or audio visual service fee, if charged.
9. Printing of convention program.
10. An annual allocation shall be made to the hostess chapters' convention account to assist with costs incurred for the ensuring convention.
 - i. Any surplus in account shall be returned to the State Convention Fund by the hostess chapters.
 - ii. Any deficit incurred in the account will be repaid to the State Convention Fund by the hostess chapters.

B. Hostess chapters shall send their estimated costs to the executive board.

C. Each local chapter shall pay the travel, housing, and meals of their delegates.

Section 6—CONVENTION OF INTERNATIONAL CHAPTER. The state chapter shall pay the registration fee and the transportation expense based on the most economical method of travel to the Convention of International Chapter of its president, vice president or her alternate, and the local chapter delegates. The state chapter shall pay the transportation expense of the immediate past president of the state chapter based on the most economical method of travel provided she has not attended a previous Convention of International Chapter at state expense. Past presidents of the state chapter attending the Convention of International Chapter (whether or not they are entitled to housing and meals) shall pay their own registration fee and travel expenses. The state chapter will incur the cost of a Credentials Dinner at the Convention of International Chapter (CIC) to be organized by the state president, and attended by state delegates, entitled PSPs, and state officers attending as delegates. Others may attend the dinner at their own expense.

The state chapter will allow up to a seventy-five dollar (\$75.00) reimbursement for incidental expenses incurred by entitled PSPs, delegates, and state officers attending CIC as delegates. Reimbursements will be made upon submission of receipts or other documentation within six weeks of attending Convention of International Chapter.

Members of the Alabama delegation to the Convention of International Chapter who make reports, shall be reimbursed for traveling expense by car at the rate approved by the Executive Board of Alabama State Chapter that closely conforms to the rate paid by International Chapter and is payable from the General Fund of Alabama State Chapter.

Section 7—EXECUTIVE BOARD AND COMMITTEES. Members of the Executive Board of Alabama State Chapter and standing committees, when traveling on official business, shall be paid for necessary housing unless otherwise provided, and for traveling expense by car at a rate approved by the Executive Board of Alabama State Chapter that closely conforms to the rate paid by International Chapter or a sum not to exceed tourist class air fare.

Office expenses as authorized by the executive board shall be paid from the general fund and shall be reimbursed only by documented receipts submitted within three months of the date they were incurred.

ARTICLE VI -- STANDING COMMITTEES

Section 1—AMENDMENTS AND RECOMMENDATIONS.

- *Appointment.* The Amendments and Recommendations Committee shall consist of three members, each of whom shall serve three years. One member shall be a past president of the Alabama State Chapter. One member shall be appointed each year by the incoming president with approval of the executive board. The senior member in years of service shall be chairman. In case of the appointment of an entirely new committee, the president shall designate the chairman, second and third members.
- *Duties.* The duties of this committee shall be as follows:
 - To consider all amendments, recommendations and resolutions to come before convention of the state chapter; put such proposals into correct parliamentary form; and present same to convention.
 - To send a copy of the proposed amendments, recommendations and resolutions at least thirty days before convention of the state chapter to the following: local chapters, members of the executive board, members of all standing committees and past presidents of state chapter.

Section 2—FINANCE.

- *Appointment.* The committee on finance shall consist of three members, each of whom shall serve three years. One member shall be a past president of the Alabama State Chapter. One member shall be appointed each year by the incoming president with approval of the executive board. The senior member in years of service shall be chairman. In case of the appointment of an entirely new committee, the president shall designate the chairman, second and third members. The vice president and treasurer of the state chapter shall be ex-officio members, without vote, of this committee.
- *Duties.* The duties of this committee shall be as follows:
 - To become familiar with the finances of the state chapter and to consult and advise on financial matters with the executive board.
 - To prepare a budget for the state chapter for the ensuing year, and to present this budget for consideration at convention of the state chapter. A copy of this budget shall be placed in the kits of members of convention.
 - To recommend any necessary transfer of funds.

Section 3—HISTORIAN.

- *Appointment.* The committee on history shall consist of one member appointed each year by the incoming president with approval of the executive board. She shall be a member of a chapter in the city where the convention of state chapter is to be held, when feasible.

- *Duties.* The duties of this committee shall be as follows:
 - To collect and record data relative to P.E.O. in Alabama.
 - To compile information from local chapter presidents' letters.
 - To present a summary of letters and data at each Convention of the Alabama State Chapter.
 - To serve as custodian of memorabilia which the historian and executive board deem advisable to be retained by the state chapter.

Section 4—ALABAMA COTTEY COLLEGE SCHOLARSHIP AND RECRUITMENT.

- *Appointment.* The committee of Alabama Cottey College Scholarship and Recruitment shall consist of three members; each of whom shall serve three years and each selected from different geographical areas of the state. One member shall be appointed each year by the incoming president with approval of the executive board. The senior member in years of service shall be chairman. In case of the appointment of an entirely new committee, the president shall designate the chairman, second and third members. The vice president shall be the adviser.
- *Duties.* The duties of the committee shall be as follows:
 - To promote Cottey College statewide.
 - To provide Cottey College information to local chapters.
 - To award scholarships when funds are available as determined by the executive board by March 1 of each year.
 - To renew the scholarships for a second, third and fourth year upon application by the students.
 - To prepare a display and provide a speaker for convention of state chapter.
 - To report annually to the convention of state chapter.

Section 5—NOMINATING. (See Article III, Section 4)

Section 6—MEMBERSHIP.

- *Appointment.* The committee on membership shall consist of three members, each of whom shall serve three years. One member shall be appointed each year by the incoming president of state chapter with the approval of the executive board. The senior member in years of service shall be chairman. In case of the appointment of an entirely new committee, the president shall designate the chairman, second and third members. The organizer shall serve as the adviser to the committee.
- *Duties.* The duties of this committee shall be as follows:
 - To promote membership statewide.
 - To provide membership guidance to local chapters
 - To prepare a membership display for state convention.
 - To assist the organizer with membership issues.
 - To report annually to the convention of state chapter.

Section 7—PHILANTHROPIES. P.E.O. Educational Loan Fund, P.E.O. International Peace Scholarship, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards, and P.E.O. STAR Scholarship.

- *Appointment.* Each committee shall consist of two members, each of whom shall serve two years. One member shall be appointed each year by the incoming president of state chapter with the approval of the executive board. The senior member in years of service shall serve as chairman. In case of the appointment of an entirely new committee, the president shall designate the chairman and second member.
- *Advisers.* The treasurer shall serve as adviser to the P.E.O. Educational Loan Fund and the P.E.O. Program for Continuing Education Committees; the secretary shall serve as adviser to the P.E.O. International Peace Scholarship and the P.E.O. Scholar Awards Committees; and the organizer shall serve as adviser to the P.E.O. STAR Scholarship Committee.

- *Duties.* The duties of these committees shall be as follows:
 - To promote the philanthropies statewide.
 - To provide philanthropy guidance to the local chapters.
 - To prepare a display and provide a speaker for convention of state chapter.
 - To report annually to the convention of state chapter.

ARTICLE VII -- ALABAMA COTTEY COLLEGE SCHOLARSHIP

Section 1—ESTABLISHING ACT. A fund to be known as the Alabama Cottey College Scholarship Fund shall be maintained for the purpose of granting scholarships to Cottey College.

Section 2—SCHOLARSHIP REQUIREMENTS. Scholarships shall be granted to a resident of Alabama on the basis of character, scholastic standing, recommendation of the Cottey College Admissions Office and the approval of the Alabama Cottey College Scholarship and Recruitment Committee.

Section 3—FUNDING. The scholarship fund shall be maintained by gifts and bequests for the primary purpose of awarding scholarships to young women who are residents of Alabama desiring to attend Cottey College. The Alabama Cottey College Scholarship Fund shall be banked in a separate account; all interest accrued shall remain in said account.

Section 4—GRANTS. Women who are Alabama residents and interested in attending Cottey College may apply for a grant toward transportation expenses for participation in an official Cottey Admissions visit. The total of transportation grants will be less than ten percent of the unencumbered balance in the Alabama Cottey College Scholarship Fund in any one year. Administration of grants will be the responsibility of the Alabama State Cottey College Scholarship and Recruitment Committee and approved by the Executive Board of Alabama State Chapter.

ARTICLE VIII -- ORGANIZATION AND OFFICIAL VISITS

Section 1—ORGANIZATION OF NEW CHAPTERS.

- *Requirements.* The following requirements are in addition to those listed in the Constitution, Part III, Article I.
 - After a request for a chapter has been received and approved by the organizer, the prospective chapter shall have eight scheduled meetings before organization. Minutes of the meetings shall be kept, and a copy sent to the organizer.
 - No new chapter shall be organized within thirty days of the convention of the state chapter.
- *Charter Initiates.* Each charter initiate shall be recommended by a letter to the organizer of the state chapter from three active members of the sisterhood.

Section 2—OFFICIAL VISITS TO LOCAL CHAPTERS. Official visits by the organizer shall be quinquennial. However, a new chapter shall be visited annually for the first three years. Any chapter may be visited at the discretion of the Executive Board of Alabama State Chapter, or any chapter may request a visit during an unscheduled year.

The local chapter shall assume responsibility for housing and meals of the organizer or her proxy during her official visit.

ARTICLE IX -- SPECIAL DUTIES OF LOCAL CHAPTER OFFICERS

The following duties are in addition to those listed in the Constitution, Part III, Article V and in the Instructions to Officers of Local Chapters.

Section 1—PRESIDENT. The duties of the president shall be as follows:

- To write an annual letter and report to the president of the state chapter informing her of the activities and status of the chapter. The letter and report shall be read and approved at a chapter meeting in February and mailed before March 1. A copy of this letter and report shall be retained in the local chapter president's box and copies shall be sent to nonresident members.
- To copy and distribute the bylaws and the standing rules of the state chapter to the respective local chapter officers.
- To coordinate with elected chapter delegates to state convention so that any vacancy will be immediately filled by an alternate delegate. In the event that no delegate attends convention, the chapter shall incur a visit by a state officer, at the chapter's expense.
- To coordinate with elected delegate to Convention of International Chapter, ensuring that a vacancy will be immediately filled by the alternate delegate. A chapter failing to provide either the elected or alternate delegate will be required to reimburse the state for expenses incurred on her behalf.
- To ensure the delivery of the chapter yearbook as designated by the state board.

Section 2—RECORDING SECRETARY. The duty of the recording secretary shall be as follows:

- To send, in March, to the secretary of the state chapter a copy of the chapter bylaws and standing rules, if they have been amended during the fiscal year.

ARTICLE X – SPECIAL DUTIES OF LOCAL CHAPTERS

Section 1—REPORTS. The local chapter membership and philanthropy chairmen shall submit annual reports by March 10.

Section 2—PHILANTHROPY COMMITTEES. The local chapter philanthropy chairmen shall maintain permanent files.

ARTICLE XI – RECIPROCITY GROUPS

Section 1—PURPOSE. Reciprocity Groups may be formed as stated in the Constitution, Part III, Article XIII.

Section 2—SUPERVISION. Each group so formed shall be under the supervision of the organizer of the state chapter.

Section 3—REPORTS. Names and addresses of newly elected officers and contact person shall be submitted as required by International Chapter immediately following election.

Each reciprocity group shall send to the organizer of the state chapter the following:

By March 10, the annual financial report required by International Chapter for the fiscal year March 1 through February 28/29; and

A copy of the bylaws if amended during the year. If the bylaws were not amended, the organizer shall be so notified.

ARTICLE XII -- P.E.O. GROUPS

Section 1—ESTABLISHMENT. P.E.O. Groups may be formed as stated in the Constitution, Part III, Article XIV.

Section 2—SUPERVISION. Each group so formed shall be under the supervision of the organizer of the state chapter.

Section 3—REPORTS. Names and addresses of newly elected officers and contact person shall be submitted as required by International Chapter immediately following election.

Each P.E.O. Group shall send to the organizer of the state chapter the following:

By March 10, the financial report required by International Chapter for the fiscal year March 1 through February 28/29;

A copy of the bylaws if amended during the year. If the bylaws were not amended, the organizer shall be so notified; and

Copy of the yearbook and/or current program.

ARTICLE XIII -- PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern all meetings in matters not covered by these bylaws.

ARTICLE XIV -- AMENDMENTS

Section 1—PROCEDURE. Amendments to the Bylaws of Alabama State Chapter shall be proposed only by local chapters, the executive board or standing committees of the state chapter and shall be submitted in writing to the chairman of the Amendments and Recommendations Committee and to the president of Alabama State Chapter by January 20. Local chapters desiring to submit an amendment must have that proposal approved by a two-thirds vote at a regular business meeting provided the amendment was submitted in writing at a previous regular business meeting and all absent resident members notified that a vote will be taken at the next regular business meeting.

Section 2—VOTE REQUIRED. These bylaws may be amended by a two-thirds vote of the members voting in Convention of Alabama State Chapter, provided that copies of the proposed amendments shall have been sent at least thirty days before convention to those named in Article VI, Section 1 of these bylaws.

STANDING RULES

1. The executive board of the state chapter shall determine the requirements for chapter yearbooks and shall inform the chapters of those requirements following the mid-year meeting.

2. Workshops for local chapters may be scheduled at the discretion of the executive board.

3. The immediate past president of the state chapter shall be responsible for the Celebration of Life at convention of state chapter.

4. The name of a member whose death occurs less than ten (10) days prior to convention shall appear on the Memorial Roll at convention the following year.

5. Both the American and Canadian flags shall be given a prominent place in convention of state chapter.

6. The chairman of convention shall, by one month after convention, submit a complete financial report to the outgoing state president, the incoming state president, the convention chairman and chapter convention chairmen for the next two conventions.

7. All committees and officers of state chapter shall obtain approval from the president of state chapter before sending any form letters.

8. All P.E.O. philanthropy monies shall be sent to the state treasurer by March 1 each year.

9. Amendments to the Standing Rules of Alabama State Chapter shall be proposed only by local chapters, the executive board or standing committees of the state chapter and shall be submitted in writing to the chairman of the Amendments and Recommendations Committee and to the president of Alabama State Chapter by January 20. Such proposed amendments shall be adopted by a majority vote of members present and voting in Convention of Alabama State Chapter, provided that copies of the proposed amendments shall have been sent at least thirty days before convention to those named in Article VI, Section 1 of these bylaws.