

**Proceedings of the  
Sixty-Third Annual Convention  
Alabama State Chapter  
P.E.O. Sisterhood**



**Organized January 8, 1959  
Auburn, Alabama**



**HOSTESS CHAPTERS  
B, V, X, AA**

**Montgomery Marriott Prattville  
Hotel & Conference Center  
Prattville, Alabama  
April 29-30, 2022**

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

## Executive Board Officers 2021-2022



(Left to Right)

**Wendy James, C, Vice President**

**Cel Bailey, D, Secretary**

**Denise Williams, U, President**

**Elaine Bassett, AF, Treasurer**

**Cindy Fry, AD, Organizer**



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## **RULES OF CONVENTION**

### **Admission:**

1. Delegates and visitors must register before attending convention business meetings.
2. Admission to business meetings of convention shall be by showing convention badge.

### **General:**

3. Members are requested to be in their seats for the call to order.
4. Remain seated for the processional and the recessional.
5. No photos or videos, including live streaming, shall be taken during a business meeting.  
All electronic devices (e.g., iPads, laptops, cellular phones, tape recorders, camcorders, and pagers) shall not be used during meetings, Exception: The state secretary may use a laptop for her assigned duties.
6. Place cell phone on silent mode.
7. Messages shall be given to and delivered by convention assistants or pages and guards except during speeches or musical presentations.
8. Inability to hear shall be signified by raising the hand.
9. A committee, appointed by the president, has the responsibility to read and approve the minutes of convention.
10. Addresses, remarks, and answers to questions given by the representative of International Chapter shall not be taped, duplicated or distributed.

### **Speaking and Voting:**

11. A member addressing the presiding officer shall give her name and chapter letter(s) before being recognized.
12. When speaking to an amendment, no member shall speak more than once and for more than one (1) minute. Total time clock on a proposed amendment shall be limited to 7 minutes. The speaker will use a floor microphone.
13. Amendments adopted at convention will take effect at the close of convention or as instructed in state bylaws.

## 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

*Elizabeth McFarland, FV/TX, PSP*  
*Chair, Study and Research Committee*

## OFFICERS OF INTERNATIONAL CHAPTER

President.....	<i>Patricia Brolin-Ribbi</i>
First Vice President.....	<i>Cathy Moss</i>
Second Vice President .....	<i>Alix Smith</i>
Organizer .....	<i>Kathryn Ebert</i>
Recording Secretary.....	<i>Jennifer Mitchell</i>

## OFFICERS OF ALABAMA STATE CHAPTER

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

## ALABAMA CHAPTERS

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Chapter A.....Auburn  
Chapter B.....Birmingham  
Chapter C..... Mobile  
Chapter D..... Birmingham  
Chapter E .....Auburn  
Chapter F ..... Birmingham  
Chapter G..... Montgomery  
Chapter H..... Mobile  
Chapter I ..... Tuscaloosa  
Chapter J..... Huntsville  
Chapter K..... Montgomery  
Chapter L ..... Mobile  
Chapter M..... Huntsville

Chapter N ..... Tuscaloosa  
Chapter O .....Montgomery  
Chapter P ..... Birmingham  
Chapter Q ..... Decatur  
Chapter R..... Tuscaloosa  
Chapter S ..... Florence  
Chapter T..... Birmingham  
Chapter U ..... Decatur  
Chapter V ..... Ozark  
Chapter W..... Dothan  
Chapter X ..... Auburn  
Chapter Y .....Montgomery  
Chapter Z..... Madison

Chapter AA .... Birmingham  
Chapter AB..... Daphne  
Chapter AC.....Tuscaloosa  
Chapter AD ..... Huntsville  
Chapter AE..... Anniston  
Chapter AF ..... Troy  
Chapter AG ..... Foley  
Chapter AH .....Dothan  
Chapter AI.....Prattville  
Chapter AJ..... Huntsville  
Chapter AK .... Birmingham  
Chapter AL..... Madison  
Chapter AM.... Birmingham  
Chapter AN ..... Florence

## PAST PRESIDENTS OF ALABAMA STATE CHAPTER

\* Chapter Eternal

\*\* Died in office 1967

\*Harriette Chadwick, A.....1959-1960  
 \*Maurine Evans, B .....1960-1961  
 \*John Fleming, C.....1961-1962  
 \*Joyous Mahaffey, A/CO.....1962-1963  
 \*Lisa Davis, X.....1963-1964  
 \*Isabel Palmer, F .....1964-1965  
 \*Inez Sickels, D.....1965-1966  
 \*Sarah F. McPhearson, B.....1966-1967  
 \*\*Alice Schreiber, A.....1967-1968  
   June Williams, H.....1967-1968  
 \*Inez Bartlett, D .....1968-1969  
 \*Ginny Douglass, J.....1969-1970  
 \*Thelma C. Wilkins, N .....1970-1971  
 \*Catherine Segars, C.....1971-1972  
 Betty C. Harrison, AD.....1972-1973  
 \*Ann Bennett, O .....1973-1974  
 \*Fyrn Watkins-Wesson, AA.....1974-1975  
 \*Margie Hudson, K.....1975-1976  
 \*Maury Ferguson, C .....1976-1977  
 \*Amelia Lawley, G.....1977-1978  
 \*Winifred Boyd, A .....1978-1979  
 Margaret Shoemaker, T.....1979-1980  
 Sylvia Hellums, I.....1980-1981  
 \*Sara Ann Curry, A .....1981-1982  
 \*Dean Hays-Elam, E.....1982-1983  
 \*Jeanette Self, U.....1983-1984  
 \*Elmira Alison, K.....1984-1985  
 \*Frances Corwin, G .....1985-1986  
 Lauren Watson, BC/FL .....1986-1987  
 \*Kathryn Remaley, R.....1987-1988  
 \*Jerry Odle, P .....1988-1989  
 Shirley Beckett, IR/IA.....1989-1990

\*Frances Mullen, N.....1990-1991  
 \*Carolyn Jordan, AA .....1991-1992  
 \*Margaret Peacock, K.....1992-1993  
 Nancy McFeters, JL/WA.....1993-1994  
 Sheila Morgan, AG .....1994-1995  
 Marianne Stevens, J .....1995-1996  
 Marilyn Mancini, AC .....1996-1997  
 Patricia Franklin, G.....1997-1998  
 Karla Gniadek, M.....1998-1999  
 Mary Donald, Y .....1999-2000  
 Dani Halverson, E.....2000-2001  
 Debra Cunningham, Y.....2001-2002  
 \*Carol Timkovich, R.....2002-2003  
 Bette C. Bryan, K.....2003-2004  
 Betty von Herrmann, AA.....2004-2005  
 Susan Santoli, H.....2005-2006  
 Rebecca Drennen, G.....2006-2007  
 \*Sally Sorocak, H .....2007-2008  
 Gayle Howell, AC.....2008-2009  
 Mary G. Wiley, AJ .....2009-2010  
 Holly Fondots, T .....2010-2011  
 Patty Piro, AL .....2011-2012  
 Carol Westbrook, D .....2012-2013  
 Grace Anderson, AN .....2013-2014  
 Betty Smith, V.....2014-2015  
 Nancy Sites Sizemore, AG .....2015-2016  
 Shirley Paramore, V .....2016-2017  
 Rebecca Reardon, AM .....2017-2018  
 \*Elizabeth (Lisa) Sallo, AL .....2018-2019  
 Janice Alcorn, AN.....2019-2020  
 Linda Wilkins Kottmeyer, AM ....2020-2021

## **STANDING COMMITTEES AND APPOINTMENTS**

### **AMENDMENTS AND RECOMMENDATIONS COMMITTEE**

Betty von Herrmann AA, PSP, Chair  
Lauriel Richards, H  
Rita Doughty, AC

**AUDITING COMMITTEE**  
Shirley Paramore, V, PSP, Chair  
Lillian Vickers, W  
Katie Temple, AF

**FINANCE COMMITTEE**  
Karen Sargent, AL, Chair  
Carol Williams, H  
Janice Alcorn, AN, PSP

**HISTORIAN**  
Sarah Walker, D

**MEMBERSHIP COMMITTEE**  
Cindy Fry, AD, Adviser  
Nancy Sizemore, AG, PSP, Chair  
Shirley Paramore, V, PSP  
Nancy Bishop Newton, AJ

**NOMINATING COMMITTEE**  
Janice Alcorn, AN, PSP, Chair  
Jane Searcy, R  
Judy Bludsworth, V

**CELEBRATION OF LIFE**  
Linda Kottmeyer, AM, PSP

### **ALABAMA COTTEY COLLEGE SCHOLARSHIP AND RECRUITMENT COMMITTEE**

Wendy James, C, Adviser  
Mary Fuller, AB, Chair  
Susan Santoli H, PSP  
Sheila Tate, Q

**P.E.O. EDUCATIONAL LOAN FUND COMMITTEE**  
Elaine Bassett, AF, Adviser  
Marian (Mame) Morgenstern, G, Chair  
Martha Hocutt, I

**P.E.O. INTERNATIONAL PEACE SCHOLARSHIP  
COMMITTEE**  
Cel Bailey, D, Adviser  
Sue Ofe, K, Chair  
Patricia Springer, S

**P.E.O. PROGRAM FOR CONTINUING EDUCATION  
COMMITTEE**  
Elaine Bassett, AF, Adviser  
Gayle Howell, AC, PSP, Chair  
Sue Bradley, E

**P.E.O. SCHOLAR AWARDS COMMITTEE**  
Cel Bailey, D, Adviser  
Rebecca Reardon, AM, PSP, Chair  
Mary Beth Webeler, X

**P.E.O. STAR SCHOLARSHIP COMMITTEE**  
Cindy Fry, AD, Adviser  
Ann Jacobs, W, Chair  
Cathy Jones, AC

### **SPECIAL COMMITTEE**

**TECHNOLOGY**  
Wendy James, C, Board Liaison  
Monetta Noland, C  
Pat Tabereaux, S  
Judi Seigfried, M  
Mary Donald, Y  
Betty Nelson, AM

## CONVENTION RESPONSIBILITIES AND COMMITTEES

### CONVENTION ASSISTANTS (PAGES)

Deb Woodard, V  
Nora Dawood, L

### GUARDS

Mellie Bassett, AF, Head Guard  
Merrily Newton, AM  
Ann Kauchek, AM  
Alline Russell, O

### TELLERS

Katie Temple, AF  
Amanda von Herrmann, AA

Mary Wiley, AJ, PSP, Adviser to Guards, Pages  
and Tellers

### PARLIAMENTARIAN

Elizabeth McFarland, FV/TX, PSP  
Representative of  
International Chapter

### CREDENTIALS COMMITTEE

Rebecca Reardon, AM, PSP, Chair  
Terry Tesoriero, AM

### COMMITTEE TO APPROVE MINUTES

Cel Bailey, D  
Marilyn Mancini, AC, PSP  
Sheila Morgan, AG, PSP  
Grace Anderson, AN, PSP



**P.E.O. BEE**  
Kira Williams, U

## CONVENTION STEERING COMMITTEE

Nancy Spangler, B, Chairman

## CONVENTION COMMITTEE CHAIRMEN

Badge/Name Tag.....	Cathy Long & Debbie Hobbs, X
BIL Friends and Family Banquet.....	B, AA
BIL Entertainment.....	Olivet Willis, B
Convention Kits.....	Cathy Long & Debbie Hobbs, X
Decorations/Flowers.....	AA
First Aid.....	Amanda von Herrmann, AA
Hospitality.....	Judy Blutsworth and Judy Burg, V
Invitation to Convention.....	B, V, X, AA
Music.....	Gayle Glenn, P
Music-Song Leader.....	Nancy Sizemore, AG, PSP
Past State President's Dinner .....	Betty von Herrmann, AA
Properties .....	Linda Price, L
Registration .....	Cathy Long & Debbie Hobbs, X
Signage.....	B
Special Favors.....	Judy Blutsworth and Judy Burg, V
Treasurer.....	Cathy Long, X

### **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.



## Chapter Delegates

<u>Chapter A</u> Auburn	Mary Nordness Trudy Hung/ Tasha Worden
<u>Chapter B</u> Birmingham	Myra Hunt Bettye Cox
<u>Chapter C</u> Mobile	Luann Rice Susan Richardson
<u>Chapter D</u> Birmingham	Linda Butler Dee Dee Given
<u>Chapter E</u> Auburn	Dawn Daly Vicki Shannon
<u>Chapter F</u> Birmingham	Kathryn Graham MaryeAnn D'Alessandro
<u>Chapter G</u> Montgomery	Dianne Corwin Bonnie Courtney
<u>Chapter H</u> Mobile	Judith Underwood Lee Hoagland
<u>Chapter I</u> Tuscaloosa	Janet Lee Taylor Lee Hannah
<u>Chapter J</u> Huntsville	Kathleen Martin Jeanette Oliver
<u>Chapter K</u> Montgomery	Suellen Ofe Debra Laughlin
<u>Chapter L</u> Mobile	Miriam Morrow Terry Corley
<u>Chapter M</u> Huntsville	Mary Ann Walker Jan Neighbors
<u>Chapter N</u> Tuscaloosa	Jan Mize Cathy Wooldridge
<u>Chapter O</u> Montgomery	Mary Furnal Claudia Graham/Lorna Schrier
<u>Chapter P</u> Birmingham	Sally Brown Carol Huntington
<u>Chapter Q</u> Decatur	Mavis Stephens Barb Mouton
<u>Chapter R</u> Tuscaloosa	Shirley Mecredy Dana Templeton
<u>Chapter S</u> Florence	Susan B. Tanner Patricia Springer
<u>Chapter T</u> Birmingham	Mary Ann Plant Mary Porter

<u>Chapter U</u> Decatur	Heather Reardon Kira Williams
<u>Chapter V</u> Ozark	Brenda Steed Deborah Carter
<u>Chapter W</u> Dothan	Sherri Boyette Alexis Thompson
<u>Chapter X</u> Auburn	Mary Beth Webeler Susan Stanley
<u>Chapter Y</u> Montgomery	Fiona Capel Candy Masters
<u>Chapter Z</u> Madison	Sarah Allen Jane Romines
<u>Chapter AA</u> Birmingham	Sylvia Sheffield Amanda von Herrmann
<u>Chapter AB</u> Daphne	Sharon Lee Julie Reiter
<u>Chapter AC</u> Tuscaloosa	Rita Doughty Paige McCormick
<u>Chapter AD</u> Huntsville	Barbara Fawcett Julia Naefe
<u>Chapter AE</u> Anniston	Shelly Salmon Shawnee Weigt
<u>Chapter AF</u> Troy	Mitzi Rowland Angie Roling
<u>Chapter AG</u> Foley	Cheryl Williams Susan Cooper
<u>Chapter AH</u> Dothan	Diane Howse
<u>Chapter AI</u> Prattville	Patsy Nickerson Sandra Kelser
<u>Chapter AJ</u> Huntsville	Nancy Bishop Newton Marilynn Wallace
<u>Chapter AK</u> Birmingham	Carol Paramore Gena Stoves
<u>Chapter AL</u> Madison	Carleen Cowles Lisha Nichols
<u>Chapter AM</u> Birmingham	Lea Ann Webb Elizabeth Nelson
<u>Chapter AN</u> Florence	Janice Alcorn Grace Anderson

## **PRE-CONVENTION PROGRAM**

### ***Thursday April 28, 2022***

9:00 am - 12:00 pm	Executive Board meeting .....	Camellia Room
12:00 - 3:00 pm	Executive Board meeting with International Representative ..	Camellia Room
3:00 - 4:30 pm	Executive Board wrap-up .....	Camellia Room
3:00 - 5:00 pm	Past State Presidents' Meeting .....	Rosewood Boardroom
3:30 pm	International Representative joins PSP meeting .....	Rosewood Boardroom
4:00 - 6:00 pm	Hospitality Room .....	Legendary Suite
6:00 pm	Past State Presidents' Social Hour .....	Terrace
7:00 pm	Dinner .....	Terrace

*(Past State Presidents, Representative of International Chapter, Special Guests, and Executive Board)*

### ***Friday Morning, April 29, 2022***

7:30 am - 10:50 am	Hospitality Room .....	Legendary Suite
8:30 am - 5:00 pm	Registration .....	Florida Prefunction
9:00 am	Guards, Pages and Tellers meeting with Advisers.....	Dogwood Conference Room
10:00 am - 10:45 am	Celebration of Life, Linda Wilkins Kottmeyer, AM, PSP, Presiding .....	Grand Oak
	Blessing for lunch .....	Elaine Bassett, AF, Treasurer
11:00 am - 12:15 pm	Lunch .....	Conference Room 1234
12:30 pm	Guards in place .....	Salon AB
12:30 pm - 12:45 pm	Delegate Orientation, Required for all delegates .....	Salon AB

## **CONVENTION PROGRAM**

### ***Friday, April 29, 2022***

Denise Williams, U, Presiding

12:45 pm	Prelude.....	Salon AB
12:55 pm	Processional <i>(Please remain seated during the processional)</i>	
1:00 pm	Call to Order .....	Denise Williams, U
	Invocation .....	Janice Alcorn, AN, PSP
	Pledge of Allegiance .....	Heather Reardon, U
	"O Canada" and "The Star-Spangled Banner" .....	Nancy Sizemore, AG, PSP
	Welcome and President's Greeting .....	Denise Williams, U
	Report of the Guards.....	Mellie Bassett, AF
	Report of Credentials Committee.....	Becki Reardon, AM, PSP
	Formal Opening of Convention Business .....	Denise Williams, U
	Opening Ode .....	Nancy Sizemore, AG, PSP
	Objects and Aims .....	Nancy Sizemore, AG, PSP
	Devotion .....	Paige McCormick, AC
	Introduction of Representative of International Chapter .....	Denise Williams, U

Elizabeth McFarland

*Study & Research Chair, International Chapter*

Introduction of Past State President .....	Susan Santoli, H, PSP
Introductions of Executive Board, Convention Steering Committee, and Historian .....	Denise Williams, U
Introduction of Guards, Convention Assistants, Tellers, Pages, Delegates, and Visitors .....	Denise Williams, U

Welcome from Convention Chairman .....	Nancy Spangler, B
Response by Secretary .....	Cel Bailey, D
Adoption of the Rules of Convention .....	Cel Bailey, D
Adoption of the Convention Program .....	Cel Bailey, D
Appointment of Committee to Approve the Minutes .....	Denise Williams, U
Appointment of Parliamentarian .....	Denise Williams, U
Chapter Change in Location .....	Denise Williams, U
Correspondence .....	Cel Bailey, D
Keynote Address by Representative of International Chapter .....	Elizabeth McFarland, FV/TX, PSP
Reports of State Officers .....	Denise Williams, U
Report of the Nominating Committee .....	Janice Alcorn, AN, PSP
Further Nominations/Election of Officers .....	Denise Williams, U
Period of Instruction .....	Cindy Fry, AD
Report of Historian .....	Sarah Walker, D
State of the State .....	Denise Williams, U
Report of Standing Committees .....	Denise Williams, U
Report of the Amendments and Recommendations Committee .....	Betty von Herrmann, AA, PSP
Vote on Amendments and Resolutions	
Report of Finance Committee and Adoption of Budget .....	Karen Sargent, AL
Recognition of Birthday Chapters .....	Cel Bailey, D
Announcements .....	Nancy Spangler, B
Adjourn	

(Hospitality Room in Legendary Suite open from end of meeting until 6:00)

### ***Friday Evening, April 29, 2022***

5:45 pm – 6:45 pm	President's Reception ( <i>cash bar available</i> ) .....	Terrace
6:00 pm - 6:15 pm	International Guest and Board Photos .....	Terrace
6:45 pm	Friends and Family Banquet .....	Salons BCDE

***Saturday Morning, April 30, 2022***

7:00 am-9:45 am	Hospitality .....	Legendary Suite
7:30 am-1:00 pm	Registration .....	Florida Prefunction
7:45 am	Prelude .....	Salons A,B
8:00 am	Call to Order.....	Denise Williams, U
	Invocation.....	Linda Kottmeyer, AM, PSP
	Report of Guards .....	Mellie Bassett, AF
	Second Report of Credentials Committee .....	Rebecca Reardon, AM, PSP
	News From International .....	Denise Williams, U
	Fundraising Workshop.....	Cindy Fry, AD
	Crayons, Cats and the Caboose .....	State Membership Committee
	Blessing .....	Nancy Bishop Newton, AJ
10:00 - 11:15 am	Brunch Buffet .....	Conference Room 1234

***Saturday Afternoon, April 30, 2022***

11:30	Prelude .....	Salons AB
11:45	Call to Order .....	Denise Williams, U
	Report of Guards.....	Mellie Bassett, AF
	Final Report of Credentials Committee.....	Rebecca Reardon, AM, PSP
	Welcome of Visitors .....	Denise Williams, U
	Project Speakers.....	Wendy James, C
	Golden Girls Presentations.....	Cel Bailey, D
	Drawing for Winner of Convention Game.....	Cindy Fry, AD, and Cel Bailey, D
	Star Awards Presentation .....	Elaine Bassett, AF
	Thank You to Hostess Chapters and Others.....	Denise Williams, U
	Remarks by Outgoing President .....	Denise Williams, U
	Installation of Officers .....	Elizabeth McFarland, FV/TX, PSP
	Presentation of Credentials/ Past President's Pin .....	Elizabeth McFarland, FV/TX, PSP & Linda Kottmeyer, AM, PSP
	Remarks by Newly Installed President .....	Wendy James, C
	Introduction of Guests.....	Wendy James, C
	Invitation to 64th Annual Convention of Alabama State Chapter .....	Chapters A, C, E, H
	Acceptance of Invitation .....	Wendy James, C
	Closing Remarks of Representative of International Chapter .....	Elizabeth McFarland, FV/TX, PSP
	Unfinished Business - Local chapter information.....	Wendy James, C
	Report of Visitors and Announcements .....	Nancy Spangler, B
	Committee Appointments.....	Wendy James, C
	Formal Close of Convention.....	Wendy James, C
	Benediction .....	Wendy James, C

Recessional (Please be seated during the recessional)

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# 2022 ALABAMA STATE CHAPTER P.E.O. SISTERHOOD APRIL 29-30, 2022

## MINUTES

### OPENING BUSINESS MEETING

Friday Afternoon, April 29, 2022

1:00 p.m.

The 63rd Annual Convention of Alabama State Chapter of the P.E.O. Sisterhood convened at the Montgomery Marriott Prattville Hotel & Conference Center in Prattville, AL. Chapters B, V, X, and AA served as hostesses.

A music prelude of “Roar” by Katie Perry was played during the processional for the Alabama State Chapter Executive Board, Representative of International Chapter, and Past State Presidents (PSPs).

The meeting was called to order by President Denise Williams at 12:50 p.m.

Janice Alcorn, Chapter AN, PSP, delivered the invocation and led the Lord’s Prayer.

Heather Reardon, Chapter U, led the Pledge of Allegiance, after which Nancy Sites Sizemore, Chapter AG, PSP led the singing of “O Canada” and “Star-Spangled Banner.”

The president welcomed all on behalf of the Executive Board of Alabama State Chapter.

The assistant guards took their places and Head Guard Millie Bassett, Chapter AF, gave the report of the guards.

The first report of the Credentials Committee was given by the chair, Becki Reardon, Chapter AM, PSP, who first presented the other member of the committee: Terry Tesoriero, Chapter AM.

Chair Becki Reardon reported 105 members of convention entitled to vote. On behalf of the committee, the chair moved the report be adopted. There being a majority in the affirmative the report was adopted.

A quorum being established, the president declared the 63rd Convention of Alabama State Chapter opened in due form and ready for the transaction of business.

Nancy Sites Sizemore, Chapter AG, led the singing of the Opening Ode, followed by the reciting of the Objects and Aims.

Paige McCormick, Chapter AC, gave the devotion.

The president introduced and welcomed Elizabeth McFarland as the Representative of International Chapter. Beth is a member of Chapter FV, TX, Past President of Texas State Chapter, and currently serves as chair of the International Study and Research Committee.

The president recognized Janice Alcorn, Chapter AN, PSP, and Linda Kottmeyer, Chapter AM, PSP, for their outstanding leadership during difficult times.

Denise Williams welcomed all past state presidents. She asked Susan Santoli, Chapter H, PSP and chair of the past state presidents, to introduce the 20 PSPs in attendance.

Secretary Cel Bailey was asked to send greetings and love to all past state presidents unable to attend convention.

The president introduced the members of the executive board:

Wendy James, Chapter C.....	Vice President
Cindy Fry, Chapter AD.....	Organizer
Elaine Bassett, Chapter AF.....	Treasurer
Cel Bailey, Chapter D. ....	Secretary

The chapter delegates and state committee chairs were welcomed and encouraged to enjoy the experience of convention, to go away refreshed with the spirit of P.E.O. and to be ready to 'pass it along' to others. Those delegates attending their first Alabama State Convention were asked to stand.

The president recognized the Historian, Sarah Walker, Chapter D.

The president introduced the guards led by Mellie Bassett, Chapter AF, and included Merrily Newton, Chapter AM, Ann Kauchak, Chapter AM, and Alline Russell, Chapter O. Tellers were Katie Temple, Chapter AF and Amanda von Herrmann, Chapter AA, convention assistants were Deb Woodard, Chapter V and Nora Dawood, Chapter I. The P.E.O. bee was Kira Williams, Chapter U.

The president recognized convention pianist, Gayle Glenn, Chapter P, and thanked her for sharing her musical talent.

All Alabama State Chapter P.E.O. sisters registered as visitors were warmly welcomed and encouraged to attend all business meetings and convention activities.

The president announced that Dr. Stefanie D. Niles had been named the 13<sup>th</sup> President of Cottey Colley.

President Denise Williams recognized and expressed appreciation to the convention steering committee: Olivet Willis, Chapter B, Judy Burg and Judy Blutsworth, Chapter V, Deborah Hobs and Cathy Long, Chapter X, and Judy Jones and Amanda von Herrmann, Chapter AA.

Convention Chair Nancy Spangler, Chapter B, was introduced. She recognized the convention hostess chapters and announced convention committee members could be recognized by their blue aprons.

Secretary Cel Bailey expressed appreciation for the steering committee and hostess chapters' hospitality.

The secretary moved that the Rules of Convention, as printed on page 1 in the program, be adopted. The motion was seconded and adopted.

The secretary announced the changes to the program and moved the adoption of the printed program as corrected. The motion was seconded and the printed program with changes was adopted.

The members of the Committee to Approve Minutes were authorized by the Rules of Convention. The president introduced Marilyn Mancini, Chapter AC, PSP, Sheila Morgan, Chapter AG, PSP, and Grace Anderson, Chapter AN, PSP, and thanked the committee for assisting the secretary.

The president announced that Elizabeth McFarland, Representative of International Chapter, would serve as parliamentarian.

The president announced a city of designation change for Chapter Z from Huntsville to Madison, effective June 15, 2021. A Certificate of City of Designation was presented to the chapter.

Cel Bailey, Secretary, read a letter from Patricia L. Brolin-Ribi, president of International Chapter of the P.E.O. Sisterhood.

Following the introduction by the president, the Representative of International Chapter, Elizabeth McFarland, presented the keynote address titled "Bee Together in P.E.O.". The president thanked her for her inspiring message.

The president announced the annual reports of the state officers were in each of the delegates' packets and would be filed with the secretary to be included in the proceedings of convention.

Janice Alcorn, Chapter AN, Past State President, Nominating Committee chair introduced the committee's members: Judy Blutsworth, Chapter V and Jane Searcy, Chapter R. The report of the Nominating Committee was given by the chair:

President: Wendy James, Chapter C  
Vice President: Cindy Fry, Chapter AD  
Organizer: Elaine Bassett, Chapter AF  
Treasurer: Cecelia (Cel) Bailey, Chapter D  
Secretary: Paige McCormick, Chapter AC

The president thanked the committee for its work.

The next order of business was election of officers.

There being no further nominations from the floor, the nominations were declared closed. There being no objection, the written ballot was dispensed with and a non-counted vote was taken. Election of officers was completed, and the entire slate was declared elected as officers of Alabama State Chapter for the ensuing year.

President: Wendy James, Chapter C  
Vice President: Cindy Fry, Chapter AD  
Organizer: Elaine Bassett, Chapter AF  
Treasurer: Cecelia (Cel) Bailey, Chapter D  
Secretary: Paige McCormick, Chapter AC

The president congratulated the new officers and announced the installation would take place Saturday during the third meeting of convention.

Cindy Fry, State Organizer, introduced the period of instruction entitled “Ceremony of Initiation” after which the president expressed appreciation for the informative presentation.

Sarah Walker presented the Historian’s report. The president thanked Sarah for all she has done to record the activities of state P.E.O.s. She urged members to look at the scrapbooks on display as well as the state website.

Denise Williams, President, and Elaine Bassett, Treasurer, delivered the State of the State address.

The president announced that the reports of the standing and ad hoc committees were included in the delegate packets and would be included in the proceedings of the convention,

In preparation for the presentation of amendments to the Bylaws and Standing Rules of Alabama State Chapter, the president requested all members of convention to be in their assigned seats. She instructed the convention in the procedure for presentation of amendments and voting. In accordance with the Rules of Convention, amendments adopted took effect at the close of convention and as specified in the Bylaws and Standing Rules of Alabama State Chapter.

The report of the Amendments and Recommendations (A&R) Committee was given by the chair, Betty von Herrmann, Chapter AA, who first introduced the other members of the committee: Lauriel Richards, Chapter H, and Rita Doughty, Chapter AC.

The chair presented the 2022 proposed amendments to the Bylaws of Alabama State Chapter. Page numbers refer to the 2022 Bylaws and Standing Rules of Alabama State Chapter.

**THE FOLLOWING TWO AMENDMENTS WERE CONSIDERED AS A WHOLE.**

**1. Submitted by the Executive Board of the Alabama State Chapter.**

(page 2) Amend ARTICLE II, Section 5, by striking out the section and inserting a new section so that if adopted it would read:

*Section 5 – REPORTS. The Executive Board will prepare a report to be distributed to the local chapters in writing, electronically, or through another medium accessible to the local chapter.*

**1.A. CONFORMING AMENDMENT**

(page 6) Amend ARTICLE V, Section 6, by striking out paragraph 2.

The amendments were adopted by a two-thirds vote.

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**2. Submitted by the Executive Board of the Alabama State Chapter.**

(page 5) Amend ARTICLE V, Section 5, subsection A, by striking out the subsection and inserting a new subsection so that if adopted it would read:

*A. The state chapter shall pay the expenses of convention from the State Convention Fund in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies.*

- 1. An annual allocation shall be made to the hostess chapters' convention account to assist with expenses incurred for the ensuing convention.
  - i. Any surplus in the 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.**

The amendment was adopted by a two-thirds vote.

**3. Submitted by the Executive Board of the Alabama State Chapter.**

(page 6) Amend ARTICLE V, Section 6, by striking out paragraph 1 and inserting a new paragraph 1 so that if adopted it would read:

*The state chapter will pay incidental expenses incurred by entitled PSPs, delegates, and state officers attending CIC as delegates. Reimbursements shall be made in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies and will be made upon submission of receipts or other documentation within six weeks of attending Convention of International Chapter.*

The amendment was adopted by a two-thirds vote.

**4. Submitted by the Membership Committee of Alabama State Chapter.**

(page 7) Amend ARTICLE VI, section 6, paragraph 1, by striking out paragraph 1 and inserting a new paragraph 1 so that if adopted it would read



*Appointment. The committee on membership shall consist of four members, each of whom shall serve four 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 chair. In case of the appointment of more than one new member the president shall designate the chair, second, third, and fourth and terms of the members. The organizer shall serve as the adviser to the committee.*

The amendment was adopted by a two-thirds vote.

At the direction of the A&R Committee, the A&R chair moved the adoption of the following editorial resolution:

*Resolved, That the 2022–2023 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 Alabama State Chapter.*

The editorial resolution was adopted.

Since there was no objection and the addendum had been distributed and no discussion or vote required, the president announced that the addendum is a result of action taken at the 2021 Convention of International Chapter and would not be read but would be included in the convention minutes and the changes made in the next printing and posting of the state bylaws and standing rules.

The following changes are to be made in the Bylaws and Standing Rules of Alabama State Chapter in order to conform with the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, as amended at the 2021 Convention of International Chapter. No vote is required.

1. Each s/p/d will replace the word “chairman” or “chairmen” with “chair” or “chairs”.

*All references to the words “chairman” or “chairmen” in the s/p/d bylaws and standing rules will be replaced with the words “chair” or “chairs”.*

2. Each s/p/d shall make provision that a convention may be conducted virtually as determined by the executive board of s/p/d chapter, with the consent of and governed by the rules and policies for electronic meetings adopted by the Executive Board of International Chapter.

(page 1) ARTICLE I, Section 2 – TIME AND PLACE, will now be stated as:

*Section 2 – TIME AND PLACE/FORMAT. 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. If determined by the executive board and approved by the Executive Board of International Chapter, convention may be conducted through the use of internet meeting services.*

3. In the event of a virtual convention of the s/p/d chapter, an anonymous vote conducted through the designated internet meeting service shall fulfill any requirement that a vote be conducted by ballot.

(page 2) ARTICLE III, Section 5. ELECTION OF OFFICERS, will now be stated as:

*Section 5. ELECTION OF OFFICERS. Election of officers shall be by written or electronic 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.*

4. Each s/p/d shall change the references of local chapter meetings from “regular business meeting” to “regular meeting” and remove references to “regular social meeting” in the s/p/d bylaws and standing rules.

*All references to “regular business meeting” will be replaced with “regular meeting” in the s/p/d bylaws and standing rules.*

The president announced that another item had been added to the addendum since distribution which was read by the A & R chair, Betty von Herrmann.

5. Each s/p/d shall have a member or a woman not a P.E.O. desiring to organize a new chapter secure the consent of the s/p/d organizer.

(page 8) Article VIII, Section 1. ORGANIZATION OF NEW CHAPTERS, bullet 2, will now be stated as:

- *After a request to organize a new chapter has been received and consent given 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.*

The president thanked the members of the A & R committee for their dedication and work.

The president called attention to the copy of the budget provided to each member of convention. She introduced the Finance Committee chair, Karen Sargent, Chapter AL, who introduced the other members of her committee: Carol Williams, Chapter L and Janice Alcorn, Chapter AN, PSP. The chair presented the committee’s report including information regarding review of accounts, study of audit, preparation of budget and recommendation for the general fund surplus. The chair moved the adoption of the report. By general consent, the vote was divided into three parts and a majority voted in favor of each of the following:

- (1) The 2022-2023 budget was adopted.
- (2) Transfer of \$9,691.21 from General Fund to the Alabama Reserve Fund and a transfer of \$20,000 from General Fund to the Alabama Convention Fund was approved.
- (3) The remainder of the financial report was adopted.

The president stated that the adoption of the report approved the report of the treasurer.

The president expressed appreciation to the Finance Committee. She announced the audit report, gift log, total chapter giving, budget and ledger were on display in the back of the convention hall.

Cel Bailey recognized milestone birthday chapters and presented their delegates with certificates.

The president recognized the hostess chapters and expressed her appreciation for their impressive preparation.

Announcements were made by Convention Chair Nancy Spangler.

The president announced convention would reconvene promptly at 8:00 am, Saturday with special music/prelude. She adjourned Friday’s meeting at 3:20 p.m.

## **ADJOURNMENT**



**SECOND BUSINESS MEETING**  
**Saturday, April 30, 2022**

President Denise Williams called the second meeting of the 63rd Convention of Alabama State Chapter to order at 8:06 a.m.

Linda Kottmeyer, Chapter AM, Past State President presented the invocation.

The assistant guards took their places and the head guard, Millie Bassett, gave the report of the guards.

The second report of the Credentials Committee was given by the chair, Becki Reardon, Chapter AM, Past State President. 105 members of convention were reported. On motion of the chair, the second report was adopted.

Denise Williams, President, shared a video with news from International.

Cindy Fry, State Organizer introduced the following workshops:

Workshop #1: Fundraising

Workshop #2: Crayons, Cats and Caboose

Announcements were made by Convention Chair, Nancy Spangler.

The blessing before brunch was provided by Nancy Bishop Newton, Chapter AJ.

President Denise Williams announced the third meeting would reconvene promptly at 11:45 a.m.

The president declared the morning session adjourned for brunch at 9:41 a.m.

**THIRD MEETING**  
**THIRD BUSINESS MEETING**  
**Saturday, April 30, 2022**

President Denise Williams called the third meeting of Alabama State Chapter to order at 11:46 a.m.

The assistant guards took their places and the head guard, Millie Bassett, gave the report of the guards.

The final report of the Credentials Committee was given by the chair, Becki Reardon, Chapter AM.

105 members of convention were reported. On motion of the chair, the final report was adopted.

The president thanked Becki and her committee for their work during convention.

By general consent, the meeting was opened to allow guests to enter the convention hall for the purpose of hearing project speakers, presidential remarks, and observing the installation of officers. Convention Rule #5 was suspended for the purpose of taking photos during project recipient presentations, golden girl recognitions, outgoing president remarks, installation of officers, presentation of the past president's credential and past president's pin, remarks of the newly installed president and the invitation to the next convention.

Susan Santoli, Chapter H, PSP, introduced Kuiper Naeffe, a Cottey College recipient.

Mame Morgenstern, Chapter G introduced Morgan Vardaman, a P.E.O. ELF recipient.

Sue Ofe, Chapter K, IPS Committee chair, introduced Warunyaporn Sumritikul, a P.E.O. International Peace Scholarship Fund recipient. Her pre-recorded speech followed

Paige McCormick, Chapter AC, introduced Mecca Tripp, a PCE recipient.

Wendy James, State Vice President, Chapter C, introduced Emily Morrow, a P.E.O. Scholar recipient. Her pre-recorded speech followed.

Ann Jacobs, Chapter W, STAR chair, introduced Mia Teare, a P.E.O. STAR Scholarship recipient. Her pre-recorded speech followed.

Cel Bailey verbally recognized Silver Sisters celebrating 25 years in P.E.O. She recognized Golden Girls for 50, 55, 60, 65 and 70 years and presented them (or their chapter delegates) with a certificate and a love gift.

Cindy Fry and Cel Bailey presented the convention game award winners.

Luminary Chapters were recognized by the president.

Star awards were presented by Elaine Bassett.

President Denise Williams recognized the hostess chapters and thanked them for the outstanding planning, organization, and work for this convention. She also expressed appreciation to the state project committee members, the standing and ad hoc committees, hostess chapters B, V, X, and AA, Mary Donald, PSP, Chapter Y, convention technology specialist, Linda Price, Elizabeth McFarland, and nominating chapters C, D, U, AD, and AF.

President Denise Williams made her closing remarks to convention.

The next order of business was the installation of officers performed by Elizabeth McFarland, International Representative.

President.....	Wendy James, Chapter C
Vice President.....	Cindy Fry, Chapter AD
Organizer.....	Elaine Bassett, Chapter AF
Treasurer.....	Cecelia (Cel) Bailey, Chapter D
Secretary.....	Paige McCormick, Chapter AC

President Wendy James, newly elected Alabama State Chapter president, accepted the gavel and asked the Representative of International Chapter to present the past president credentials to Denise Williams.

Denise Williams thanked Convention Chairman, Nancy Spangler, Chapter B & presented her with a love gift.

A Chapter U sister read a poem dedicated to the outgoing president.

A family member honored Denise with a love gift.

Linda Kottmeyer, PSP, presented the past president's pin to Past State President Denise Williams and escorted her to her seat with the other past presidents.

President Wendy James gave her incoming remarks and announced her theme: "Live in A P.E.O. World-Imagine".

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

An invitation to the 64th Convention of Alabama State Chapter to be held in Mobile, AL on May 12-13, 2023, was extended by hostess chapters A, C, E, and H.

Wendy James, President, on behalf of the Alabama State Chapter accepted the invitation and the guests were escorted out of the convention hall.

The president announced that Convention Rule #5 was back in effect and photographs were no longer permitted to be taken.

Representative of International Chapter, Elizabeth McFarland, provided a few closing remarks.

Nancy Spangler, Convention Chair, gave the report of nonvoting members and guests registered for convention:

Number of P.E.O. visitors to convention: 34

Number of non-member guests in attendance: 20

Total: 54

There was no unfinished business.

President Wendy James announced 2022-2023 list of state committee appointments were handed to the delegates. She expressed appreciation to those who had agreed to serve.

Convention chair, Nancy Spangler recognized the convention steering committee and gave the final announcements that included information about the convention evaluations. She reminded convention participants to complete their evaluation forms so future hostess chapters could use them in planning conventions.

The president announced that a closing song, "Live in a P.E.O. World" would be sung by everyone during the recessional of the Alabama State Chapter Executive Board, Representative of International Chapter, and Past State Presidents from the convention hall. The president also invited everyone to stop by the receiving line for the newly elected officers and the Representative of International Chapter.

The president gave the closing and the 63rd Annual Convention of Alabama State Chapter of the P.E.O. Sisterhood was closed at 2:22 p.m.

*Cecelia (Cel) Bailey*  
*Secretary*

Convention delegates and visitors were dismissed following the recessional of the Alabama State Chapter Executive Board, Representative of International Chapter, and PSPs.

A receiving line for the newly elected officers and the Representative of International Chapter formed in the lobby.

# International Chapter P.E.O. Sisterhood

First Vice President  
CATHY MOSS  
1400 Willow Avenue #1204  
Louisville, KY 40204-1423



Organizer  
KATHRYN S. EBERT  
7220 NE Par Lane  
Vancouver, WA 98662-3656

Second Vice President  
ALIX SMITH  
9055 E. Kalil Drive  
Scottsdale, AZ 85260-6835

President  
PATRICIA L. BROLIN-RIBI  
P.O. Box 305  
Sun Valley, ID 83353-0305

Recording Secretary  
JENNIFER G. MITCHELL  
471 Birchington Lane  
Melbourne, FL 32940-2114

Spring, 2022

To Conventions of State, Provincial and District Chapters

Dear P.E.O. Sisters,

On behalf of the Executive Board of International Chapter, I am pleased to send greetings and best wishes for a wonderful convention. Thanks to each of you for making the commitment to attend this important event for our sisterhood. After three years without an in-person convention, it is exciting that you have this opportunity to reconnect and renew! I imagine you will have joyful reunions with dear sisters and the pleasure of forging new friendships.

I would dearly love to be with you. Since I cannot be there, I am grateful to have a special Representative of International Chapter standing in for me. Please make her feel welcome and take time to get to know her.

Your convention serves several purposes. This annual meeting is a time to take care of crucial business such as reviewing financial matters, electing officers, and considering amendments. It is also a wonderful time to learn more about the impact we make through our projects for women around the world and to hear about ways we can strengthen membership and chapter vitality. Just as important, this time together allows for inspiration, celebration of our sisters and fun! In all these ways, you will experience both the loving concern and our shared mission of supporting women pursue their educational goals.

I urge you to participate fully to get the most out of convention. Your chapter sisters placed confidence in you to represent them and to bring back a report of all the aspects you experience and the knowledge you gain.

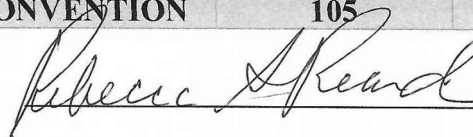
My very best to each of you, as you *Raise the Bar to the Stars!*

With P.E.O. love,

Patricia L. Brolin-Ribi, President  
International Chapter

## Credentials Report Form, 2022

	Opening Meeting First Report	Opening Meeting Second Report
Number of Chapters	40	40
Number of chapters with delegates necessary to establish a quorum (majority)	21	21
Number of chapters represented at in-person convention	40	40
Number of chapter delegates	79	79
State Officers	5	5
Past Presidents of Alabama Chapter	17	17
Past Presidents of International Chapter	0	0
Committee Chairs		
Cotter - Susan Santoli	0	0 (PSP)
A & R - Betty von Herrmann	0	0 (PSP)
Audit - Shirley Paramore	0	0 (PSP)
Finance - Karen Sargent	1	1
Membership - Nancy Sites Sizemore	0	0 (PSP)
Nominating - Janice Alcorn	0	0 (Delegate)
ELF - Mame Morgenstern	1	1
IPS - Su Ofe	1	1
PCE - Gayle Howell	0	0 (Delegate)
PSA - Becki Reardon	0	0 (PSP)
STAR - Ann Jacobs	1	1
Historian - Sarah Walker	1	1
Visitors to Convention	not to be counted	
Guests of Convention	not to be counted	
<b>TOTAL MEMBERS OF CONVENTION</b>	<b>105</b>	<b>105</b>



Credentials Chair

## EXECUTIVE BOARD ANNUAL ACTIVITY REPORTS

### Report of the President

The duties and responsibilities of the office of president of Alabama State Chapter as set forth in the P.E.O. constitution and in the Alabama State Bylaws and Standing Rules have been fulfilled and performed to the best of this officer's ability. This officer has:

- Attended and actively participated in 2021 Virtual Lead Conference in July
- Attended and actively participated in Convention of International Chapter in September
- Completed all documentation required for Convention of International Chapter
- Oversaw Videos and Summaries for Convention of International Chapter
- Prepared agendas and conducted regularly scheduled and impromptu Zoom board meetings
- Prepared agenda and conducted May, November, and February board meetings
- Participated in ZOOM meeting, May 21, 2021, Finance Committee/Executive Board, Review of Budget Guidelines
- Conducted various votes via email
- Reviewed minutes of preceding meetings prior to distribution
- Reviewed and approved expenditures and signed correlating warrants
- Distributed Conflict of Interest form and Agreement to Serve to all officers and committee members for them to sign.
- Sent Conflict of Interest/Agreement to Serve documents for officers to P.E.O. International chief executive.
- Collected Cascading Goals from all Chapters.
- Wrote and distributed regular and special edition P2U letters to local chapter presidents, corresponding secretaries, tech chairs, and PSPs; copied board
- Communicated with Board Buddy chapters and other local officers
- Communicated with 2022 Convention Chair and State Conference Committee
- Met with 2022 Committee at the Conference Hotel. This meeting included Hotel Liason.
- Participated in phone calls and Zoom meetings with International Board Members
- Reviewed changes to bylaws and Standing Rules
- Completed all documentation required by International Chapter.
- Started Zoom Video Calls for Board Buddy Chapters
- Attended State Membership Workshop
- Rewrote Convention Manual and hosted Zoom with 4 PSPs to get feedback.
- Drafted Convention Fund and Reserve Fund Policies
- Participated in Chapter Meetings to answer questions on CIC Amendments
- Wrote Amendment Townhall meeting PowerPoint.
- Updated Alabama State Executive Board Duties, Guidelines, and Policies
- Verified new state officer and new state committee information is sent to International by outgoing secretary.
- Made initial contacts with possible new chapter forming in Jacksonville.
- Worked on 2023 budget and met with FC.
- Worked with Hotel and Linda Price to solve issues regarding hotel.
- Worked closely with International Representative for all aspects of convention.
- Worked with International A&R and Alabama A&R to present new amendments at convention.
- Completed all documents required for convention.

This officer is so grateful for the experience for serving on the Alabama State Chapter. She has loved her journey with P.E.O. and have loved getting to know and working with all of our Alabama sisters. Thank you loving sisters of Chapter U for all your support and love throughout the years. A special hug to all her Board Buddy chapters. It has been great getting to know you. She sincerely appreciates the hard work and leadership from the convention hostess chapters, B, V, X, and AA. She would also like to thank her husband John, daughter Kira, and sons Cooper and Liam. This officer is honored to have served the Alabama State Chapter as a member of the executive board. Remember Be P.E.O.!

*Denise Williams, 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.

- Participated in all state board meetings and attended statewide Zoom meetings as required.
- Served as advisor to the Alabama Cottey College Scholarship and Recruitment Committee. Met with and assisted committee as needed.
- Served as advisor to the Alabama State Ad Hoc Technology Committee. Met with committee regularly to discuss and plan the updating of the Alabama P.E.O. website.
- Regarding Convention 2023, appointed Convention Chair, Susan Richardson, confirmed the dates of May 10 – 12, 2023 and secured hotel contract. Held initial preconvention meeting in Mobile with all of the hostess committees to discuss roles and walk through the convention hotel.
- Coordinated a state t shirt fundraiser through Bonfire.com. Regularly advertised by posting photos and ordering information on approved Facebook pages. Tracked sales and reported to the state board any progress and revenue generated.
- Communicated with Board Buddy chapters via emails, videos, phone calls and assisted chapters with Zoom meetings utilizing the state zoom accounts.
- Served as liaison to the State Nominating Committee.
- Prepared preliminary information for state Finance Committee in preparation for 2022 – 2023 budget and met to discuss, finalize and approve final budget.
- Recruited state committee members for 2022 – 2023 term and prepared the state committee contact information for distribution at 2022 convention.
- Prepared for 2022 – 2023 convention as requested by the president: Vice President portion of the word for word, solicited speakers from the state committee chairs, prepared the “Opportunities to Serve” form for distribution, prepared the convention evaluation form, coordinated all requested documents for printing, coordinated Star awards, prepare and present delegate orientation, purchased a gift for the International representative.
- Submitted information as requested by International: Gallery of Presidents, state cascading goals.

This officer is grateful to the board and their continued love and guidance, the Ad Hoc Technology Committee and their perseverance, the Alabama Cottey Scholarship and Recruitment Committee and their diligence in recruiting a new Alabama Cottey Girl, and her board buddies, Chapters A, B, D, F, K, R, T, and Y for their grace and support. Thank you to Chapter C, an exemplary chapter who consistently reminds this officer of the real bonds of sisterhood.

*Wendy James, 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:

- Planned, executed and documented all nine Board Buddy chapter Organizer visits plus one in their third-year review. Review of Organizer Visits provided to the Executive Board;
- Participated in all state board meetings including one face to face and several virtual meetings;
- Participated in all virtual meetings with International Executive Board;
- Attended virtual Convention of International Chapter;
- Advised Board Buddy chapters on questions pertaining to amendments from Convention of International Chapter that passed;
- Participated in virtual meetings with two chapters, as well as a Town Hall Meeting, to discuss CIC amendments with state sisters;
- Supervised monthly virtual meetings with State Membership Committee and assisted as needed;
- Supervised the virtual Membership Workshop presented by the State Membership Committee;

- Attended virtual Technology Workshop presented by the State Technology Committee;
- Supervised the State STAR Committee and assisted as needed;
- Attended the virtual LEAD Conference;
- Updated Introduction of a Woman not a PEO and unaffiliate lists sent by International with state chapters;
- Communicated with Board Buddies via emails, calls and zoom:
  - Answered questions as they arose
  - Looked over each Cascading Goal
  - Started monthly zoom meeting when applicable
  - Mailed personal letters to sisters celebrating Golden Girl status
- New Chapters under consideration include Alabaster, Gadsden and Jacksonville. Communication was made with individuals in each area and updates were given to the state board. Travel to meet sisters in each area and to encourage them was a priority of this officer;
- Updated the State Reciprocity manual as needed;
- Updated Alabama SPOT Reminder;
- Collaborated with other state officers for workshops for the 2022 convention. POI provided by International Chapter and information shared with the state board.

This officer thanks her Chapter AD sisters for their continued support this year. Although many meetings were missed so that this officer could complete her duties of the state, her chapter sisters kept her uplifted with their love and understanding. This officer also would like to thank the other board members who continued to help her grow, allowed her to make mistakes and showed P.E.O. love and grace when needed. Many thanks are given to her Chapter AL sisters who continued to nurture her after transferring to another chapter and each Board Buddy chapter, each state STAR committee member and each state Membership Committee member for their love of this sisterhood. This officer leaves this position knowing that Alabama chapters will continue to encourage one another, share this joyful gift of sisterhood with others and continue to “Be P.E.O.”

*Cindy Fry, 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:

- Completed the Proceedings of Convention 2021
- Updated materials and/or duties of the office as necessary
- Proofread/edited Bylaws, as approved at Convention 2021, for submission to International and inclusion in official documents
- Sent thank-you notes to 2021 committee members and welcome notes to 2022 committee members
- Sent greetings to PSPs who unable to attend 2021 Convention
- Attended in-person and virtual board meetings
- Corresponded regularly with Board Buddy chapters
- Reminded Board Buddy chapters of the updated passwords for International and state websites
- Met virtually with the Finance Committee
- Proofread/edited the updated Board Guidelines, Traditions, and Policies
- Proofread/edited the Project/Committee Guidelines
- Started Zoom meetings for Board Buddy chapters
- Attended virtual LEAD
- Attended Zoom meeting with International on Diversity and Inclusion
- Attended virtual Convention of International Chapter
- Served as adviser to ELF and PCE state committees

- Conducted Project/Committee Training
- Proofread/edited the updated Convention Manual
- Developed guidelines for Convention Fund
- Confirmed the transfer of our bank accounts from BBVA to PNC
- Created a PayPal account for P.E.O. Alabama
- Obtained a credit card from PNC for use by the state executive board
- Reviewed instructions for spring reports
- Reminded LC treasurers of the training video on International's page and shared updated Transmittal Form
- Sent Christmas cards to Board Buddy chapters
- Sent quarterly budget report to Finance Committee
- Helped draft possible amendments for 2022 convention
- Encouraged Board Buddy presidents and all LC treasurers to try to prevent any inactives by assisting those who have financial need and persuading everyone to continue to support the philanthropies of P.E.O.
- Sent 2021 Convention Proceedings to Representative of International Chapter, Beth McFarland
- Participated in chapter meetings and in Town Hall meeting to discuss CIC amendments
- Met with Denise Williams and Dana VanRoekel regarding the establishment of and transfer of money between state funds
- Maintained the state general ledger and record of chapter giving
- Paid bills as approved by the state executive board
- Transferred funds among accounts, as required
- Shared quarterly financial reports with board members and finance committee members
- Reviewed and confirmed the annual reports of local chapter treasurers, including membership and IRS forms; sent release letters to local chapter treasurers
- Submitted all required reports to International for approval, including all IRS forms for state, reciprocity groups, and hostess chapters (Release of the Treasurer was received April 11, 2022.)
- Participated in the auditing of the state books on April 2, 2022
- Prepared Organizer budget for 2022-23
- Prepared financial reports for convention

This officer is grateful for the opportunity to serve P.E.O. Each of the other officers, past state presidents, and local chapter members have had a profound impact on her life and love of P.E.O. Her Board Buddy chapters have continued to lift her up and share their love with her, and her Chapter AF sisters have supported her always. Most of all, she is grateful to her family: her BIL, Marvin; her two sister/daughters Katie and Mellie; and her grandson, Ben, who continues to light up her life.

*Elaine Bassett, Treasurer*

## **Report of the Secretary**

To the best of her abilities and in accordance with the Constitution of the P.E.O. Sisterhood and the By-laws of the Alabama State Chapter, this officer fulfilled the duties of the office of the secretary.

- Following the 2021 Convention, this officer wrote all necessary correspondence as directed by the president.
- Established communication with all local chapter corresponding secretaries.
- Contacted assigned "Board Buddy" local chapter presidents and corresponding secretaries, kept in contact throughout the year via email, telephone, ZOOM, USPS, and attendance at their chapter meetings, either virtual or in-person and several local chapter socials. Provided program when requested. Installed local chapter officers. Provided resource for CIC amendment questions. Sent congratulatory notes to Board Buddy chapters for 2022-2023 leadership.
- Sent birthday and all holiday e-cards to PSPs, State Board and holiday cards to local chapter corresponding secretaries, IPS committee, PSA committee and Board Buddy chapters

- Received yearbooks from forty local chapters, acknowledged receipt, and reviewed each for required information listed on the State's 2021-2022 Yearbook checklist.
- Served as an adviser to the State International Peace (IPS) and the State Scholar (PSA) Committees that included training session, information and resources as requested.
- Sent sympathy cards from the Executive Board to each chapter when one of its sisters entered Chapter Eternal with a follow-up information request letter and form. Provided all the completed forms and updates needed for 2022 Alabama State Chapter Convention's Celebration of Life ceremony. Also, sent sympathy cards for death of a past president of International Chapter and to Organizer, International Chapter on the death of her mother.
- Sent thank-you notes to Alabama delegates for CIC, Membership Committee for "Let's Go Find the Other's" workshop, State Technology for ZOOM Technology Workshop and the IPS Board of Trustees for Christmas greeting.
- Wrote Welcome, Welcome Home and Welcome to Alabama notes to new initiates, transfers, and reinstatements.
- Posted local Chapter Birthday Recognitions on Facebook P.E.O. Alabama Chapter group page.
- Supported local chapters' fundraisers with attendance and participation.
- Attended virtual LEAD, CIC, Technology workshop, "Town Hall", "Let's Go Find Others" workshop, International P.E.O. Listening Tour, and Annual Report Training for local and state corresponding secretaries and other impromptu ZOOM meetings with International, Regional & local chapter requests.
- Attended all Alabama State Executive Board meetings, both in-person and virtual, prepared, and distributed minutes to officers and filed minutes for future reference.
- Monitored the state membership portal for changes in membership.
- Received and verified the Annual Report of corresponding secretary from 40 local chapters and submitted state report to International; sent release letters to each local corresponding secretaries when chapters' membership numbers were verified.
- Collected changes to bylaws and standing rules from local chapter recording secretaries.
- Sent emails to all Alabama chapters with sisters celebrating 25 years as a P.E.O. and those chapters with sisters being recognized as Silver Sisters and Golden Girls.
- Networked with all Alabama local chapters to send congratulatory cards for presentation to new 50-year Golden Girl inductees celebrated at the State Convention.
- Participated in the Shelby County Interest Meeting for potential new chapter.
- Participated in ZOOM meeting with Executive Board & Finance Committee to review budget guidelines and prepare 2023 budget.
- Sent Welcome letter to 2022 Alabama State Convention Representative of International Chapter and pre-convention ZOOM conversation with Representative.
- Responsible for assembly of Convention delegate packets.
- Will mail letters to each 2022 inactive sisters on 3/01/2022.
- Prepared for the 2022-2023 convention as requested by the president: preparation of draft minutes, assembly of delegate packets, Golden Girl Recognition, Chapter Milestone Birthday Recognition, Yearbook poster display, Approval of Minutes committee assignments and preparation of certificates for Golden Girls and Chapter Milestone Birthdays.
- Will send greetings to PSPs unable to attend convention.
- Will prepare Proceedings of 2022 convention.

It has truly been an honor to serve the Alabama P.E.O. Sisterhood this year. All of YOU, especially the State Board have welcomed me with arms wide open and covered me with love, support, grace, and guidance. To the IPS and PSA committees, thank you for your commitment and continuing efforts with your responsibilities. Much appreciation to my Board Buddy Chapters who have provided icing on the cake during my first year with their gracious welcoming, emails, texts, phone calls and genuine love for our sisterhood. To my chickadees in Chapter D, thank you for always having my back. Finally, to my BIL and precious family who allow me to "BE P.E.O.", my abiding love and appreciation!

*Cel Bailey, Secretary*

## Proposed 2022-2023 Budget

ALABAMA STATE CHAPTER, P.E.O. SISTERHOOD									
BUDGET FOR APRIL 1, 2021 THROUGH MARCH 31, 2022									
						ADOPTED	AT 3/31/22		PROPOSED
						BUDGET	ACTUAL		BUDGET
						2021-2022	2021-2022		2022-2023
<b>RECEIPTS</b>									
		State Chapter Dues				\$ 12,939.00	\$ 12,939.00		\$ 12,578.00
		Convention Assessment				\$ 3,939.00	\$ 3,939.00		\$ 3,843.00
		Registration Fees				\$ 2,000.00	\$ 2,000.00		\$ 2,000.00
		Interest, BS Prime Account				\$ 34.00	\$ 0.42		\$ 15.00
		Charter Fees				\$ -	\$ -		\$ -
		State Fundraiser				\$ -	\$ 2,546.36		\$ -
		Payments toward 2022 Convention					\$ 837.84		\$ 6,000.00 **
		<b>TOTAL RECEIPTS</b>				<b>\$ 18,912.00</b>	<b>\$ 22,262.62</b>		<b>\$ 24,436.00</b>
<b>DISBURSEMENTS</b>									
		Transfer of Funds to Alabama Convention Fund							
		Convention Assessment							\$ 3,843.00
		Registration Fees							\$ 2,000.00
		State Fundraiser							\$ 2,546.36
		Payments toward 2022 Convention							\$ 6,837.84
		<b>Transfer Subtotal</b>				<b>\$ -</b>	<b>\$ -</b>		<b>\$ 15,227.20</b>
		Administrative							
		Insurance through International				\$ 200.00	\$ 200.00		\$ 206.00
		Web Site				\$ 130.00 @	\$ 194.50 #		\$ 200.00 @
		Technology				\$ 300.00	\$ 299.80		\$ 300.00
		New Chapter Expense				\$ 800.00	\$ 112.00		\$ 1,500.00
		Charter Fee & Supplies				\$ 120.00	\$ -		\$ 200.00
		Executive Board							
		Organizer / Proxy Travel				\$ -	\$ 3,990.75		\$ 1,200.00
		Travel				\$ 3,500.00	\$ 2,073.95		\$ 3,347.00
		Office Expense				\$ 2,000.00	\$ 42.66		\$ 1,500.00
		Honorarium/Memorial				\$ 100.00	\$ -		\$ 100.00
		Committee							
		Expenses				\$ 450.00	\$ -		\$ 100.00
		<b>Administrative Subtotal</b>				<b>\$ 7,600.00</b>	<b>\$ 6,913.66</b>		<b>\$ 8,653.00</b>
		State Convention							
		Meeting Room Fee & AV Equip Fees				\$ -	\$ 50.00		
		New Chapter Housing				\$ -	\$ -		
		Executive Board							
		Travel				\$ 600.00	\$ 245.00		
		Travel - President's Convention Inspection				\$ 180.00	\$ 90.00		
		Meals				\$ 300.00	\$ 322.70		
		Lodging				\$ -	\$ -		
		Office Expenses/Printing					\$ 247.98		
		Refund of Convention Assessment & Registration					\$ -		
		Committee Expenses							
		Travel (Ch A&R,Fin,Nom,Mem,Cottey, ImPP)				\$ -	\$ -		
		Meals (Ch A&R,Fin,Nom,Hist,Mem,Cottey,Spkrs)				\$ -	\$ -		
		Lodging (Ch A&R,Fin,Nom,Mem,Cottey,ImPP)				\$ -	\$ -		
		Printing					\$ -		
		Postage				\$ -	\$ -		
		Office Expenses				\$ -	\$ -		
		Celebration of Life				\$ -	\$ -		
		Past Presidents' Meals				\$ -	\$ -		
		Proceedings							
		Printing				\$ 100.00	\$ -		
		Postage				\$ -	\$ -		
		<b>State Convention Subtotal</b>				<b>\$ 1,180.00</b>	<b>\$ 955.68</b>		
		International Convention							
		Delegates+Board (Trvl, St Dinner, Hotel, Incidentals)			@		@		\$ 4,000.00 @
		Reports to Chapters			@	\$ -	@		
		Registration Fees			@		@		\$ 240.00 @
		<b>Intl. Convention Subtotal</b>				<b>\$ -</b>	<b>\$ -</b>		<b>\$ 4,240.00</b>
		Miscellaneous							
		LEAD					\$ -		\$ 500.00
		Cottey Seminar			#	\$ 500.00 @	\$ 500.00 @		\$ 500.00 @
		State/RMR Membership Summit			@	\$ 830.00 @	\$ 830.00 @		\$ 200.00 @
		Local Chapter Workshops				\$ 1,000.00			\$ 2,000.00
		State Workshop				\$ 1,900.00	\$ -		
		<b>Miscellaneous Subtotal</b>				<b>\$ 4,230.00</b>	<b>\$ 1,330.00</b>		<b>\$ 3,200.00</b>
		<b>TOTAL DISBURSEMENTS</b>				<b>\$ 13,010.00</b>	<b>\$ 9,199.34</b>		<b>\$ 31,320.20</b>
		<b>SURPLUS or (DEFICIT)</b>				<b>\$ 5,902.00</b>	<b>\$ 13,063.28</b>		<b>\$ (6,884.20) ***</b>

\*\* The \$6000 in Proposed Budget is a amount collect for 2022 Convention meals via the State's PayPal account and will be transferred to the Convention Fund to pay for the 2022 Convention Meals.

\*\*\* Funds listed under the Transfer of Funds to the State Convention Fund were received prior to 3-31-22 however they were not transferred into the Alabama State Convention Fund till 4-1-22 which is why there is an additional deficit amount of \$3,384.20 showing.

Note: The amount of \$3,384.20 should not be included any surplus transferred to the reserve fund.

SUMMARY OF RECEIPTS AND EXPENDITURES BY FUNDS APRIL 1, 2021 – MARCH 31, 2022				
FUND	BALANCE 4/1/2021	RECEIPTS	DISBURSEMENTS	BALANCE 3/31/2022
General Fund	\$54,871.96	\$174,953.71	\$170,501.85	\$ 59,323.82
Alabama Cottey Scholarship Fund (ACSF)	\$60,874.19	\$ 6,033.74	\$ 587.00	\$ 66,320.93
Convention Fund	\$0	\$9227.20	\$0	\$9227.20
Reserve Fund	\$0	\$0	\$0	\$0
Total Assets	\$115,746.15	\$190,214.65	\$171,088.85	\$134,871.95

TOTAL CHAPTER GIVING TO P.E.O. PROJECTS 2021-2022 TOTAL GIVEN: \$125,650.01							
Cottey	ELF	IPS	PCE	PSA	STAR	Foundation	ACSF
\$14,806.59	\$15,606.59	\$15,361.59	\$19,241.59	\$16,736.59	\$17,556.59	\$20,315.51	\$6,024.96

2021-2022 Annual Report of State Treasurer to International



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

March 1, 2022 – REPORT OF ALABAMA STATE CHAPTER

RECEIVED  
APR 08 2022

BY: TREASURER  
P.E.O.

NUMBER OF ACTIVE MEMBERS – 3/1/2022 ... 1324

- I. International Chapter dues of \$26.00 per member  
(includes \$6.00 for Cottey College)..... \$ 34,424
- II. Initiation and Reinstatement
  - A. \$15.00 each for 42 members initiated  
3/1/2021 to 2/28/2022..... \$ 630
  - B. \$15.00 each for 5 members reinstated  
3/1/2021 to 2/28/2022 ..... \$ 75
- III. Local Chapter Resource Fee (\$25/chapter, based on 40 chapters) \$ 1,000.00
- IV. Liability Insurance, \$1.00 per chapter as of 3/1/2022.....\$ 41.00  
(# local chapters + one state chapter)
- V. Directors & Officers Insurance Premium.....\$ 65.00
- VI. Fidelity Bond Insurance.....\$ 100.00  
Officers covered: Treasurer
- VII. TOTAL AMOUNT DUE INTERNATIONAL CHAPTER ... \$ 36,335

Approved by International Chapter and  
released on

APR 11 2022

Date

Dana Varlock  
Treasurer, International Chapter

Denise Williams  
President, Alabama State Chapter

denise.williams.peo@gmail.com  
President's email address

Elaine Bassett  
Treasurer, Alabama State Chapter

elaine.bassett.peo@gmail.com  
Treasurer's email address

# Alabama State Chapter Annual Reports to International

## 2021-2022 Annual Report of the State Secretary to International

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



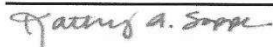
### Annual Report to International Chapter of Membership March 1, 2022

Secretary Alabama State Chapter

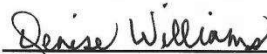
1. Number active members March 1, 2021 (see last year's report)	1,362
Increase since March 1, 2021	
2. By Initiation	42
3. By Transfer	24
4. By Reinstatement	5
5. Total Active membership during year	1,433
Decrease Since March 1, 2021	
6. By Transfer	20
7. By Death of active member	30
8. By expulsion of active member	0
9. By becoming inactive March 1, 2022	59
10. Total decrease in active membership during year	109
11. Number active members March 1, 2022	1,324
12a. Number classified lost contact or	
12b. Inactive members lost by death since March 1, 2021	20
Summary	
13. Total number initiated from date of organization	2,851
14. Total enrollment from date of organization	4,685
15. Total number of inactive March 1, 2022	947
Total Chapters Active March 1, 2021	40
Number chapters organized since March 1, 2021	0
Number chapters disbanded since March 1, 2021	0
Number chapters merged together since March 1, 2021	0
Chapters created due to merge since March 1, 2021	0
Number chapters active March 1, 2022	40

Secretary released on

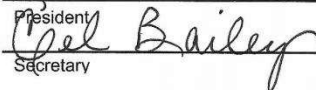
April 07, 2022



Executive Director, P.E.O. Sisterhood



President



Secretary



# ALABAMA COMMITTEE REPORTS 2021-2022

## REPORT OF THE NOMINATING COMMITTEE

- The duties of the Nominating Committee have been completed in accordance with procedures outlined in Article III, Nomination and Election of Officers of the Alabama State Chapter Bylaws, P.E.O. Sisterhood.
- Letters of instruction and guidelines for submitting names of prospective candidates to the Nominating Committee were sent to presidents of Local Chapters in October, 2021.
- The Nominating Committee reviewed prospective candidates' chapter recommendations and Information Sheets submitted by the candidates.
- The nominee chosen for the office of Secretary, Alabama State Chapter is Paige McCormick, Chapter AC, Tuscaloosa.
- The nominee was notified by telephone and her chapter received an email, dated 2/21/2022 informing them of her nomination. A letter was sent, via USPS, to Chapter AC on 2/22/2022.
- Paige confirmed in writing her willingness to serve, if elected, on the Alabama State Chapter Executive Board.
- A biographical information sheet and photograph of Paige was provided to members of convention. Paige's background, P.E.O. experience, and credentials are impressive and she will be an excellent addition to the executive board.
- Chapters of all candidates for nomination were contacted, via USPS, on 2/22/2022.
- Wendy James, Vice President, and Denise Williams, President, Executive Board, Alabama State Chapter were contacted on 2/21/2022.
- All succeeding officers of the Executive Board of Alabama State Chapter were contacted via email requesting permission to submit their names for the next office in succession.
- Each officer gave written consent to have her name placed on the slate of officers for nomination.
- It has been an honor and privilege to serve on the Nominating Committee and participate in this very important process.
- 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 who participated in the nomination process.
- The Nominating Committee presents the following slate of officers for the 2022-2023 year:

President.....Wendy James, Chapter C  
Vice President.....Cindy Fry, Chapter AD  
Organizer.....Elaine Bassett, Chapter AF  
Treasurer.....Cecelia Bailey, Chapter D  
Secretary.....Paige McCormick, Chapter AC

Janice Alcorn, Chapter AN, PSP, Chair  
Jane Searcy, Chapter R  
Judy Bludsworth, Chapter V

## 2023 Nominee to the Alabama State Board

### Paige Reece McCormick



My story begins in Eku, a village in Nigeria, where early Baptist missionaries founded a Baptist Hospital, an associated Nursing School, and a school to train pastors. My parents had been appointed as missionaries to Nigeria and I was born at this hospital the year following Nigeria's independence from England. It was an exciting time to grow up in this "new" country, where I attended the University Preschool at the newly built University of Nigeria, Nsukka.

When it came time to start first grade, my mother homeschooled me with the Calvert Correspondence course until I was in third grade, at which time I came to the US and attended fourth grade at Corley Elementary in Boaz, Alabama, where my mother had grown up. I returned to Nigeria the following year and attended Hillcrest, an

international boarding school in Nigeria from 5th grade until I graduated from high school, except for ninth grade at Boaz High School.

I completed my undergraduate degree in History and English from Samford University in Birmingham, Alabama, continuing with a Master of Divinity at Southeastern Seminary in Wake Forest, North Carolina. While there, I served as a student chaplain at Butner Hospital in Butner, North Carolina, at that time a psychiatric hospital, and at the North Carolina Correctional Institution for Women in Raleigh. Through a process of discernment, I chose not to continue in formal pastoral care positions. Instead, I took a position at Wake Technical Community College as an instructor and later as the associate director for Adult Basic Skills.

While working, I completed my MLS at North Carolina State University, exploring my academic interests in African literature and film, along with another very important project, the birth of my daughter. At the time, my husband had completed his PhD at UNC, Chapel Hill, and was hired by Stillman College in Tuscaloosa.

With our young daughter, we were eager to be near our Alabama families again. I continued my academic pursuits at The University of Alabama, receiving my PhD in Post-colonial Theory and Anglophone African Literature. After graduating, I taught eight years as a full-time English instructor at UA. Four years ago, I accepted an Associate Professor position at Stillman College, where I currently work.

I am married to Mark McCormick, Provost and Vice-President, Stillman College. We have a daughter, Gwenafaye McCormick, also a P.E.O. (2019 AC/AL), who is completing her master's degree in Japanese Studies at the University of Oxford, UK, while virtually interning as the Public Engagement officer at the U. S. Embassy in Belize.

Outside of P.E.O. activities, I have served on Stillman College's United Way committee. I am an ordained elder in the Presbyterian Church-USA and served on the session of Covenant Presbyterian Church in Tuscaloosa, AL, where my seminary training helped prepare me for this role. The basics of counseling that I learned also have greatly contributed to my effectiveness as a professor and mentor with my undergraduate students.

My passion is travel and over the years I have visited several countries, including Kenya, Israel, Italy, France, Spain, Switzerland, Jordan, Belgium, the Netherlands, Japan, the UK, and of course, my beloved Nigeria.

### **Alabama Cottey College Scholarship and Recruitment Committee (ACCSRC)**

- The ACCSRC has had a productive year of planning, learning and sharing information about Cottey. And what a year it has been. But first, the BEST NEWS...we have an Alabama gal heading to Cottey in the fall!!! So many sisters from across the state have shared in our joy over this news. Sponsored by Chapter AD/AL, our Alabama Cottey Girl will be heading to Nevada for the academic year of 22/23. We were able to award her with financial assistance from the following funds: Judy Strada Foundation Funds, Sally Kingsley Foundation Funds and from the Alabama State Cottey College Scholarship Fund.
- The monthly applicant report from Cottey is currently showing 2 other students from Alabama and the committee will be reaching out to them.
- Annual reports were received from 26 chapters. The reports indicated that chapters are getting reports on Cottey occasionally, and/or during a project program. Many chapters are still reporting that the information they are sharing comes from the PEO Record.
- ACCSRC had a goal to share information with sisters across the state about Cottey. We met by zoom, emails, texts and phone calls during the year. Below is a list of some of the ideas we shared with our sisters across Alabama.
- PEOs are the best ambassadors for Cottey and knowledge is power
- Video tour of materials available to PEOs on Cottey website
- Assigned chapters to international students at Cottey to show some extra love and care
- Information about Southeastern Suite
- Focus on scholarships available to Alabama students
- Sports available at Cottey
- Women's Leadership Institute
- Sent Mardi Gras cupcakes and beads to the SE suite from the state
- Various methods of communication have been used to disseminate the information. All of this information should have been uploaded to our state website. We felt it important to keep that information there fresh and updated this year. Facebook has been utilized some this year and as well as email strings to chapter chairs.
- I have enjoyed my tenure as chair, but would not have been able to do it without Susan Santoli, H, and Sheila Tate, Q. It is a rare time when you can get a committee to work together like we did. Usually it takes years to develop a "well-oiled machine", but not this committee! It was a joy and a pleasure to work with them.

Mary Fuller, AB Chair  
Susan Santoli, H, PSP

### **Membership Committee Report**

- The Alabama Membership Committee began monthly Zoom meetings immediately following the virtual state convention in May 2021.
- In order to streamline communications among the committee, three regions were developed, Nancy Newton: Birmingham, Montgomery, Auburn. Shirley Paramore: north Alabama and Tuscaloosa. Nancy Sites Sizemore: Dothan, Mobile, Foley and Daphne.
- Monthly email communications with our local membership chairs and presidents included the Membership **Hot Spot**; unaffiliate information and membership topics. The latest **Hot Spot** is added to our state website under "What's New."
- All members participated in the virtual International P.E.O. Convention in September.
- Worked on the unaffiliate process with Mary Donald, web master.

- The committee prepared and conducted a statewide Zoom membership workshop on Saturday, October 9, 2021. The theme “**Let’s Go Find the Others**” included a PowerPoint presentation, comments from our state organizer, Cindy Fry and a Q and A session. Sixty participated, the workshop was recorded and is posted on our Alabama P.E.O. website. The PowerPoint slides are also posted on the website and can be used as a chapter membership program.
- The new membership kit available on the International website was shared with the chapter membership chairs.
- Determined that one of our goals would be to focus on the unaffiliate list, issuing a challenge to the local chapters to have an unaffiliate attend a meeting before February 15, 2022. Seventeen chapters were successful.
- The Membership Development Plan (MDP) was prepared with input from President, Denise Williams and Organizer, Cindy Fry.
- Regarding Inactive prevention, Nancy Newton created a flyer for distribution to chapters and the flyer “Spread the Love/Valentine’s Day/To Our Sisters.” has been posted on the Alabama P.E.O. website
- Regarding unaffiliates, Organizer, Cindy Fry asked local membership chairs to update the current list by the end of December 2021 in order to complete updates on the state website by January 2022.
- Intro of a Women Not a P.E.O (IOAW) spreadsheet was updated, and the committee has followed up with the current list.
- The Annual Membership Report was updated and 39 of 40 chapters returned the form.
- We are participating in the state convention: workshop, informal time with membership chapter chairs and a booth.
- The board and the A and R committee have been notified of a requested change in the state bylaws to increase the state membership committee from three members to four members allowing each state committee member to have approximately ten chapters to work with and increase communication. Betty von Herrmann, A and R chair, has finalized the wording to be presented at convention.

Nancy Sites Sizemore, AG, PSP, Chair  
 Shirley Paramore, V, PSP  
 Nancy Bishop Newton, AJ

#### **P.E.O. Educational Loan Fund (ELF) Committee**

Total Loans Awarded: 7

Total Sponsoring Chapters: 6

Total Value of Loans Awarded: \$101,000

Total Amt. of Chapter Contributions: \$ 16,946.59 (40 chapters)

Total Chapter Annual Reports Received: 29 out of 40

Total Legacy Chapters 19

- Sent out introductory e mail to all chapter ELF chairs, updated as needed
- Sent out notifications to all chapter chairs when informed a chapter’s applicant ELF loan was approved
- Sent quarterly reports and annual report to Elaine Bassett, ELF advisor
- Asked for clarification from International office as Chapter P did not know when loans were repaid
- Received clarification from Ann Lambert, Chair, P.E.O. ELF Board of Trustees: due to privacy issues, chapters no longer information regarding the amount of a loan and when a loan is repaid. Chapters are notified when an applicant successfully applies and if the applicant is approved for a loan
- Responded to several emails over the year with other ELF questions from the chapters, connected with International office for answers
- Sent detailed instructions for filling out the chapter annual report form to each chapter

- Sent copies of relevant correspondence to Martha Holcutt, on the ELF committee, as she will be the ELF State Chair next year
- Chapters who gave special ELF reports during the year were C, D, H, J, K, L, O, P, U, AD, AF, AI, and AM
- Chapter fundraising for ELF this year included hanging of the green, member donations, assessed donations, garage sale, Lenten Lunch, Harvest Market, Thanksgiving donation, Haute Holidays, Blessings Calendar donations, silent auction, bake sale, no-bake sale, and sales of the following: Boston butts/turkeys; pickles; plants; pecans; herb packets; P.E.O. bumper stickers; Christmas wreaths and centerpieces
- Chapter suggestions for state chairman help: any pertinent information shared as was done this year
- Several chapters indicated they were going to start an ELF folder as they did not receive one at the beginning of the year
- Chapter AF will provide the speaker at the state convention; Chapters AL and AM also had good candidates for speaker

After being the state chair for this year, I contacted the International office and asked member donations, assessed donations, garage sale, Lenten Lunch, Harvest Market, Thanksgiving donation, Haute Holidays, and a Blessings Calendar donation why ELF receives some yearly reports that coincide with Chapter International's fiscal year instead of the P.E.O. year. There will be a Board of Trustees meeting in October and I was assured that an email would be sent out now regarding this question so that the ELF board members would have time to respond at the October meeting.

Marian "Mame" Morgenstern, G, ELF State Chair  
Martha Hocutt, I

### **P.E.O. International Peace Scholarship (IPS) Committee**

Reports from our Alabama chapters indicated that 37 of our 40 chapters made contributions to IPS for a total of \$15,486.59. Gifts ranged from \$50 to \$1,000, with an average, or mean, of \$387.16. Fourteen chapters reported gifts to IPS of \$500 or more, with 11 of those chapters requesting to serve as Partners in Peace for the coming year.

The chapters who served as Partners in Peace for the past year kept in touch with their IPS candidates by sending cards, texts, gift cards, and by phone. One IPS recipient attended a chapter's Christmas luncheon. Fundraising for IPS and other projects included one chapter with a monthly chapter auction; one with a Games Galore program; several with marketplace-type sales events; plant sales; yard sales; Boston butts and turkey sales; and offerings for brags and blessings.

One chapter (E) met 12 potential candidates who were international students at Auburn University. Although they did not have an applicant whose circumstances matched the IPS criteria, they went above and beyond to try to find a candidate. Another chapter (AL) said they had identified a potential IPS candidate whom they believed would apply for the scholarship by the April deadline, and they have requested to be a Partner in Peace with her for the coming year.

Thank you to all of the chapters who included IPS among their fundraising and project donations. By doing so, P.E.O. is truly a partner in world peace.

Suellen Ofe, Chapter K  
State Chairman, IPS Committee

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

Total # of Grants Awarded: 7

Total # of Denials: 1

Value of Grant Awards: \$18,100.

Range of Career Paths: 6 (Nursing 3)

Total amount of Chapter Contributions: \$19,241.59 (40 Chs)

Last Year: \$13,925.65 (30 Chs)

Total # of Chapter Annual Reports Submitted: 40/40

- Updated the chapter contacts list (on-going)
- Sent an email of introduction to all Chapter PCE Chairs
- Received reports from Kham Saengaroun, Project Supervisor, P.E.O. International
- Received five Potential Applicant Forms and forwarded them to 21 local chapters
- Sent Quarterly Reports to Elaine Bassett, PCE Advisor
- Sent reminder emails to chapters which did not submit their Annual Report by March 10
- Eleven chapters gave a special PCE report
- Seven chapters gave a monthly PCE report
- PCE fundraisers: Sold Boston Butts, spices, bumper stickers, sweet potatoes, pickles, pecans, holiday cookie mixes, hand-made candles, special coffee, wreaths, Christmas centerpieces; held a Harvest Market, auctioned at meetings, “Brags and Blessings”, Fake Bake Sale, Lenten Luncheon, memorials and honorariums, fundraising socials, annual Martins Department Store Sale, Monthly birthday raffle, annual Games Galore”, yard sale, and raffle baskets. The most common way chapters raised money for PCE this past year was via member donations. Nearly 35% of reporting chapters took in member donations. One chapter assessed each member \$50 to support PCE.
- Chapter C sponsored two recipients; Chapters E, L, AC, AK, AL, and AM sponsored one each
- Nine chapters qualified as a Brighter Tomorrow Chapter: D, I, M, P, V, AC, AE, AK, and AL
- Consulted with the Arizona State PCE Chair, as that state is very successful in sponsoring PCE recipients (107 last year)
- Wrote an article “Where/How to find PCE Candidates” and emailed it to all local chapters
- Co-hosted, with Elaine Bassett, a Zoom chat regarding how to attract and support PCE candidates
- 15 chapters have revolving PCE Committee
- Worked with PCE Committee Member to secure a speaker for State Convention

Gayle Howell, Chair, AC, PSP  
Sue Bradley, E

### **P.E.O. Scholar Awards (PSA) Committee**

Number of Applicants Internationally: 830

Number of Awards Recipients Internationally: 100

Value of Awards Awarded Internationally: \$1.5 million

Local Alabama Chapters Submitting Nominees: 9

A, J, M, P, Y, AC, AK, AL, AM

Number of Applicants from Local Chapters: 10

AK submitted 2 candidates

Local Laureate Chapters: 18

Number of Local Chapter Making Contributions: 38

Total Chapter Contributions: \$16,736.59

This committee has:

- Members of the committee received training and advice from Cel Bailey.
- The committee chair created an email list for communication with chapters.
- The committee visited the virtual convention booth for PSA.
- The committee 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 and proved worthy of submission

- The committee recruited a convention speaker.
- Members of the committee allocated responsibility for the convention report, recruiting the convention speaker and the convention display due in spring 2022.
- Members of the committee answered questions from local chapter committee chairs about flexibility of deadlines (none), appropriateness of approaching university officials to promote PSA (encouraged) what is necessary to present a candidate successfully (check the website for advice because every year is different).

*Summary of Chapter PSA Reports:*

- Gift amounts reported ranged between \$175 to \$1,000 per chapter with \$500 being the most frequently reported amount.
- Information for the reports came primarily from the P.E.O Record and the International Website although some chapters continue to rely on old files and the Alabama Star
- The most common advice to future chapter committee chairs is to rely on the international website for the most current information and program ideas

Becki Reardon, AM, PSP, Chair  
Mary Beth Webeler, X

**P.E.O. STAR Scholarship Committee**

Total Chapters sponsoring STAR scholarship candidates: 20

Total Candidates completing application process: 17

Total amount chapter contributions: \$17,556.59

Total Chapter annual reports received: 33 of 40

Total STAR scholarship recipients: 11

- Introductory email from STAR committee sent to chapter STAR chairs
- PDF of letter to high school counselor and brochure sent to chapter chairs
- Reminder of deadlines for STAR candidate submissions sent to chapter chairs
- Quarterly reports sent to STAR advisor, Cindy Fry
- Responded to questions from chapters regarding candidate submission process
- Reminder sent to chapter STAR chairs for annual report with follow-up as necessary
- STAR constellation chapters numbered 19: A, B, C, D, I, J, L, M, O, P, S, T, U, W, AC, AG, AK, AL, AM
- Direct gifts to candidates totaled \$1150 and \$2800 was awarded to a high school graduate through a chapter foundation
- Chapter fundraising activities included: member assessments; donations; sale of items from flowers to bumper stickers; sale of food including but not limited to: pickles, turkeys, nuts, coffee (women grown); garage sales; raffles; fashion shows; game days
- Suggestions for STAR chair: workshop or presentation from chapter(s) successful in nomination of STAR scholar; development of process for chapters with multiple potential candidates to present names for other chapter's sponsorship; continue sending files/documents that are informative to HS counselors or prospective candidates
- Previous STAR recipients were a valuable resource to suggest ways to inform high school seniors of the STAR scholarship along with the P.E. O. Record and international website
- STAR advisor, Cindy Fry, graciously located the speaker for state convention, from Chapter Z

The fund-raising activities and suggestions from the chapters demonstrate the dedication of our Alabama sisters to the educational pursuits of young women.

Ann Jacobs, W, STAR Scholarship State Chair  
Casie Jones, AC, STAR scholarship State Co-chair

### **Ad Hoc Technology Committee**

The Ad Hoc Technology committee was organized to focus on the state website, [peoalabama.org](http://peoalabama.org), in order to provide the state chapters with the most updated and accurate information as possible.

The committee reached out to the Alabama state chapters, the state board and the state project committees and requested updated information per tab. Information was gathered and posted to the website.

A picture submission form was created and posted on the website, ensuring that chapter photos could easily and accurately be emailed and posted on the website.

An email address, [altechpeo@gmail](mailto:altechpeo@gmail.com), was created and is used by the committee to communicate technology requests and information to and from the chapters.

Several emails were sent to the chapter technology chairs through the year asking for updates, including the most recent changes to the chapter contact information of newly installed officers and project chairs. A Zoom Technology Workshop was held on November 6, 2021.

Wendy James, C, Advisor  
Mary Wiley, Y, Webmistress  
Judi Seigfried, M  
Monetta Noland, C  
Pat Tabereaux, S  
Betty Nelson, AM

### **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 2022 Convention of Alabama State Chapter with four amendments, an Editorial Resolution, and an Addendum.

Betty von Herrmann, AA, PSP, Chair  
Lauriel Richards, H  
Rita Doughty, AC



# PROPOSED AMENDMENTS TO THE BYLAWS AND STANDING RULES OF ALABAMA STATE CHAPTER

(Page numbers refer to the 2021 printing/posting of the Bylaws and Standing Rules of Alabama State Chapter)

## PROPOSED AMENDMENTS TO THE BYLAWS OF ALABAMA STATE CHAPTER

### THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

Will be discussed as a group and voted upon as one.

#### 1. Submitted by the Executive Board of the Alabama State Chapter.

(page 2) Amend ARTICLE II, Section 5, by striking out the section and inserting a new section so that if adopted it would read:

*Section 5 – REPORTS. The Executive Board will prepare a report to be distributed to the local chapters in writing, electronically, or through another medium accessible to the local chapter.*

**EXPLANATION:** Would remove from the delegate the responsibility for preparing a report and reporting to the chapters she represented at Convention of International Chapter; and would specify the executive board prepares a report and distributes to the local chapter.

**RATIONALE:** In person reports of Convention of International Chapter are no longer required.

#### 1.A. CONFORMING AMENDMENT

(page 6) Amend ARTICLE V, Section 6, by striking out paragraph 2.

**EXPLANATION:** Would remove reimbursement of traveling expenses for delegates making reports.

\*\*\*\*\*

#### 2. Submitted by the Executive Board of the Alabama State Chapter.

(page 5) Amend ARTICLE V, Section 5, subsection A, by striking out the subsection and inserting a new subsection so that if adopted it would read:

*A. The state chapter shall pay the expenses of convention from the State Convention Fund in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies.*

- 1. An annual allocation shall be made to the hostess chapters' convention account to assist with expenses incurred for the ensuing convention.
  - i. Any surplus in the 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.**

**EXPLANATION:** Would remove the listing of specific expenses paid from the State Convention Fund from the bylaws, and would direct the state chapter to pay expenses of convention in accordance with state duties, guidelines and policies.

**RATIONALE:** The specific listing of expenses of state convention that are paid from the State Convention Fund are described in the State of Alabama Executive Board Duties, Guidelines and Policies and do not need to be duplicated in the state bylaws.

### **3. Submitted by the Executive Board of the Alabama State Chapter.**

(page 6) Amend ARTICLE V, Section 6, by striking out paragraph 1 and inserting a new paragraph 1 so that if adopted it would read:

*The state chapter will pay incidental expenses incurred by entitled PSPs, delegates, and state officers attending CIC as delegates. Reimbursements shall be made in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies and will be made upon submission of receipts or other documentation within six weeks of attending Convention of International Chapter.*

**EXPLANATION:** Would remove from the bylaws the instruction to pay up to a seventy-five dollar (\$75.00) reimbursement for incidental expenses for PSPs, delegates, and state officers attending CIC as delegates, and would stipulate that reimbursements for incidental expenses be paid in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies.

**RATIONALE:** A limit of a specific amount that can be reimbursed for incidental expenses does not need to be in the bylaws as it is described in the State of Alabama Executive Board Duties, Guidelines and Policies.

### **4. Submitted by the Membership Committee of Alabama State Chapter.**

(page 7) Amend ARTICLE VI, section 6, paragraph 1 by, striking out paragraph 1 and inserting a new paragraph 1 so that if adopted it would read

*Appointment. The committee on membership shall consist of four members, each of whom shall serve four 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 chair. In case of the appointment of more than one new member the president shall designate the chair, second, third, and fourth and terms of the members. The organizer shall serve as the adviser to the committee.*

**EXPLANATION:** Would increase the members of the Membership Committee from three to four and increase the term of service from three to four years

**RATIONALE:** Provides more support for local membership chairs.

## EDITORIAL RESOLUTION

*Resolved*, That the 2022–2023 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 Alabama State Chapter.

### ADDENDUM

The following changes are to be made in the Bylaws and Standing Rules of Alabama State Chapter in order to conform with the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, as amended at the 2021 Convention of International Chapter. No vote is required.

1. Each s/p/d will replace the word “chairman” or “chairmen” with “chair” or “chairs”.

*All references to the words “chairman” or “chairmen” in the s/p/d bylaws and standing rules will be replaced with the words “chair” or “chairs”.*

2. Each s/p/d shall make provision that a convention may be conducted virtually as determined by the executive board of s/p/d chapter, with the consent of and governed by the rules and policies for electronic meetings adopted by the Executive Board of International Chapter.

(page 1) ARTICLE I, Section 2 – TIME AND PLACE, will now be stated as:

*Section 2 – TIME AND PLACE/FORMAT. 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. If determined by the executive board and approved by the Executive Board of International Chapter, convention may be conducted through the use of internet meeting services.*

3. In the event of a virtual convention of the s/p/d chapter, an anonymous vote conducted through the designated internet meeting service shall fulfill any requirement that a vote be conducted by ballot.

(page 2) ARTICLE III, Section 5. ELECTION OF OFFICERS, will now be stated as:

*Section 5. ELECTION OF OFFICERS. Election of officers shall be by written or electronic 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.*

4. Each s/p/d shall have a member or a woman not a P.E.O. desiring to organize a new chapter secure the consent of the s/p/d organizer.

(page 8) Article VIII, Section 1. ORGANIZATION OF NEW CHAPTERS, bullet 2, will now be stated as:

- *After a request to organize a new chapter has been received and consent given 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.*
5. Each s/p/d shall change the references of local chapter meetings from “regular business meeting” to “regular meeting” and remove references to “regular social meeting” in the s/p/d bylaws and standing rules.

*All references to “regular business meeting” will be replaced with “regular meeting” in the s/p/d bylaws and standing rules.*

## **Alabama State Chapter Finances – 2021-2022**

### **Report of the Finance Committee**

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

The budget for the current P.E.O. year 2021-2022, retroactive to April 1, 2021, has been prepared after careful study and evaluation of the receipts and disbursements for the past year and the expected receipts and expenses for the coming year and is submitted to the convention for adoption.

The committee recommends, if needed, the deficit projected in the 2022-2023 budget be covered by funds in the Business Prime Account. The committee also recommend a transfer of funds from the Business Prime Account to the State Convention Fund of \$ 20,000.00, a transfer of funds from the Business Prime Account to the Reserve Fund in the amount of \$ 9,691.21, the actual surplus for the 2021-2022 P.E.O. year is also recommended.

The committee understands that as we make efforts to grow the Sisterhood in knowledge and in numbers of new sisters, we will continue to be challenged with rising costs and the job of controlling expenses. We appreciate the continuing efforts of the Alabama State Board in keeping expenditures in all areas of expense as low as possible.

Karen Sargent, Chapter AL, Chair

Carol Williams, Chapter L

Janice Alcorn, Chapter AN, PSP

## **Alabama Historian State Report 2021**

**By: Sarah K. Walker**

Throughout history, we as women have always reached further than the stars to seek growth in Faith, Love, Purity, Justice, and Truth. We as P.E.O.s exemplify these feats daily and this past year is no different. Even though it is hard to imagine the world has endured another year of Covid, P.E.O. women have continued to embrace challenges with spirit, grace, and determination. Our sisters certainly took to heart our Alabama State President, Denise's, star goals of Leadership, Membership, and Community to Be P.E.O!

Leadership was exuded in abundance within each Alabama chapter. Sisters throughout the state approached staying in contact, holding each other accountable, and providing support to all with the utmost care and thoughtfulness. Monthly newsletters were welcomed, and social media pages were created to keep in touch and to share memories. Phone trees were enacted, and buddy systems were put into place to make sure no sister was alone. To get better acquainted with the importance of P.E.O.'s duties and foundations one chapter established 'Shadowing an Officer.' Another had one minute philanthropy reports at each meeting. Scholarship workforces were created, some chapters had their members serve on multiple committees, while others enjoyed sharing the responsibilities of committee chairs between two sisters.

Membership was a priority for our chapters. Alabama sisters stepped up in welcoming 42 new members and ten out-of-state transfers into P.E.O. Special care was taken in reaching out to those who had gone inactive or weren't able to attend meetings over the last few years. Meals, cards, and letters were sent to those sisters who couldn't attend meetings. Some chapters took advantage of appreciating time with one another by creating 'Getting to Know Your Sister' experiences through writing letters, sending emails, and enjoying one-on-one coffees and lunches.

Our chapters were busy celebrating the growth of P.E.O. in Alabama throughout 2021. Notable milestones included one chapter celebrating their 80<sup>th</sup> birthday, another turned 70, one celebrated their 50<sup>th</sup>, and another turned 40. Some of our younger chapters celebrated their 38<sup>th</sup>, 30<sup>th</sup>, and 20<sup>th</sup> birthdays. A few of our sisters enjoyed their 25<sup>th</sup>, 35<sup>th</sup>, 40<sup>th</sup>, 50<sup>th</sup>, 55<sup>th</sup>, 60<sup>th</sup>, 65<sup>th</sup>, and 70<sup>th</sup> years as P.E.O.s!

While commemorating our success as P.E.O.s is a gift we all cherish, we unfortunately also had to say goodbye to too many sisters and BILs this past year. We sadly had 49 sisters and one Past State President enter Chapter Eternal and we also lost 16 BILs.

Throughout the challenging times of Covid, Membership and Community overlapped. Chapters took advantage of outdoor socials, some created monthly game and book clubs, and others enjoyed events planned by their BILs. Thankfully, many chapters were able to come together during a few holidays in person and virtually, celebrating in true sisterhood style. One chapter enjoyed Oktoberfest together, some chapters shared meals during November, and some participated in December auctions to raise money for our philanthropies.

The comradery between our sisters reached far beyond the holidays and into our communities. Sisters had clothing drives for women reentering the workforce and some made donations to baby-mother

drives. Feminine products were provided to women in need and menstrual equality and education for high school girls were made top priorities of a few chapters. Others stocked food banks within their cities, volunteered to provide for the homeless communities, and hosted clothing charity sales. Some sent care packages to girls at Cottey College and to deployed military men and women.

Our P.E.O. foundations and scholarships were well funded with an abundance of hard work and diligence. All 40 of our Alabama chapters were able to give to all our International Philanthropies; Cottey, ELF, IPS, PCE, Scholar, and Star. Charitable donations were plentiful for Ways and Means and local Chapter Foundations. P.E.O. promotional items were sold throughout the state, some chapters hosted yard sales, silent auctions, and various food fundraisers. One chapter in their determination to fund our organization's philanthropies had over twenty fundraising opportunities. Some sisters gave monetarily, and one chapter set a goal of donating 10% more this year. Alabama P.E.O.s exemplary ability to provide for others truly radiated throughout the state.

To remain steadfast some Reciprocity committees did their best to hold Founders' Day parties. Sisters took on the role of President via Zoom, passing the gavel virtually. We thankfully were able to have last year's International and State Conventions; and even though they were via Zoom all welcomed the opportunity to participate.

Throughout 2021 we have had our challenges, but one thing was clear when reading all the beautiful President's letters, our Alabama P.E.O. chapters are strong. We are women who help women reach for the stars through celebrations, education, and motivation. A few last words I would like to share were expressed in the President's letters that I believe speak volumes as to what type of women we are: thankful, adaptable, flexible, accomplished, tenacious, positive, joyful, motivated, enthusiastic, connected, devoted, unshakeable, and resolute.

## CERTIFICATION OF MINUTES AND APPROVAL OF PROCEEDINGS

I, Cecelia Bailey, secretary of Alabama Chapter of the P.E.O. Sisterhood, do hereby certify that the foregoing record is a correct copy of Proceedings of Alabama State Chapter assembled in Prattville, Alabama, April 29-30, 2022.

Witness my hand and seal of Alabama State Chapter, P.E.O. Sisterhood at Prattville, this day of 30<sup>th</sup> day of April, 2022.



Cecelia Bailey  
Cecelia Bailey, Secretary  
Alabama State Chapter, P.E.O. Sisterhood

Denise Williams  
Denise Williams, President  
Alabama State Chapter, P.E.O. Sisterhood

The minutes of convention were read and approved by the Committee to Approve Minutes on April 30, 2022.

Marilyn Mancini, AC, PSP  
Sheila Morgan, AG, PSP  
Grace Anderson, AN, PSP

# Poems and Quotes from the Celebration of Life

## IMMORTALITY

CLARE HARNER

Do not stand by my grave and weep.  
I am not there, I do not sleep—

I am the thousand winds that blow  
I am the diamond glints on snow

I am the sunlight on ripened grain,  
I am the gentle, autumn rain.

As you awake with morning's hush,  
I am the swift, up-flinging rush

Of quiet birds in circling flight,  
I am the day transcending night.

Do not stand at my grave, and cry—  
I am not there,  
I did not die.

## FOREVER IN MY HEART

Author Unknown

For all to me you were in life  
And all the joy you brought,  
Your memory is with me  
In every single thought.

The pain I felt at losing you  
Will never go away.

But knowing that you're in my heart  
Helps me through each day.

When you were here I always felt  
That nothing could go wrong.  
You're still my inspiration,  
Your memory keeps me strong.

And though my heart is heavy  
It's always full of love,  
And that's enough to comfort me  
While you're in heaven above.

## FEEL NO GUILT IN

### LAUGHTER

IRISH POEM – ADAPTATION

Feel no guilt in laughter,  
She'd know how much you care.

Feel no sorrow in a smile  
That she's not there to share.

You cannot grieve forever;  
She would not want you to.

She'd hope that you would carry on  
The way you always do.

So, talk about the good times  
And the way you showed you cared,  
The days you spent together,  
All the happiness you shared.

Let memories surround you,  
A word someone may say  
Will suddenly recapture  
A time, an hour, a day,

That brings her back as clearly  
As though she were still here,  
And fill you with the feeling  
That she is always near.

For if you keep those moments,  
You will never be apart  
And she will live forever  
Locked safe within your heart.

## EMILY DICKINSON

I would like more sisters, that the taking  
out of one, might not leave such stillness.

## POEM # 809

EMILY DICKINSON

Unable are the Loved to die  
For Love is Immortality,  
Nay, it is Deity—

Unable they that love—to die  
For Love reforms V'itality  
Into Divinity.

# ALABAMA STATE CHAPTER P.E.O. SISTERHOOD

63<sup>RD</sup>

ANNUAL STATE CONVENTION 2022



# Celebration of Life ...a time of remembrance

April 29, 2022

Montgomery Marriott Prattville Hotel and Conference Center

at

Capitol Hill

2500 Legends Circle

Prattville, AL 36066-7737

ENTER WITH REVERENCE AND CELLPHONES SILENCED.



**Presiding**

Linda Wilkins Kottmeyer, AM, PSP

**Pianist**

Gayle Glenn, P

**Song Leader**

Nancy Sites Sizemore, AG, PSP

**Chapter Eternal Memorial Roll Presenters**

Linda Wilkins Kottmeyer, AM, PSP

Nancy Sites Sizemore, AG, PSP

**Part 1**



**Part 2**



**Part 3**



**Duet**

Nancy Sites Sizemore, AG, PSP

Linda Wilkins Kottmeyer, AM, PSP

**Ushers**

Amy White, O and Alline Russell, O



# *Celebration of Life*

*...a time of remembrance*

Prelude.....Medley

Celebration Begins ..... 10:00 a.m.

Welcome.....

Opening Thoughts and Prayer.....

\*Please stand as you are able.

\*Responsive Reading.....

LEADER: We give thanks that we P.E.O.s are sisters in heart  
and spirit.

**RESPONSE:** We give thanks for the star and its message.

LEADER: We give thanks that our P.E.O. principles of purity,  
justice, faith, truth and love abide forever.

**RESPONSE:** We give thanks that through our forever  
abiding love, our P.E.O. sisters never die.

Poem .....IMMORTALITY ..... Clare Harner

Poem ..... # 809 ..... Emily Dickinson

# Chapter Eternal Memorial Roll

## Part 1



### Past State President



Carol Timkovich, R, PSP  
2002-2003

#### Chapter B, Birmingham



Roene  
Cammack



Jane  
Carmichael



Florence  
Cole



Helen  
Faught



Gay  
Fowler



Joyce  
Page

#### Chapter C, Mobile



Gwen  
Carey



Virginia  
Hicks



Mary Jane  
Jackson



Marge  
Wehner

#### Chapter D, Birmingham



Betty  
Bagby



Peggy  
Holmes



Peggy  
White

#### Chapter G, Montgomery



Judy  
Paterson

#### Chapter I, Tuscaloosa



Katherine  
Ransone

Poem ..... FOREVER IN MY HEART ..... Author Unknown

## Chapter Eternal Memorial Roll

### Part 2



#### Chapter J, Huntsville



Martha Sue  
Hutchens



Caroline  
Fleenor



Ann  
Jones



Vivian  
Tozer



Mary Beth  
Walker

#### Chapter O, Montgomery



Ruth  
Melton



Margie  
Moody



Mattie  
Sherman



Nancy  
Woodman



Mildred  
Day



Doris  
Dunn

#### Chapter P, Birmingham

#### Chapter R, Tuscaloosa



Leslie  
Faucett



Gerry  
Green



Jane  
Griffin

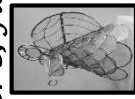


Marly  
Thomas

#### Chapter U, Decatur



Carolyn  
Preston



Rachel  
King



Beverly  
Ashmore



Norma  
Voss

Poem ..... FEEL NO GUILT IN LAUGHTER.....Anonymous

## Chapter Eternal Memorial Roll

### Part 3



#### *Chapter W, Dothan*



Cheryl  
Browning



Nova  
Harvey



Myra Sue  
Tingdale

#### *Chapter X, Auburn*



Betty  
Gruver



Jane  
Moore

#### *Chapter AB, Daphne*



Mary  
Altherr



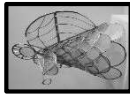
Harriet  
Brenner



Maggy  
Danley



Margaret  
Jones



Phyl  
Peck



Carol  
Sailor

#### *Chapter AD, Huntsville*



Marty  
Zinn

#### *Chapter AE, Anniston*



Jan  
Ross

#### *Chapter AF, Troy*



Judy Cary

#### *Chapter AG, Foley*



Pat Cassem

Duet..... *Will the Circle Be Unbroken*.....Ada Harbershon  
..... *Verses – Lyrics for P.E.O.* ..... Linda Wilkins Kottmeyer  
..... *Chorus – Original Lyrics*.....Ada Harbershon  
..... *Chorus*..... *Everyone Sing*

**Will the circle be unbroken  
By and by, Lord, by and by  
There's a better home a-waiting  
In the sky, Lord, in the sky.**

*Benediction*.....

*Announcements* .....

*Lunch Blessing*.....*P.E.O. Blessing* .....*Everyone Sing*

**\*Please stand as you are able.**

**We thank Thee, Lord, in Heaven above,  
For food and health and all Thy love.  
Grant that our Sisterhood may grow,  
Look down and bless our P.E.O.**

**Amen**

*Postlude* ..... *Will the Circle Be Unbroken*.....Ada Harbershon

## **2022 SILVER SISTERS**

### **25 Years**

Nancy Conner, A  
Melinda Phillips, A  
Shirley Rose Glisson, A  
Olivet Willis, B  
Sharon Averyt, B  
April Mac Donald, E  
Betty T. Northen, F  
Paulette Pickett, G  
Charlotte T. Lyssy, H  
Virginia G. Ori, H  
Lauriel Richards, H

Martha Hocutt, I  
Carol Wisman Merritt, J  
Kathleen M. Godwin, K  
Charlotte Gattozzi, R  
Doris P. Underwood, Y  
Kathleen H. Peters, AB  
Lindsey Sullivan, AG  
Pat Jackson, AG  
Ann Cooper Poe, AG  
Betty T. Drake, AJ  
Laura Hitchcock, AL

## **2022 GOLDEN GIRLS**

### **50 YEARS**

Ann Dudelston, B  
Linda C Butler, D  
Joan P. Mitchell, I  
Janet P. Lee, I  
Marcia B. Planchon, N  
Barbara Couto Warriner, R  
Mary H. Donald, Y  
Alta S. Daugherty, AK  
Linda Wilkins Kottmeyer, AM

### **55 YEARS**

Dorothy J. Parker, A  
Gloe Ann Herbert Dyne, A  
Carol T. Keyser Burnside, O  
Catherine Mason, T  
Jan T. Tennant, T  
Evelyn Simon, AB

### **60 YEARS**

Karla Gniadek, M

### **65 YEARS**

Juanita Collinsworth, F  
Sharon Burchett Pothuisje, F

### **70 YEARS**

Joy Neill Groenke, M  
Susanne S. Nasir, N

## **2022 MILESTONE BIRTHDAY CHAPTERS**

### **20 YEARS**

Chapter AE, Anniston

### **30 YEARS**

Chapter Z, Madison

### **40 YEARS**

Chapter V, Ozark

### **50 YEARS**

Chapter O, Montgomery

### **80 YEARS**

Chapter B, Birmingham

# Devotion

Paige McCormick, Nominee to the State Board

State Convention Devotional based on Psalm 46:10a: "Be still and know that I am God."

Psalm 46 begins with the vista of awe inspiring natural forces creating tectonic upheaval as mountains of earth crash into the sea and in response, the sea surges into the sides of mountains, setting off earthquakes. Before we can catch our breaths, a new image is presented: that of a calm river flowing peacefully over holy ground.

Then, as we attempt to take in these contrasting views, the text circles back to a description of human-made catastrophe, the desolation engendered by war. Next we are presented contrasting images of the Holy One who burns, breaks, and shatters the means of war.

In these two breathtaking, somewhat terrifying examples of natural and human forces, we are comforted to see these destructive forces wholly subdued. As the psalm concludes, we are assured that our God is supreme over all forces, and THAT God? THAT God is on our side.

Over the past two years the forces of social disruption caused by the pandemic have impacted P.E.O. I became president of Chapter AC, Tuscaloosa, at the March 2020 business meeting. I left that meeting confident and excited at the opportunity to lead our chapter for the next two years. Well! Life surprises us. Not soon afterwards, we heard the news from International regarding the new pandemic protocols.

But you know what? On that day, when ALL sisters, from Vermont, to South Carolina, to Florida, to Texas, to Montana, to Idaho, to California, to Manitoba, to British Columbia, all the way to Alabama received the news of radical change at the same time, felt the same shock, felt the same disorientation, I knew we didn't need to panic. I KNEW that my sisters from International, to State, to my incredible Chapter AC, were united in this challenge. I wasn't alone. From the top of our organisation to the local chapter, SISTERS GOT BUSY! Given an incredibly fluid situation, we floundered and flopped, we stumbled yet strove, we lamented yet laughed, we pondered and we prayed, we yearned and we learned. It's all been rather exhausting, hasn't it?

Yet here we are. Sisters, look around you. We are gathered together once more to encourage and enjoy each other as sisters, as we celebrate another year of P.E.O. Take a moment right now to acknowledge the sister on each side of you. Tell them you are happy they are here. Let their presence be a source of renewal after a too-long absence.

P.E.O. sisters, let us unite in identity and purpose and be at peace that God is with us. As the psalm exhorts: BE STILL. KNOW that I am God.

## 2022 Philanthropy Speakers



### **Alabama Cottey College Scholarship Recipient Kuiper Naeffe**

Kuiper Naeffe is a senior at James Clemens high school. She played saxophone in marching and concert band, she's currently playing AYSO soccer and has a part time job at Panera Bread, and she has participated in several community projects and a mission trip with Messiah Lutheran Church. She's an avid video game player and received a scholarship to play ESports at Cottey this coming year. She is also the recipient of the Alabama Cottey Scholarship Fund, the Judy Strada Foundation Fund and the Sally Kingsley Foundation Fund. She learned about Cottey through her mom, Julia Naeffe, Chapter AD in Huntsville and her Grandma Judy Begley, Chapter AX, Atwood, KS.



### **P.E.O. Educational Loan Fund (ELF) Recipient Morgan Vardaman**

Having grown up in the small town of Troy, Alabama, Morgan has always had dreams that are much bigger than herself. She has always had a passion for serving people in any capacity. Being the oldest of two children, Morgan learned how to lead from a young age. The importance in education was instilled in her, by her parents Doctors Lee and Shellye Vardaman, for as long as she can remember. Morgan graduated high school in May 2016 and began classes at Troy University only a few weeks later. It was during her collegiate career that she decided to join her mother and numerous other amazing, Godly women in Chapter AF of PEO. Upon completing her Bachelor of Science in English Language Arts Education and receiving her teaching certification, Morgan began her graduate school studies at Cumberland School of Law in Birmingham. Having recently completed her second year of law school, Morgan is only one year away from living out her dreams of advocating for women, minorities, and those with disabilities.



### **P.E.O. International Peace Scholarship (IPS) Recipient Warunyaporn "Nat" Sumrittikul**

Warunyaporn Sumrittikul, who goes by the nickname, Nat, is a student in the Master of Counseling Psychology program with a concentration in Marriage and Family Therapy at the University of Mobile. She will complete her program in December 2023. Nat says she chose this program because she is interested in how our family relationship influences who we are and the relationships we are in. Nat, an only child, is from Bangkok, Thailand. Her parents divorced when she was 10 and she was raised by her mother. She says, "I've witnessed how empowering women can be from my mother. She's a superwoman and my role model. With this background, I'm more than grateful to receive this scholarship from P.E.O., an organization [in] which women empower women, [that] supports and encourages women to reach the highest education we can achieve."



**P.E.O. Program for Continuing Education (PCE) Recipient  
Meecca Tripp**

Meecca has been dreaming of obtaining a college degree since she was five years old, when she first came across the word "college" in a dictionary. Meecca has been working full-time while pursuing her college degree and raising her now 15 year old son and her 12 year old daughter. Meecca's Career goal, once she completes her Bachelor Degree in Social Work, is to open a non-profit Equity and Advocacy Center to provide medical, educational, nutritional, financial, transportation, legal, and social work services in her community.



**P.E.O. Scholar Awards (PSA) Recipient  
Emily Morrow**

Emily Morrow, M.S., CCC-SLP is a speech-language pathologist and Ph.D. Candidate on the Brain Injury Patient Registry at Vanderbilt University Medical Center. Her clinical and research interests lie in refining prediction of long-term outcomes after traumatic brain injury and improving interventions to mitigate chronic disability over the lifespan. She also conducts outreach work to share information about traumatic brain injury with the public and to increase awareness of brain injury in those who work with survivors of intimate partner violence.



**P.E.O. STAR Scholarship Recipient  
Mia Teare**

Mia is a 2021-2022 STAR recipient sponsored by Chapter Z, Madison. She is a born leader and accomplished soccer player but her greatest and warmest attribute is that of a young woman who loves sharing her faith and helping those around her. Mia grew up in Madison, Alabama and graduated in 2021 from St John Paul II Catholic High School. While there, aside from the daily soccer practices which lead her to Ava Maria University in Naples, Florida, she participated in many leadership positions. She consistently sought out and/or was nominated for leadership roles where she mentored younger students, making sure that they felt a part of the John Paul II family; she ran school leadership council meetings which upheld the school systems goals of Christian unity, student leadership and community building; Mia also was part of a Retreat Team at John Paul II that encouraged faith in student life, encouraged faith in students, and willingly shared personal faith experiences with younger students. Many of the team and council leadership positions were inaugural for John Paul II and administrators hand-picked leaders for these roles. Mia's heart always led as she honored the request to participate. She cannot be with us today but sends this video to share how her first year of college has been. She hopes to graduate in early 2024 with a Health Science and Mathematics Double Major with a Minor in Business.

# 2022 PEO Alabama State Conference

## BIL Speech: John D. Williams

### 4/29/2022

Good evening all. I am John Williams, the husband and BIL, of your State President Denise Williams. I wanted to thank you all for planning, organizing, and attending this wonderful event. PEO means a great deal to our family. It was the PEO sisterhood that welcomed us to Decatur more than a dozen years ago. PEO sisters invited us into their circle and their homes. Without PEO we may never have transitioned to become Alabamians.

After years of meetings, events, parties, and great fun, Denise was asked to be President of Chapter U. She dove into the job, organizing and planning fun for all, while simultaneously raising funds for the education of young women. I cannot recall a single day in the past 10 years that there were not half a dozen calls or text regarding some PEO service or event. We BILs made floats for PEO parties at the local Mardi Gras Parades. The annual Bunco night raises scholarship funds while providing a ladies only evening for great fun! And the food at socials is so delicious, that I refuse to miss a single party!

So after 2 terms as local chapter president, someone thought Denise would make a good state officer. For those of you that know Denise, she didn't think twice. Service for her is not about politics, or glory, it's about the pleasure derived from helping others and the attention needed to do things right. She came home excited about her nomination. She wondered how she would ever live up to the task. Well hon, you have.

I recall having to lift four boxes of paperwork out of the car when she returned from her first board meeting as State Secretary. My first thought, was OH MY GOD! What has she gotten herself into! But there she was, eager and ready for her new role. I simply shrugged my head, lost my dining room table, and office for the next 12 months. When it became time to take over as treasurer, she dove into books. Linda was an excellent mentor, and showed her all of the fine details required. Within weeks, I had lost another room in our house, but Denise was happy and loving the job.

I had just about gotten the hang of PEO when the Organizer year hit. Our Daughter was graduating from high school, Denise's father had recently broken his back, Denise was neck deep in scouting, and I had just been promoted. I believe we saw each other 1 day a week that year. I would fly back on Thursday and she had often driven down to some PEO event day. If it had not been for the warm receptions, comradery, and loving friendships of PEO sisters all over Alabama, we might not have made it through 2019/2020.

Then COVID hit. Everything went online and all travel was canceled. In person events became a thing of the past and we all tucked away in our homes. Denise wasn't having it. She helped organize a zoom meeting program, taught chapters around the state how to use it, and help start PEO meetings daily for over a year. Many of you probably got to know Denise through those meetings. She would be first to log in, set the president up, laugh with everyone for a minute or two, and then pass the baton before starting the next meeting. While all of this was going on, she was helping to plan an online State conference, attending in person State Board meetings (when possible), juggling chapter issues with COVID, and learning how to work more closely with the International Board.

This year, everything began returning to normal. The State Board implemented changes to improve financial and reporting options. The number of online meetings dropped as people began returning to in person events, and we are now able to shake hands again. I hope you are all having as much fun with



your chapters as we are! Watching her life as President has been like being at the eye of a hurricane. She is constantly addressing one thing after another. Dozens of activities occur at once, and she simply takes them in, solves them one at a time, and moves onto the next. Now, I run my own research team at work. So I understand leadership, budgeting, small business interactions, collaborations, and large business processes. Denise leaves me in the dust. She stays calm and marches on. No task was too great, no challenge too daunting. We have had the occasional tear, but she loves this sisterhood and thinks of nothing more than seeing it succeed.

Tomorrow, all of this comes to an abrupt end. She will retire from her full time job and become a normal citizen once again. I for one, look forward to getting my house back (/smile). But I also know that Denise will stay active, participate whenever asked. PEO and service within it has defined her for years and will for many to come. But, we now have time to host parties! I for one look forward to roast suckling pigs with shrimp remoulade, crawfish boils, and nights by the pool! Get ready Chapter U and guest! The party is at our house!

To the Sisters of PEO, I salute and thank you for this wonderful experience. To the current and past members of the State Board, thank you for being there all this time. To the PSPs, you ladies are amazing, to have done all of this. To the local chapters. You are diverse, and wonderful. Keep being there for each other and your neighboring PEO sisters! And finally to those of you thinking of service on a State Committee or Board, please do! It's a grand adventure, and one that you will remember fondly for the rest of your life! I guarantee that you will meet many wonderful and diverse people who will impact your life for the better. I know we have!

## **CLOSING REMARKS BY THE OUTGOING PRESIDENT**

Being on the board has been an amazing journey which makes leaving the board such a bittersweet moment. It has been a marvelous five years. I can't even believe it has been five years. It feels like i just got on the board but rest assured, I am leaving it in very capable hands.

I highly encourage everyone to serve on a state committee and apply to serve on the state board. It truly opens up a whole new side of P.E.O. that is very rewarding.

I have been asked many times this year if bees are my favorite animal. Well to be honest, I am very, very allergic to them. But they are very interesting creatures that have a lot of traits that P.E.O.s have. And after this year, I do have to say that yes, they have become my favorite.

Did you know that the bees and their honey have many health benefits? I would say being a P.E.O. also has health benefits. We make each other smile and laugh which is one of the best medicines there is.

Both bees and P.E.O.s are very hard workers and can overcome any obstacle we face as a cohesive group. After all, all worker bees are women. We get things accomplished!

Bees have personalities. Who knew? But some of the best personalities i have met have been from P.E.O.s. P.E.O.s are kind, thoughtful, incredible women that make me very glad i joined this sisterhood.

Bees can even solve some pretty complex math problems. I have to say a special shout out to some amazing P.E.O.s who are great at math. Betty von Herrmann is a retired math teacher who helped me figure out over zoom how to do my son's math homework when we first went virtual. Susan Richardson and Katie Bassett are amazing at math in excel spreadsheets. Thank you for all your help.

I would also like to send some special love to the person who introduced me to my great chapter. In 2008, my family moved to Alabama not knowing anyone. I quickly met some neighbors and came across this wonderful lady. Cynthia called me one day and said that her best friend was moving out of town and she needed a new best friend and decided I was going to be that person. I agreed to be her friend and figure we would go out to lunch every now and again. But she called me every day to touch base with me and in no time flat, we were best friends. Looking back, I think she was so courageous to put herself out there to ask someone to be her new best friend. I cherished that friendship and was very sad she moved away. However, she introduced me to the ladies of chapter u.

Chapter u has been so supportive and wonderful to me since the first day I met them. It is truly a gift to be welcomed and treated as part of a family. And to know that if and when I need anything, I have my chapter sisters to depend on. Thank you Chapter U and I want you to know you mean the world to me. So much so, that I have entrusted to our chapter my best friend heather and my daughter who has been buzzing around all of convention.

To all of the board members that I have been so blessed to be able to serve with, you are all amazing. Your patience, hard- work, love and support are things I will always cherish.

Before I leave you, I want to give a special heartfelt thank you to my family. My husband of 25 years, John, has been amazing even though P.E.O. has overtaken my house. He is truly supportive in everything I do and helps me find the humor when things are out of my control and gone a bit hay wired. To my daughter Kira, you are becoming an amazing adult, and I am very proud you are my daughter and very

proud that you are part of our P.E.O. sisterhood. And to Cooper and Liam, you both bring me such happiness and are growing into fine young men.

It has been an honor and privilege to serve P.E.O. and I look forward to seeing everything we will accomplish in the future. Thank you all!

**P.E.O. Alabama State Chapter**  
**Special Gifts, Honoraria, and Memorials**  
**Total Gifts, Honoraria, and Memorials: \$50,407.50**

**P.E.O. Education Loan Fund: \$1,889.70**

**Given by**  
Chapter T  
Chapter L  
Chapter AI

**In Honor of**  
Sarah Kate Masters Roberts  
Cindy Fry  
Mame Morgenstern

**Given by**  
Krishnan Iyer  
Cindy Fry  
Cindy Fry  
Cindy Fry  
Cindy Fry  
Cindy Fry  
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Cindy Fry  
Susan Pearson, AD

**In Honor of**  
Mary Donald, Credentials  
Becky Jones  
Chapter J sisters  
Chapter AA sisters  
Chapter AK Sisters  
Chapter AH sisters  
Chapter AG sisters  
Marty Zinn

**Given by**  
Chapter M  
Chapter M  
Chapter N  
Chapter W  
Chapter S  
AL State Board  
Chapter P  
Chapter AE  
Chapter E

**In Memory Of**  
Jim Clark  
Claire Doering  
Charles Edward Dodd  
Cheryl Browning  
Carolyn Preston  
Carol Timkovich  
Doris Dunn  
Marjorie (Jan) Ross  
Margaret Moody

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anonymous donor  
Martha Woodworth  
Sylvia Sheffield, AA  
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Grace Anderson  
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**In Memory of**  
Claire Doering  
Claire Doering  
Fred von Herrmann  
Fred von Herrmann  
Carolyn Preston  
Bunny Havlicek  
Carol Timkovich  
Jennifer Leathers  
Peggy Walker

**Cottee College: \$254.70**

**Given by**  
Chapter T  
Chapter Q  
Chapter Q

**In Honor of**  
Marilyn Kaup  
Kay Grubbs  
Peggy Towns

**Given by**

**In Honor of**

**Given by**  
Chapter Y  
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Chapter W  
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**In Memory of**  
Daniel Riley  
Donna Lynn Baker  
Patricia Demke  
Larry Dalrymple

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**In Memory of**

**P.E.O. Program For Continuing Education: \$2,679.70**

**Given by**  
Chapter G (Pat Fran  
Chapter Y  
Chapter Y  
Chapter Y  
Chapter Y  
Chapter G  
Chapter Q  
Chapter Z  
Chapter X  
Chapter X  
Chapter J  
Chapter G  
Chapter X

**In Honor of**  
Linda Kottmeyer  
Denise Snipes  
Kate Chambers  
Elise Hicks  
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Carol Sue Lewis  
Sandra Lowery  
Roseanne Sietins  
Pam Haney  
Reita Clanton  
Kathy Branick  
Gloria Oliver  
Hans van der Reijden

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Judy Blutsworth  
Cindy Fry  
Cindy Fry  
Carol Westbrook,  
Pat Franklin, G  
Mary Wiley

**In Honor of**  
Betty Smith  
Jean Coshow  
Chapter S sisters  
Betty and Amanda von Herrmar  
Linda Kottmeyer  
Sandra Klein

Chapter X	Katie Basden & Sarah Newton
Chapter C	Terry Kearns
Chapter AB	Ruthie Priest
Chapter W	Jane Schneckloth
Chapter V	Stephanie Dickenson

<b><u>Given by</u></b>	<b><u>In Memory of</u></b>
Chapter F	Gerald Vigee
Chapter M	Claire Doering
Chapter AL	Lois Jones
Chapter AK	Brad Ashmore
Chapter Y	Iola Williams
Chapter R	Leslie Faucett
Chapter Z	Jim Watrous
Chapter O	Nancy Woodman
Chapter O	Donald Furnald
Chapter X	Jane B. Moore
Chapter P	Mildred Day
Chapter R	Carol Timkovich
Chapter L	Gerald Wilson
Chapter L	Jorge Ignacio Bedia
Chapter V	Tom Parker
Chapter Z	Annie Louise Nichols
Chapter B	Phillip Day
Chapter B	Joe Bloomer
Chapter B	Helen Faught
Chapter J	Rachel Harwell
Chapter AF	Judy Cary
Chapter F	Ellen Brady
Chapter AM	Clifford Hart
Chapter M	Jason Woodworth
Chapter E	Marion LeMoynes

<b><u>Given by</u></b>
Mary Wiley, AJ
Carol Timkovich , R
Ted and Sylvia Hellums
Virginia Caine
Carol Timkovich , R
Jeff Sorocak
Carol Timkovich , R
Mary Donald, Y
Mary Donald, Y
Mary Donald, Y
Mary Donald, Y
Betty Smith, V
Grace Anderson, AN
Barbara Meyer, H

<b><u>In Memory of</u></b>
Fred von Herrmann
Fred von Herrmann
Jeannie Self
Bonnie Cook Jones
Jennifer Leathers
Sally Sorocak
Diane Bull
Thomas A Harding
Donald Furnald
Fred von Herrmann
Carol Timkovich
Carol Timkovich
Carol Timkovich
Sally Sorocak

#### P.E.O. International Peace Scholarship: \$1,054.70

<b><u>Given by</u></b>	<b><u>In Honor of</u></b>
Chapter G	Pat Tracy
<b><u>Given by</u></b>	<b><u>In Memory of</u></b>
Chapter T	Patricia Gade Conn
Chapter R	Carol Timkovich
Chapter M	Newton Vaughan
Chapter O	Margie Moody
Chapter O	Margie Moody
Chapter O	Margie Moody
Chapter M	Tom Winstead
Chapter E	Margaret Moody

<b><u>Given by</u></b>	<b><u>In Honor of</u></b>
Mary Elizabeth Furnald	Margaret Moody
Sharon Ann Wheelahan	Margie Moody
Karen Sellers	Margie Moody
Joseph & Eleanor Sims	Margie Moody
Nelya McKenzie	Margie Moody
Janet Warren	Margie Moody
Mary Donald	Margie Moody
Susan Alldredge, O	Margie Moody
Marilee Mallory	Margie Moody

#### P.E.O. Scholar Awards: \$1,324.70

<b><u>Given by</u></b>	<b><u>In Honor of</u></b>
Chapter J	Martha Sue Hutchens
Chapter I	Bob Beard
Chapter X	Jane Moore
Chapter M	Vivian Tozier

<b><u>Given by</u></b>	<b><u>In Honor of</u></b>
Cindy Fry	Chapter I sisters
Cindy Fry	Kristin Hope
<b><u>Given by</u></b>	<b><u>In Memory of</u></b>

**P.E.O. STAR Scholarship: \$494.70**

**Given by**  
Chapter T  
Chapter X  
Chapter X  
Chapter Q  
Chapter T  
Chapter AA  
Chapter O

**In Honor of**  
Michelle Spencer  
Steve Murray  
Melinda McClendon  
Laura Brynestad  
Margery Whatley  
Christine Coles  
Ruth Melton

**Given by**  
Cindy Fry  
Betty Smith, V  
Karla Gniadek  
Karla Gniadek  
Karla Gniadek

**In Honor of**  
Chapter L sisters  
Jennifer Mitchell  
Marilyn Mancini  
Pat Franklin  
Nancy McFeters

**Given by**  
Chapter N  
Chapter I  
Chapter E

**In Memory Of**  
Ken Lucas  
Jack Smith  
Joan Colburn

**Given by**

**In Memory Of**

**P.E.O. Foundation: \$42,484.50**

**Given by**  
Chapter G  
Chapter AM  
Chapter T  
Chapter M  
Chapter AL  
Chapter AG  
Chapter T

**In Honor of**  
Linda Kottmeyer  
Tomya Moore  
Shirley Paramore  
Karla Gniadek  
Cindy Fry  
Maria Burdett

**Given by**  
Nancy Sites Sizemore  
Jolene James  
Jolene James  
Janice Alcorn  
Cindy Fry  
Cindy Fry  
Cindy Fry  
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Renaissance Charitable (Reb.  
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Susan Santoli  
Marcia Auttersen  
Karen Sargent, AL  
Karen Sargent, AL  
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Dani Halverson, E  
Louise Partridge Appligate  
Carol Westbrook  
Carol Westbrook  
Eddie McDaniel  
Patty Piro, AL  
Patty Piro, AL  
Patty Piro, AL  
Patty Piro, AL  
Patty Piro, AL  
Patty Piro, AL  
Patty Piro, AL  
Cindy Fry, AD  
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Ann Kauchek  
Mary Wiley  
Gayle Haskins  
Susan Rayfield  
Rebecca Reardon  
Paula Verdu  
Paula Verdu  
Samuel Strada  
Elizabeth Hall

**In Honor of**  
Linda Kottmeyer  
Cel Bailey  
Eleanor Gourley  
Linda Kottmeyer  
Patty Piro  
Chapter Z sisters  
Chapter AM sisters  
Linda Kottmeyer  
Cel Bailey  
Cel Bailey  
Cel Bailey  
Cel Bailey  
Linda Kottmeyer  
Linda Kottmeyer  
Patty Piro  
Marti Donovan  
Carole McIntyre & Jo Ann Braz  
Brenda Atchison  
Nancy Applegate Gauldin  
Carole McIntyre  
Jo Ann Brazelton  
Joel Philhours  
Chapter AL sisters  
Alabama Past State Presidents  
Karen Sargent  
Carol Williams  
Cindy Fry  
Cel Bailey  
Elizabeth Mary "Lisa" Comptor  
Chapter AL sisters  
Pat Giddens  
Linda Wilkins Kottmeyer  
Chapter AM/AL Sisters

Birmingham Duplicate Bridge Club  
 Mary Compton  
 Ann Mitchell  
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 Carol Paramore, AK  
 Lee Ann Thompson, AA  
 Bonnie Embry, AK  
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**Given by**

Chapter B  
 Chapter AA  
 Chapter D  
 Chapter AG  
 Chapter AG  
 Chapter AK  
 Chapter B  
 Chapter N  
 Chapter U  
 Chapter D  
 Chapter G  
 Chapter AL  
 Chapter G  
 Chapter D  
 Chapter D  
 Chapter D  
 Chapter AD  
 Chapter B  
 Chapter G  
 Chapter B

**In Memory of**

Roene Cammack  
 Fred Von Herrmann  
 Barbara West Erwin  
 Pat Cassem  
 Sam Collins  
 Terry Ogle  
 Roene Cammack  
 David Lowry  
 Norma Voss  
 Betty Louise Bagby  
 Mark Lewis Grable, Jr  
 Myrtle Ann Hulsizer  
 Richard Doucet  
 Peggy White  
 Peggy Holmes  
 Charles E. Boatwright  
 Marty Zinn  
 Florence Cole  
 Judy Paterson  
 Gay Fowler  
 Roene Cammack, Florence Cole, Helen  
 Faught, Gay Fowler  
 David Kleeschulte  
 Clint Butler  
 Margaret Ruth Brown and Janet B. Lane  
 Charles R. Monk

Chapter B  
 Chapter D  
 Chapter D

Chapter AG  
 Chapter AD

**Given by**

Nancy Sites Sizemore  
 Nancy Sites Sizemore  
 Nancy Sites Sizemore  
 Janice Alcorn  
 John Cammack  
 Bobbie Gay  
 Cindy Fry  
 Nancy Sites Sizemore  
 Nancy Sites Sizemore  
 Nancy Sites Sizemore  
 David Sallo  
 Mildred B. Sallo  
 Larry and Margaret Wogahn  
 Ann D. Nida  
 Joyce Page  
 Ruth Cook  
 Peggy Sington  
 Bonnie Embry  
 Peggy Sington  
 Susan Santoli  
 Susan Santoli  
 Dan Love  
 Peggy Sington

Penelope Witthauer  
 Georgia Raby, AK  
 Carol Paramore, AK  
 Martha Hastings, AA  
 Elizabeth Davis, D  
 Charles & Martha Overstreet  
 Sheila Morgan, AG  
 Siblings of Elizabeth G. Rob  
 Susan Santoli,  
 Joyce Page, B  
 Joyce Page, B  
 Cecelia Bailey, D  
 Nancy Fridlin, AK  
 Suzy & Joel Philhours  
 Susan Santoli, H  
 Cindy Fry, AD  
 Rebecca Monk-Sims, AD  
 Nancy Supko, AD  
 Patricia Franklin, G  
 Elizabeth Davis  
 Carol Westbrook, D  
 Carol Westbrook, D  
 Patty Piro  
 Patty Piro  
 Patty Piro  
 Patty Piro  
 Cel Bailey  
 Christy Nickelson, AD  
 Carole Worsham, AD  
 Ann Kauchek, AM  
 John and Cindy Murray

**In Memory of**

Bill Thomas  
 Donna Keehn  
 Sally Sorocak  
 Lisa Sallo  
 Roene Cammack  
 Roene Cammack  
 Lisa Sallo  
 Tish Johnson  
 Lea Knopik  
 Fred von Herrmann  
 Lisa Sallo  
 Lisa Sallo  
 Roene Cammack  
 Roene Cammack  
 Roene Cammack  
 Roene Cammack  
 James Walton, Sr.  
 Chapter AK  
 Claudia Davis  
 Fred von Herrmann  
 Fred von Herrmann  
 Lois Fox Jones  
 Dr. Charles Graffer

Raymond Newton  
 Terry Ogle  
 Fred von Herrmann  
 Betty Bagby  
 Jane Scruggs Jones  
 Pat Cassem  
 Karen Roberts  
 Don Furnal  
 Karyn Lahey  
 Terri Tate  
 Betty Louise Bagby  
 Terry Ogle  
 Terry Ogle  
 Carol Timkovich  
 Elizabeth Mary "Lisa" Comptor  
 Marty Zinn  
 Martha Zinn  
 Dick Doucet  
 Peggy Holmes  
 Peggy Holmes  
 Peggy White  
 Annie Louise Warren Nichols  
 Loren Hulsizer  
 Lorraine Cockle  
 Lorraine Cockle  
 Lisa Sallo  
 Marty Zinn  
 Marty Zinn  
 Barb Reardon  
 B. Armstrong

Joyce Page, B

Virginia Payne

**Alabama Cottey Scholarship Fund**

**Given by**

**In Honor of**

**Given by**

Chapter C

Chapter C

Chapter C

Chapter C

Chapter E

**In Memory of**

Donnie Coleman

Mary Jane Jackson

Gwendolyn Carey

Marjorie Wehner

George Kent



## ACCEPTANCE SPEECH OF THE INCOMING PRESIDENT

I must begin by saying thank you. Thank you to amazing sisters who have held my hand over the last four years and no doubt I will be calling over the next year. These women, guide me, lovingly and patiently and teach me that the virtues that we profess really do exist in P.E.O. If any of you are intimidated by positions in P.E.O. please, let this be a lesson that we are never alone in any position at the chapter level and the state level, and I am sure at the International level. I am proof positive that there is love and support every step of the way. I will need and receive their continued support this coming year!

Thank you to Lisa Sallo, you were a joy to work with and I can't think of anyone kinder to begin my tenure on the board with. Your sweet soul, your patience with me was very much appreciated especially with all of my stupid questions...one after the other...after the other. Janice Alcorn, I hope you know what a blessing you are to me and NOT just for your accounting skills. Linda Kottmeyer, you poignantly dared me and all of us during that remarkable time and YOUR leadership is what got me and our entire state sisterhood through that remarkable year. Denise Williams, you truly know what it means to BEE a supportive, helpful, nonjudgmental sister, because speaking of stupid questions, you get a lot from me. Elaine Bassett, thank you for keeping me calm, I so appreciate your Zen and for being yet another example of a truly kind and patient sister. Cel Bailey, thank you for your never ending enthusiasm and energy directed at me and our beloved P.E.O. And Cindy Fry, you exemplify every day, in every way what it means to really be a P.E.O. through and through, and you are teaching me how to be a better sister.

To the PSPs that I reached out to through the years, Nancy Sites Sizemore, Susan Santoli, Sally Sirocak, and so many more, thank you for answering my phone calls and texts and for your love and support.

To my Chapter C, I wish I had the time to name you all, OK, I will name just one. Sally Czepiel. Thank you, Sally, for being the backbone of our chapter and for encouraging me to be here today. Chapter C sisters from the bottom of my heart, each and every one of you, Thank You. And if you ever want to see what an exemplary chapter looks like, look no further than my chapter C.

And finally, to my BIL, Bill. We all know the luxury of the love and support of our spouses and family so that we can be involved in P.E.O., well my husband has supported me with enthusiasm and always, always, accepts this one answer to most of his questions, like: Who was that you were on the phone with for over an hour? P.E.O. So, where are you going? P.E.O. What's all that stuff all over the office? P.E.O. Can I use the computer this afternoon? (Shake head NO) P.E.O. So, what's for dinner? (Shrug) P.E.O. What on earth is a Doodle Poll? P.E.O. And I know that lots of you can relate to my Bil, like Cel's Bil, who cheerfully answers their phone "P.E.O. Central, how may I help you"! So, a big thank you to my husband Bill for all your support and understanding and exemplifying an extraordinary BIL.

Now, I mentioned our priceless Sally Sirocak. I hope you had the absolute privilege of meeting or knowing Sally. If you met her, you would NEVER forget her. She had a booming voice; she was NOT shy, and she loved her P.E.O. sisters! And Sally had what I call "an outside voice." This next year I want each of you to remember Sally Sirocaks never ending love and commitment to PEO and her outside voice. And here's why and how:

4 years ago, as I left our convention that took place in Mobile, I had just had surgery 2 weeks prior. My dear Chapter C sister, Judy Weaver, made sure that I was looked after. She would not let me pick up a box or carry anything. She hovered lovingly making sure I was taken care of. As the newest member of the board, I received lots of hugs and congratulations from sisters from all over the state. The existing board members made sure that I felt welcomed. When I left the convention hotel, I was on cloud nine! I

was feeling the LOVE, and that purpose and WHY I am a P.E.O. BUT. By the time I walked in the front door of my house, that short drive from the hotel to my house is less than two miles, straight down one street, my P.E.O. switch was turned off by the rude drivers and my discussion with that cranky woman behind the counter in Winn Dixie, so when I walked through my front door I exclaimed to my husband “I wish I could live in a P.E.O. World!” And in his usual calm voice he said, “Well, of course you can.” And since I hate it when he is right, I resisted that thought for the longest time. BUT it kept nagging me. It made me realize that a change of course had to come from ME, and I had to practice leaving my P.E.O. hat on. Our Objects and Aims, require us to “aim at self-control, equipoise and symmetry of character” with all that we associate with. I am now working on remembering that I should be sharing that P.E.O. kindness with everyone, even with that cranky woman behind the counter at the Winn Dixie.

And then the revelation. What if our entire state sisterhood purposefully, intentionally, took our “influence in the community” to a whole new level. What if we began focusing on our communities to really share the good news about P.E.O. and I kept imagining the effect that would have on our membership, and our project recipients, and our entire sisterhood. And the more I thought about that, my husband’s simple words of wisdom finally sank in, “of course we can live in a P.E.O. world”.

Our sisterhood in Alabama is made up of Catholics, Baptists, episcopalians, Methodist, lutherns, etc. We have a lot of different types of worshippers in our sisterhood. And we all get along, are respectful of our religious differences and they never disrupt what we are about and what we do as a P.E.O. We have republicans. We have democrats and we have libertarians. But it doesn’t matter what religion we are or how we vote, much less what we look like or what we think of the latest federal humbug currently in our news, we ALL get along and love each other and work harmoniously together and we make things happen for the better in other women’s lives! For over 152 years this organization has proved that we are one powerful sisterhood! We are each different and come from all walks of life and we get along and we do love each other. AND we set loving examples for each other and all of those around us. Can you imagine the ripple effect of those examples through the years?

This coming year, I would like the 40 chapters of P.E.O. in Alabama to focus on living in a P.E.O. world by setting examples and using your outside voices in our communities. In our Sally Sirocak voices, in our loud and proud voices, let’s share our phenomenal news every chance we get. Let’s set shining examples of what it means to be a P.E.O. Outside of your chapter meetings and not just in your dealings with your sisters, think P.E.O. in how respectful and loving we can be of everyone. Leave your P.E.O. switch on. Your light will shine, and you will be radiating “all light possible”. Now I am not a betting person, but I am betting that the P.E.O. message will be contagious. Your examples of who we are and what we are will gather other like-minded, loving women. It will be our “influence in communities” across our state that will give our sisterhood the light that we need to carry on and grow in order to continue our amazing work. Take our objects and aims outside “to all with whom we associate.” Share the P.E.O. qualities of faith, love, purity, justice, and truth every chance you get, wherever you may be! IMAGINE “A sincere regard for our influence in the community” and the effect it will have not only in our community but in our sisterhood.

So here are my suggestions on how we can get started on living in a P.E.O. world and it’s also our 5 state star goals for next year. Now, I know your thinking! Wow, 5 star goals, that’s a lot! But bare with me, these are fun and engaging and a couple overlap so you can kill several birds with one stone!

State Star Goals:

#1: Each chapter is to attend at least one community event to share the P.E.O. message. Documenting the experience on our state Facebook page, our state website and with our state historian. As a group attend a community walkathon, a community fundraiser, a church festival, any kind of community event where

you can advertise with banners or flags and/or your P.E.O. shirts. I guarantee people will stop and ask, “What is P.E.O.”?! Imagine how many people will have learned about P.E.O. by this time next year if all 40 chapters reach out in their communities.

#2: Share the news with P.E.O. Calling cards! At your community events, or next time you run into someone sees your t-shirt and asks you “What is P.E.O.?”, reach into your pocket or purse and hand out a card with our International website, and if you choose your name and email address. (How many times have we thought...what was the website again that that person was mentioning? Or when you come across a business card that you tucked in your pocket or purse, and thinking Oh yea, I want to know more about this!) Chapters are to plan the printing and distribution for their chapter sisters and document the number that they have handed out. And we will be on the honor system here as we will be asking presidents to track that number as best they can. Sharing the opportunities and the progress on our state Facebook page, and our state website and with our state historian. The card templates are available on the international website or create your own. The pages are passing out packets to each of you to get you and your chapter started. Imagine how many times the P.E.O. message will be shared by this time next year.

#3: Each Chapter is to hold at least one creative informational social, inviting women who exemplify our objects and aims to share the news about P.E.O. Sharing the event on our state Facebook page, on our state website and with our state historian. A Tea party, a bunko party, wine, and cheese, out to lunch bunch, or a good old fashioned morning coffee gathering. Get creative and get together with other women who exhibit our objects and aims. Have brochures available for them to take home, share the story of seven courageous women, and brag about the millions of dollars that we have provided for education. Imagine the women that will say “I would be honored to be part of this!”

And sisters, I keep asking you to share the news on our state Facebook page, the state website and with our state historian because it is important that we share our creative ideas with the rest of the state. We look to each other for guidance and support on a regular basis, don’t we? Well, this is just another form of support for your sisters. Let’s share those wonderful ideas so we can help other chapters grow. Imagine what we will learn from each other.

#4: Grow your chapter by at least two new sisters! Again, I am not a betting person, but I am betting that we welcome new sisters as a direct result from our involvement in our communities and as we shine our P.E.O. light. And remember we must grow P.E.O. with a minimum of two sisters per chapter per year to sustain chapter health. The number of chapters that are aging out in our state is at critical levels. But we can turn that around by each chapter initiating a minimum of two new sisters. Welcome your new sisters on our state Facebook page, the state website and with the state historian. Imagine how healthy our chapters and our state will be this time next year.

#5: Our last goal, is one minute, every meeting, every project, and membership! At every chapter meeting include a one-minute tidbit of news from International and/or the state regarding each project and membership. Being up to date on what’s happening with our sisterhood is vital and keeps sisters involved. There is so much to learn about our sisterhood, and it can be overwhelming. BUT! Not if it’s only a minute of fun, interesting news. No, we are not trying to extend your meetings, so keep your minute report to one minute and Imagine what we will have learned by this time next year!

So, those are our 5 goals for next year. I can’t wait to share with you this time next year the ripple effect of your efforts. Imagine instead of hearing “P.E.O.? I have never heard of it” to hearing “P.E.O.? Oh yes, I know all about P.E.O.”!

Let’s take just a moment and imagine, those seven women and how proud they would be of us today. Those seven women who over 152 years ago had the foresight to believe that through education

possibilities for women would be unlimited. That took a lot of courage! Because that was a time where women were still second-class citizens and didn't have the right to vote much less get respect for their talents and an educated mind. Imagine the courage they had to have to overcome the obstacles of their day. Imagine the ripple effect that that courage has had over the last 152 years. We certainly will have obstacles this coming year so let's remember their courage and let's imagine how proud they would be of the P.E.O. Alabama state sisterhood as we share the remarkable news about our beloved P.E.O. across the beautiful state of Alabama.

In closing, I will leave you with two verses from Matthew, verse 15 and 16, my dear chapter c sister, Julia Willis, found these verses for us to carry with us through the next year:

*Neither do men light a candle, and put it under a bushel, but on a candlestick; and it giveth light unto all that are in the house.*

*Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven.*

# Live in a P.E.O. World



2022 – 2023

## P.E.O. Alabama State Star Goals

#1: Each chapter is to attend at least one community event to share the P.E.O. message, documenting the experience on the state of Alabama Facebook page, our state website and with our state historian.

#2: Each chapter is to print and share P.E.O. calling cards tracking the number that are distributed and sharing those opportunities on the state of Alabama Facebook page, our state website and with our state historian.

#3: Each chapter is to hold at least one creative informational social with women who share our ideals and who are potential sisters. Share the event on the state of Alabama Facebook page, on our state website and with our state historian.

#4: Grow your chapter by at least two new sisters. Share the news of your new sisters on the state of Alabama Facebook page, on our state website and with our state historian.

#5: Grow our chapter sisters knowledge of P.E.O. by sharing a one minute information tidbit on every project and membership at every meeting.



## P.E.O. ALABAMA STATE CHAPTER OFFICERS

### AND STATE COMMITTEES

**2022 – 2023**

STATE OFFICERS				
President	Wendy James, C	1552 Monterey Place	Mobile, AL 36604	251 479 7048 alabamadaisygirls@gmail.com
Vice President	Cindy Fry, AD	22898 Cog Hill Drive	Athens, AL 35613	256 683 3890 cindyfrypeo@gmail.com
Organizer	Elaine Bassett, AF	108 Deerfield Drive	Troy, AL 36081	334 3727329 elaine.bassett.peo@gmail.com
Treasurer	Cel Bailey, D	1124 Forest Brook Drive	Birmingham, AL 35226	205 937 1505 celbaileypeo@yahoo.com
Secretary	Paige McCormick, AC	28 Cherokee Road	Tuscaloosa, AL 35404	205 344 3096 peopaige@gmail.com

**ALABAMA COTTEY COLLEGE SCHOLARSHIP & RECRUITMENT COMMITTEE****CINDY FRY, AD, VICE PRESIDENT, ADVISOR**

Chair	Susan Santoli, H, PSP	6628 Lubarrett Way	Mobile, Al 36695	251 709 1581 coachsps@bellsouth.net
	Judy Weaver, C	6910 Providence Estates Court	Mobile, Al 36695	251 454 9924 jstoneweaver@gmail.com
	Sarah Gilbert, Q	102 Buchanan Court	Athens, Al 35611	256 777 3832 skg2398@me.com

**AMMENDMENTS AND RECOMMENDATIONS COMMITTEE**

Chair	Rita Doughty, AC	2317 44th Ave	Northport, Al 35476	205 799 9134 ritadoughty@earthlink.net
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**FINANCE COMMITTEE**

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<b>MEMBERSHIP COMMITTEE</b> <b>ELAINE BASSETT, AF, ORGANIZER, ADVISOR</b>				
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<b>EDUCATIONAL LOAN FUND (E.L.F.) COMMITTEE</b> <b>CEL BAILEY, D, TREASURER, ADVISOR</b>				
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<b>INTERNATIONAL PEACE SCHOLARSHIP (I.P.S) COMMITTEE</b> <b>PAIGE MCCORMICK, AC, SECRETARY, ADVISOR</b>				
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PROGRAM FOR CONTINUING EDUCATION (P.C.E.) COMMITTEE				
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P.E.O. SCHOLAR AWARDS (P.S.A.) COMMITTEE				
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P.E.O. STAR COMMITTEE				
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	Miriam Morrow, L	217 Lakewood Drive East	Mobile, Al 36608	251 463 1191 miriammorrow@gmail.com
P.E.O. STATE HISTORIAN				
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# **SCHEDULE OF ALABAMA STATE CHAPTER CONVENTIONS**

**2023 Convention**

**64<sup>th</sup> Alabama State Chapter**

**Renaissance Mobile**

**Riverview Plaza Hotel**

**Mobile, AL**

**May 11, 2023-May 13, 2023**

**Hostess Chapters: A, C, E, H**

**65<sup>th</sup> Alabama State Convention, 2024-Hostess Chapters G, K, AE, AG**

**66<sup>th</sup> Alabama State Convention 2025-Hostess Chapters F, I, N, AI**

**67<sup>th</sup> Alabama State Convention 2026-Hostess Chapters J, T, Z, AN**

**68 Alabama State Convention 2027-Hostess Chapters D, R, AJ, AK**

## **76<sup>th</sup> CONVENTION OF INTERNATIONAL CHAPTER**

**Delegate Chapters AL, N, Q, AE, D, AM**



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

## **BYLAWS & STANDING RULES**

*May 1, 2022*

### **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
- Chair of the Amendments and Recommendations Committee
- Chair of the Nominating Committee
- Chair of the Finance Committee
- Chair of the Membership Committee
- Chair of the Alabama Cottey College Scholarship and Recruitment Committee
- Chair of the P.E.O. Educational Loan Fund Committee
- Chair of the P.E.O. International Peace Scholarship Committee
- Chair of the P.E.O. Program for Continuing Education Committee
- Chair of the P.E.O. Scholar Awards Committee
- Chair of the P.E.O. STAR Scholarship Committee
- Historian

Section 2 – TIME AND PLACE/FORMAT. 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. If determined by the executive board and approved by the Executive Board of International Chapter, convention may be conducted through the use of internet meeting services.

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 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. The Executive Board will prepare a report to be distributed to the local chapters in writing, electronically, or through another medium accessible to the local chapter.

### **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 Chair 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 or electronic 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 Chair 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 expenses of convention from the State Convention Fund in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies.

1. An annual allocation shall be made to the hostess chapters' convention account to assist with expenses incurred for the ensuing convention.

i. Any surplus in the 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 pay incidental expenses incurred by entitled PSPs, delegates, and state officers attending CIC as delegates. Reimbursements shall be made in accordance with the State of Alabama Executive Board Duties, Guidelines and Policies and will be made upon submission of receipts or other documentation within six weeks of attending Convention of International 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 Chair. In case of the appointment of an entirely new committee, the president shall designate the Chair, 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 chair. In case of the appointment of an entirely new committee, the president shall designate the chair, 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 chair. In case of the appointment of an entirely new committee, the president shall designate the chair, 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 four members, each of whom shall serve four 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 chair. In case of the appointment of more than one new member the president shall designate the chair, second, third, and fourth and terms of the 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 chair. In case of the appointment of an entirely new committee, the president shall designate the chair 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 to organize a new chapter has been received and consent given 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 chairs shall submit annual reports by March 10.

Section 2—PHILANTHROPY COMMITTEES. The local chapter philanthropy chairs 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 Chair 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 meeting provided the amendment was submitted in writing at a previous regular meeting and all absent resident members notified that a vote will be taken at the next regular 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 chair of convention shall, by one month after convention, submit a complete financial report to the outgoing state president, the incoming state president, the convention Chair and chapter convention chairs 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 chair 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.