

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



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

*Live in a P.E.O. World*



**HOSTESS CHAPTERS  
A, C, E, H**

**Renaissance Mobile Riverview Plaza Hotel  
Mobile, Alabama  
May 12-13, 2023**



Alabama State Chapter of the P.E.O. Sisterhood  
Executive Board Officers  
2022 – 2023

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

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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

*Jennifer G. Mitchell, Recording Secretary  
International Chapter of the P.E.O. Sisterhood*

## OFFICERS OF INTERNATIONAL CHAPTER

President .....	<i>Patricia Brolin-Ribi</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>Wendy James</i>	Mobile, C
Vice President .....	<i>Cindy Fry</i>	Huntsville, AD
Organizer .....	<i>Elaine Bassett</i>	Troy, AF
Treasurer .....	<i>Cel Bailey</i>	Birmingham, D
Secretary .....	<i>Paige McCormick</i>	Tuscaloosa, AC

## ALABAMA CHAPTERS

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

## PAST PRESIDENTS OF ALABAMA STATE CHAPTER

\* Chapter Eternal

\*\* Died in office 1967

*Harriette Chadwick, A.....	1959-1960	*Frances Mullen, N.....	1990-1991
*Maurine Evans, B.....	1960-1961	*Carolyn Jordan, AA.....	1991-1992
*John Fleming, C.....	1961-1962	*Margaret Peacock, K.....	1992-1993
*Joyous Mahaffey, A/CO.....	1962-1963	Nancy McFeters, JL/WA.....	1993-1994
*Lisa Davis, X.....	1963-1964	Sheila Morgan, AG.....	1994-1995
*Isabel Palmer, F.....	1964-1965	*Marianne Stevens, J.....	1995-1996
*Inez Sickels, D.....	1965-1966	Marilyn Mancini, AC.....	1996-1997
*Sarah F. McPhearson, B.....	1966-1967	Patricia Franklin, G.....	1997-1998
**Alice Schreiber, A.....	1967-1968	Karla Gniadek, M.....	1998-1999
June Williams, H.....	1967-1968	Mary Donald, Y.....	1999-2000
*Inez Bartlett, D.....	1968-1969	Dani Halverson, E.....	2000-2001
*Ginny Douglass, J.....	1969-1970	Debra Cunningham, Y.....	2001-2002
*Thelma C. Wilkins, N.....	1970-1971	*Carol Timkovich, R.....	2002-2003
*Catherine Segars, C.....	1971-1972	Bette C. Bryan, K.....	2003-2004
*Betty C. Harrison, AD.....	1972-1973	Betty von Herrmann, AA.....	2004-2005
*Ann Bennett, O.....	1973-1974	Susan Santoli, H.....	2005-2006
*Fyrn Watkins-Wesson, AA.....	1974-1975	Rebecca Drennen, G.....	2006-2007
*Mergie Hudson, K.....	1975-1976	*Sally Sorocak, H.....	2007-2008
*Maury Ferguson, C.....	1976-1977	Gayle Howell, AC.....	2008-2009
*Amelia Lawley, G.....	1977-1978	Mary G. Wiley, AJ.....	2009-2010
*Winifred Boyd, A.....	1978-1979	Holly Fondots, T.....	2010-2011
Margaret Shoemaker, T.....	1979-1980	Patty Piro, AL.....	2011-2012
Sylvia Hellums, I.....	1980-1981	Carol Westbrook, D.....	2012-2013
*Sara Ann Curry, A.....	1981-1982	Grace Anderson, AN.....	2013-2014
*Dean Hays-Elam, E.....	1982-1983	Betty Smith, V.....	2014-2015
*Jeanette Self, U.....	1983-1984	Nancy Sites Sizemore, AG....	2015-2016
*Elmira Alison, K.....	1984-1985	Shirley Paramore, V.....	2016-2017
*Frances Corwin, G.....	1985-1986	Rebecca Reardon, AM.....	2017-2018
Lauren Watson, BC/FL.....	1986-1987	*Elizabeth (Lisa) Sallo, AL...	2018-2019
*Kathryn Remaley, R.....	1987-1988	Janice Alcorn, AN.....	2019-2020
*Jerry Odle, P.....	1988-1989	Linda Wilkins Kottmeyer, AM...	2020-2021
*Shirley Beckett, IR/IA.....	1989-1990	Denise Williams, U.....	2021-2022

## STANDING COMMITTEES AND APPOINTMENTS

### AMENDMENTS AND RECOMMENDATIONS COMMITTEE

Rita Doughty, AC, Chair  
Mavis Smith, C  
Gayle Howell, AC, PSP

### AUDITING COMMITTEE

Betty von Herrmann, AA, PSP, Chair  
Holly Fondots, T, PSP  
Linda Wilkins Kottmeyer, AM, PSP

### FINANCE COMMITTEE

Carol Williams, L, Chair  
Janice Alcorn, AN, PSP  
Susan Richardson, C

### HISTORIAN

Sarah Walker, D

### MEMBERSHIP COMMITTEE

Elaine Bassett, AF, Organizer, Adviser  
Nancy Sites Sizemore, AG, PSP, Chair  
Shirley Paramore, V, PSP  
Nancy Bishop Newton, AJ  
Luann Rice, C

### NOMINATING COMMITTEE

Wendy James, C, President, Liaison  
Linda Wilkins Kottmeyer, AM, PSP, Chair  
Nancy Gauldin, J  
Sylvia Sheffield, AA

### ALABAMA COTTEY COLLEGE SCHOLARSHIP AND RECRUITMENT COMMITTEE

Cindy Fry, AL, Vice President, Adviser  
Susan Santoli, H, PSP, Chair  
Judy Weaver, C  
Sarah Gilbert, Q

### P.E.O. EDUCATIONAL LOAN FUND COMMITTEE

Cel Bailey, D, Treasurer, Adviser  
Martha Hocutt, I, Chair  
Katie Bassett Temple, AF

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

Paige McCormick, AC, Secretary, Adviser  
Amanda von Herrmann, M, Chair  
Kathy Martin, J

### P.E.O. PROGRAM FOR CONTINUING EDUCATION COMMITTEE

Cel Bailey, D, Treasurer, Adviser  
Sue Bradley, E, Chair  
Amy White, O

### P.E.O. SCHOLAR AWARDS COMMITTEE

Paige McCormick, AC, Secretary, Adviser  
Alline Russell, O, Chair  
Shellye Vardaman, AF

### P.E.O. STAR SCHOLARSHIP COMMITTEE

Elaine Bassett, AF, Organizer, Adviser  
Judy Bludsworth, V, Chair  
Miriam Morrow, L

**CONVENTION RESPONSIBILITIES AND COMMITTEES**

**CONVENTION ASSISTANTS (PAGES)**

Sylvia Sheffield, AA  
Lee Ann Webb, AA

**GUARDS**

Linda Nichols, AE, Head Guard  
Ann Riggs, AG  
Hope Wilhelm, H  
Judy Falls, H  
Marilyn Cepeda, C  
Luanne Doan, H  
Marcia Autterson, H

**TELLERS**

Patti Piro, AL, PSP, Head Teller  
Mavis Smith, C

**PARLIAMENTARIAN**

Jennifer G. Mitchell, EM/FL  
Recording Secretary  
International Chapter of the P.E.O. Sisterhood

**CREDENTIALS COMMITTEE**

Dani Halverson, E, PSP, Chair  
Dawn Daly, E  
Diane Blue, E

**COMMITTEE TO APPROVE MINUTES**

Carol Westbrook, D, PSP  
Mitzi Rowland, AF

**ADVISER TO GUARDS, PAGES AND TELLERS**

Patti Piro, AL, PSP

**CONVENTION STEERING COMMITTEE**

Susan Richardson, C, Chair

**CONVENTION COMMITTEE CHAIRS**

Activity Coordinator and Hospitality.....Luann Rice, C  
Assistant Convention Chair.....Monetta Noland, C  
Audit Committee.....Susan Richardson, C  
BIL Activities.....Billy and Gayla Wiik, C  
Call to Convention.....Monetta Noland, C  
Celebration of Life.....Executive Board  
Convention Documents Coordinator.....Judy Weaver, C  
Convention Staffing.....Cindy Fultz, H  
Decorations/Favors.....Trudy Jackson Hung, A  
Housing.....Susan Richardson, C  
Meals.....Vicki Shannon, E  
Music/AV.....Susan Santoli, H, PSP  
Publicity.....Monetta Noland, C  
Properties.....Mary Martin Nordness, A  
Registration and Credentials.....Dawn Daly, E, and Dani Halverson, E, PSP  
Treasurer.....Maureen Lowe, C

## Chapter Delegates

<u>Chapter A</u> Auburn	Ann Bennett Sis Yarbrough
<u>Chapter B</u> Birmingham	Bettye Cox Diane Shepherd
<u>Chapter C</u> Mobile	Dale Hair Gayla Wiik
<u>Chapter D</u> Birmingham	Eleanor Gourley Sarah Walker
<u>Chapter E</u> Auburn	Francesca Bates April MacDonald
<u>Chapter F</u> Birmingham	Kathy Graham Shellyn Poole
<u>Chapter G</u> Montgomery	Alecia Bozeman Dorothy Malpas
<u>Chapter H</u> Mobile	Lauriel Richards Judy Underwood
<u>Chapter I</u> Tuscaloosa	Darlene Collins Cindy Harris
<u>Chapter J</u> Huntsville	Barbara Harris Kathleen Martin
<u>Chapter K</u> Montgomery	Grace Ellis Lindsay Moore
<u>Chapter L</u> Mobile	Carol Jackson Miriam Morrow
<u>Chapter M</u> Huntsville	Vera Maeser Debbie Della Silva
<u>Chapter N</u> Tuscaloosa	Sue Charles
<u>Chapter O</u> Montgomery	Barbara Kummel Amy White
<u>Chapter P</u> Birmingham	Robin Andrews Kathy Brown
<u>Chapter Q</u> Decatur	Shelia Tate Beth Wilbanks
<u>Chapter R</u> Tuscaloosa	Jane Searcy Dana Templeton
<u>Chapter S</u> Florence	Sandra Gilmour Susan Tanner
<u>Chapter T</u> Birmingham	Sarah Coe Sarah L. Morgan

<u>Chapter U</u> Decatur	Susan Horton Barbara Inscho
<u>Chapter V</u> Ozark	Dana Courtney Beverly Ketcham
<u>Chapter W</u> Dothan	Bonnie King Dale Shaw
<u>Chapter X</u> Auburn	Pat Cofield Amy McAllister
<u>Chapter Y</u> Montgomery	Janice Candler Mary Donald
<u>Chapter Z</u> Madison	Sarah Allen Beth Beck
<u>Chapter AA</u> Birmingham	Bettie Crosswhite Anne Mitchell
<u>Chapter AB</u> Daphne	Sharon Lee Sylvia Rayfield
<u>Chapter AC</u> Tuscaloosa	Linda Cain Lamea Shaaban-Magana
<u>Chapter AD</u> Huntsville	Pat Coats Carole Worsham
<u>Chapter AE</u> Anniston	Susan Heiser Shelly Salmon
<u>Chapter AF</u> Troy	Edith Smith Ruth Stopak
<u>Chapter AG</u> Foley	Susan Cooper Judi Morgan
<u>Chapter AH</u> Dothan	Cynthia Lumpkin
<u>Chapter AI</u> Prattville	Linda Beckman Patsy Nickerson
<u>Chapter AJ</u> Huntsville	Nancy Bishop Newton Marcia Pate
<u>Chapter AK</u> Birmingham	Bonnie Embry Gena Stoves
<u>Chapter AL</u> Madison	Karen Sargent Barbara Tonn
<u>Chapter AM</u> Birmingham	Ginny Hart Merrily Johnson Newton
<u>Chapter AN</u> Florence	Grace Anderson

## PRE-CONVENTION PROGRAM

*Thursday, May 11, 2023*

8:00 am – 12:00 pm	Executive Board meeting .....	Mobile Bay Ballroom III
12:00 pm – 3:00 pm	Executive Board with International Representative Mtg .....	Mobile Bay Ballroom III
3:00 pm – 5:00 pm	Executive Board, PPT walk through and mic check.....	Mobile Bay Ballroom III
3:00 pm – 5:00 pm	Past State Presidents and International Representative Mtg .....	Mobile Bay Ballroom II
4:00 pm – 6:00 pm	Hospitality Room .....	Mobile Bay Ballroom I
4:00 pm – 6:00 pm	Registration and Volunteer Sign-Up .....	Gathering Area – 2 <sup>nd</sup> FL
4:00 pm – 6:00 pm	Project Displays and STAR \$\$ Bucks Store Open .....	Jubilee Suite
5:30 pm – 6:30 pm	Past State Presidents Cocktails .....	Fathoms – 1 <sup>st</sup> FL
6:30 pm – 8:00 pm	Past State Presidents Dinner .....	Mobile Bay Ballroom II

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

*Friday Morning, May 12, 2023*

7:30 am – 11:00 am	Hospitality Room .....	Mobile Bay Ballroom I
8:30 am – 5:00 pm	Registration and Volunteer Sign-up .....	Gathering Area – 2 <sup>nd</sup> FL
7:30 am – 11 pm	Project Displays and STAR \$\$ Bucks Store Open.....	Jubilee Suite
10:00 am – 10:30 am	Guards, Pages and Tellers meeting .....	Mobile Bay Ballroom II
10:30 am – 10:45 am	Delegates Orientation.....	Bon Secour Bay III
11:00 am – 11:45 am	Celebration of Life.....	Bon Secour Bay III
12:00 am – 1:00 pm	Luncheon.....	Bon Secour Bay I & II
12:45 pm	Guards in place.....	Bon Secour Bay III

## CONVENTION SCHEDULE

*Friday Afternoon, May 12, 2023*

Wendy James, C, Presiding

1:00 pm	Prelude and Board Processional ( <i>Please remain seated</i> ) .....	Bon Secour Bay III
	Call to Order .....	Wendy James, C
	Invocation .....	Carol Westbrook, D, PSP
	Pledge of Allegiance.....	Luann Rice, C
	“O Canada” and “The Star-Spangled Banner” .....	Pianist Andra Meredith, C, and Luann Rice, C
	Welcome and President’s Greeting.....	Wendy James, C
	Report of the Guards.....	Linda Nichols, AE
	Report of Credentials Committee .....	Dani Halverson, E, PSP
	Adoption of the Rules of Convention.....	Paige McCormick, AC
	Adoption of the Convention Program .....	Paige McCormick, AC
	Formal Opening of Convention Business.....	Wendy James, C
	Opening Ode.....	Nancy Newton Bishop, AJ
	Objects and Aims.....	Nancy Newton Bishop, AJ
	Devotion .....	Nancy Newton Bishop, AJ
	Introduction of Representative of International Chapter .....	Wendy James, C

Jennifer G. Mitchell, EM/FL  
*Recording Secretary*  
*International Chapter of the P.E.O. Sisterhood*

Introduction of Past State Presidents .....	Susan Santoli, H, PSP
Introduction of Executive Board .....	Wendy James, C
Introduction of Special Visitors.....	Wendy James, C
Introduction of State Standing Committees.....	Wendy James, C
Introduction of 2023 Convention Chairs and Steering Committee.....	Wendy James, C
Introduction of 2023 Convention Hostess Chapters .....	Wendy James, C
Introduction of Guards, Tellers, Pages .....	Wendy James, C
Welcome Remarks from Convention Chair.....	Susan Richardson, C
Appointment of Committee to Approve the Minutes .....	Wendy James, C
Appointment of Parliamentarian .....	Wendy James, C
Correspondence .....	Paige McCormick, AC
Keynote Address by Representative of International Chapter .....	Jennifer Mitchell, EM/FL
Reports of State Officers .....	Wendy James, C
Report of the Nominating Committee .....	Wendy James, C
Further Nominations, Election of Officers .....	Wendy James, C
Election of Delegates to Convention of International Chapter.....	Wendy James, C
Report of Historian .....	Sarah Walker, D
Report of Standing Committees .....	Wendy James, C
Report of Finance Committee and Adoption of Budget .....	Carol Williams, L
Report of the Amendments and Recommendations Committee .....	Rita Doughty, AC
Recognition of Birthday Chapters, Golden Girls.....	Paige McCormick, AC
Membership Report .....	Nancy Sizemore, AG, PSP
Announcements .....	Susan Richardson, C
Adjourn	

*(Hospitality Room in Mobile Bay Ballroom I open from end of meeting until 5:00 pm)*

*(Project Display Area and STAR \$\$ Bucks Store in Jubilee Suite open from end of meeting until 5:00 pm)*

**Friday Evening, May 12, 2023**

5:30 pm	President’s Reception <i>(cash bar available)</i> .....	Gathering Area – 2 <sup>nd</sup> FL
6:30 pm	Family and Friends Banquet <i>(cash bar available)</i> .....	Bon Secour Bay I & II
6:35 pm	The Blessing.....	Bon Secour Bay I & II

The Reverend Terry M. Wysong, D/CT

7:00 pm	Remarks by President.....	Wendy James, C
	Remarks by International Representative.....	Jennifer Mitchell, EM/FL
	Keynote Speaker .....	Deb Boelkes, JH/FL

Founder, Business World Rising LLC

*A Sisterhood of Mentors: Let Your Strong Suits Lead the Way*

8-9:00 pm	Social <i>(cash bar available)</i> .....	Gathering Area – 2 <sup>nd</sup> FL
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**Saturday Morning, May 13, 2023**

7:30 am-8:45 am	Hospitality .....	Mobile Bay Ballroom I
8:00 am-1:00 pm	Registration and Volunteer Sign-Up.....	Gathering Area – 2 <sup>nd</sup> FL
8:00 am-1:00 pm	Project Display Area and STAR \$\$ Bucks Store Open.....	Jubilee Suite
8:45 am	Guards in Place .....	Bon Secour Bay III

9:00 am Prelude .....	Bon Secour Bay III
Call to Order .....	Wendy James, C
Report of Guards.....	Linda Nichols, AE
Second Report of Credentials Committee.....	Dani Halverson, E, PSP
Workshop #1, Cottey College.....	Stephanie Grgurich, BB/NC
<i>Director of Alumnae and P.E.O Communications, Cottey College</i>	
Period of Instruction “The Importance of Ritual” .....	Elaine Bassett, AF
Workshop #2, Finance .....	Carol Williams, L
Workshop #3, Cyber Safety.....	Cindy Fry, AD
Philanthropy News and Projects Speakers.....	Cindy Fry, AD
International Peace Scholar Speaker.....	Warunyaporn “Nat” Sumrittikul
Scholar Award Speaker (video).....	Elizabeth “Beth” Prior
STAR Scholarship Speaker .....	Parker Schell
Program for Continuing Education Speaker (video) .....	Ashley Broderick
Educational Loan Fund Speaker .....	Katie Coe, AL
Luncheon Blessing.....	Sally Czepiel, C
12:00-1:00 pm Lunch .....	Bon Secour Bay I & II
12:00-1:00 pm BIL Lunch .....	Mobile Bay Ballroom II

***Saturday Afternoon, May 13, 2023***

1:00 pm Guards in Place.....	Bon Secour Bay III
1:15 pm Prelude.....	Bon Secour Bay III
Call to Order.....	Wendy James, C
Report of Guards .....	Linda Nichols, AE
Final Report of Credentials Committee .....	Dani Halverson, E, PSP
<i>Guards admit additional visitors</i>	
Remarks by Outgoing President .....	Wendy James, C
Installation of Officers .....	Jennifer Mitchell, EM/FL
Special Presentations.....	Cindy Fry, AD
Presentation of Credentials .....	Jennifer Mitchell, EM/FL
Presentation of Past President’s Pin .....	Nancy Sizemore, AG, PSP
Remarks by Newly Installed President .....	Cindy Fry, AD
Introduction of Guests.....	Cindy Fry, AD
Invitation to 65th Annual Convention of Alabama State Chapter .....	Chapters G, K, AE, AG
Acceptance of Invitation .....	Cindy Fry, AD
<i>Guards escort visitors from meeting room</i>	
Closing Remarks of Representative of International Chapter.....	Jennifer Mitchell, EM/FL
Report of Visitors.....	Dawn Daly, E
Unfinished Business.....	Cindy Fry, AD
Comments on Distribution of Proceedings .....	Cindy Fry, AD
Committee Appointments .....	Cindy Fry, AD
Announcements.....	Susan Richardson, C
Formal Close of Convention .....	Cindy Fry, AD

*Recessional (Please be seated during the recessional)*

# Celebration of Life

Friday Morning, May 12, 2023

11 a.m.

## *Celebration of Life*

*...a time of remembrance*

Prelude Medley of Hymns

Call to Worship How Great Thou Art

Reading of Scripture Psalms 16:8-11

### Responsive Reading

Leader: Today, we gather to celebrate and give thanks to God for our sisters who entered into His presence this year.

**Response: Thank you, Oh God, for these sisters who have touched our lives**

Leader: We celebrate their love of our sisterhood, the bonds of friendship that they created and held dear, as well as the dedication to their families and their faith.

**Response: Thank you, Oh God, for their love and faith**

Leader: Just as our principles of faith, love, purity, justice, and truth will abide forever, so will our memory of each sister who is remembered this day. A life well lived is a legacy of joy and lasting memory our grateful hearts will treasure.

**Response: Dear God, be with us today as we honor and celebrate our P.E.O. sisters in Chapter Eternal. May the memory of these sisters whose lives illuminated our ideals, be with us always. May each sister here today live a life full of grace, love and service for you. Amen.**

Tribute to our Sisters

Poem “Love Shines”

Hymn “Leaning on the Everlasting Arms”

The Lord’s Prayer Unison

Postlude Medley

### *Celebration of Life Committee*

*Pianist*

*Song Leader*

*Ushers*

*Committee Members*

*Presiding*

*Andra Meredith, C*

*Luann Rice, C*

*Susan Heiser, AE*

*Shelly Salmon, AE*

*Executive Board*

*Executive Board*

# In Loving Memory

## Alabama Past State Presidents

Shirley Beckett – IR/IA, prior E  
Marianne Stevens – J  
Betty Harrison – AD/IA

## Sisters

Jean Daniels Howells - B  
Susan (Sue) Adelaide McLean - C  
Ruth Louise Huffine Bartow – F  
Mary N. Russell, F  
Karen (Kari) Roberta Bogard - G  
Mary Virginia Stanford - K  
Patricia (Pat) Rowan Richey - L  
Patricia L. Lowery - M  
Shirley Francis Swindle Pline – M  
Mary Simms - M  
Barbara Winstead – M  
Carol T. Keyser Burnside - O  
Helen Louise Francis - O  
Ann Louise Kline – O  
Clara Watson - O  
Becky Guthrie – Q  
Lyndall (Lyn) Brown-Prater - Q  
Carol Louise Steinhauer SoloRio - Q  
Joanne Wheat - Q  
Sally Jane Hilliker Erdman - R  
Barbara W Rickard - R  
Barbara Ann Couto Warriner - R  
Nancy D. Hughes Wickwire – S  
Shirley Williams Self - S  
Sylvia Gochneaur - U  
Doris Marie Packer Underwood - Y  
Greta Sims Clark - AA  
Marylee Vaughn Smith – AB  
Carol S. Sailor - AB  
Anne T. Odom - AC  
Linda Stricklin Dykes - AF  
Barbara Lyons - AF  
Jean Parks Orendorff - AF  
Joan States-Davidson - AG  
Sara Alise Martin Thompson - AG  
Kathryn Y. Whaley - AI  
Marilyn A. Shanahan - AJ

## MINUTES OF CONVENTION

### OPENING MEETING Friday Afternoon, May 12, 2023 1:00 PM

12:45 pm

Guards in place

Bon Secour Bay II

The 64th Annual Convention of Alabama State Chapter of the P.E.O. Sisterhood convened at 1:08 pm, Friday, May 12, 2023, at the Renaissance Mobile Riverview Plaza Hotel in Mobile, Alabama. Chapters A, C, E, and H served as hostesses.

“Let Your Love Flow” 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 Wendy James at 1:08 pm.

Carol Westbrook, Chapter D, PSP, delivered the invocation.

Luanne Rice, Chapter C, led the Pledge of Allegiance, after which she also led the singing of “O Canada” and “The Star-Spangled Banner.”

The assistant guards took their places and Head Guard Linda Nichols, Chapter AE, gave the report of the guards.

The first report of the Credentials Committee was given by the chair, Dani Halverson, Chapter E, PSP, who first presented the other members of the committee: Dawn Daly, Chapter E, and Diane Blue, Chapter E.

Chair Dani Halverson, E, reported 103 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. (Report, p.22 of Proceedings)

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

Paige McCormick, secretary, moved the adoption of the printed program with necessary changes. The following changes were made: 1) Chapter AD had a change in delegation: 1) Change of delegates for Chapter H: Lauriel Richards and Beth Davis for Friday and Saturday morning sessions; Lauriel Richards and Luanne Doan for the Friday afternoon session. 2) IPS Project Speaker Warunyaporn “Nat” Sumrittikul spoke in person, not via video as stated in the agenda. 3) The signed copy of the annual membership report was on display on an easel.

The motion was seconded and adopted.

A quorum being established, the president declared the 64th Convention of Alabama Chapter opened in due form and ready for the transaction of business.

Nancy Bishop Newton, Chapter AJ, led the singing of the Opening Ode, followed by the reciting of the Objects and Aims.

Nancy Bishop Newton, Chapter AJ, gave the devotion.

President Wendy James introduced and welcomed Jennifer Mitchell as the Representative of International Chapter.

Jennifer Mitchell is a member of Chapter EM/FL, past president of Florida State Chapter and currently serves as recording secretary of International Chapter.

Susan Santoli, Chapter H, president of the past presidents, introduced the sixteen (16) past presidents in attendance.

Secretary Paige McCormick was asked to send greetings and love to all past state presidents who were unable to attend Convention.

President Wendy James introduced the members of the executive board: Vice President Cindy Fry, Chapter AD; Organizer Elaine Bassett, Chapter AF; Treasurer Cel Bailey, Chapter D; and Secretary Paige McCormick, Chapter AC.

Special guests Alicia Nolan, current president of Louisiana State Chapter, and Gloria Poole, current organizer of Louisiana State Chapter, were recognized.

The state committee chairs were recognized:

Susan Santoli, H, PSP	Alabama Cottey College Scholarship and Recruitment Committee
Rita Doughty, AC	Amendments and Recommendations
Betty Von Herrmann, AA, PSP	Audit Committee
Carol Williams, L	Finance Committee
Nancy Sites Sizemore, AG, PSP	Membership Committee
Linda Wilkins Kottmeyer, AM, PSP	Nominating Committee
Martha Hocutt, I	Educational Loan Fund Committee
Amanda Von Herrmann, M	International Peace Scholarship
Sue Bradley, E	Program for Continuing Education
Alline Russell, O	Scholar Awards
Judy Bludsworth, V	STAR Committee
Sarah Walker, D	Historian

President Wendy James thanked the chairs and their committees for their dedication to the Sisterhood.

Convention Chair Susan Richardson, Chapter C, and Co-Chair Monetta Noland, Chapter C, were introduced.

President Wendy James introduced the Convention Steering Committee:

Mary Martin Nordness, Chapter A  
Dawn Daly, Chapter E  
Susan Santoli, Chapter H, PSP  
Dani Halverson, Chapter E, PSP  
Trudy Hung, Chapter A  
Luann Rice, Chapter C  
Vicki Shannon, Chapter E  
Cindy Fultz, Chapter H  
Maureen Lowe, Chapter C  
Gayla Wiik, Chapter C  
Judy Weaver, Chapter C

The convention hostess chapters were recognized: Chapter A, Auburn; Chapter C, Mobile; Chapter E, Auburn; and Chapter H, Mobile.

President Wendy James thanked each sister of the hostess chapters for all of their hard work over the past two years to ensure a successful convention.

The guards were recognized: Linda Nichols, AE; Hope Wilhelm, H; Judy Falls, H; Marilyn Cepeda, C; Luann Doan, H; and Marcia Auttersen, H.

The pages were recognized: Sylvia Sheffield, AA, and Lee Ann Webb, AA.

The tellers were recognized: Patty Piro, AL, PSP, and Mavis Smith, C. Patty Piro served as advisor to the guards, pages, and tellers.

The president thanked the guards, pages, and tellers for volunteering.

The members of the Committee to Approve Minutes were authorized by the Rules of Convention. The president introduced Carol Westbrook, D, and Mitzi Rowland, AF, and thanked the committee for assisting the secretary.

The president announced that Jennifer Mitchell, Representative of the International Chapter, would serve as parliamentarian. The president thanked her for her willingness to serve in this important position.

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

Following the introduction by President Wendy James, the Representative of International Chapter, Jennifer Mitchell, presented the keynote address titled "Sisterly Love." The president thanked her for her inspiring message.

President Wendy James announced that the annual reports of the state officers are on pages 13-17 of each delegate's packet. She encouraged members to read the important information about what the officers accomplished over the last year and to incorporate the information in reports to chapters. She announced that the officers' written reports were filed with the secretary to be included in the proceedings of convention.

Nominating Committee chair Linda Kottmeyer, Chapter AM, PSP, introduced the other committee members: Nancy Gauldin, Chapter J and Sylvia Sheffield, Chapter AA. The Nominating Committee presented the report and the following slate of officers for the year 2023-2024:

- President..... Cindy Fry, Chapter AD
- Vice President..... Elaine Bassett, Chapter AF
- Organizer..... Cecelia "Cel" Bailey, Chapter D
- Treasurer..... Paige McCormick, Chapter AC
- Secretary..... Nancy Bishop Newton, Chapter AJ

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 voice vote taken. Election of officers was completed, and the following members declared elected as officers of Alabama State Chapter for the ensuing year.

- President: Cindy Fry
- Vice President: Elaine Bassett
- Organizer: Cel Bailey
- Treasurer: Paige McCormick
- Secretary: Nancy Bishop Newton

The president announced the installation of new officers would take place during the third meeting on Saturday afternoon, May 13.

The next order of business was election of delegates to Convention of International Chapter. President Wendy James referred to the list of nominees and alternates inserted in the back of the program.

	<u>Delegate</u>	<u>Alternate</u>
Chapter D	Sarah Walker	Cel Bailey

Chapter AE	Shelly Salmon	Susan Heiser
Chapter AL	Karen Sargent	Barbara Tonn
Chapter AM	Merrily Newton	Susan Payne
Chapter V	Deborah Carter	-----
Chapter AD	Sally Priester	-----

The delegates and alternates added were elected as corrected. (Reports, pg. 22 of Proceedings)

The president announced that four (4) past presidents are entitled, according to the Constitution, to attend Convention of International Chapter. The secretary read the names of past state presidents entitled to meals and housing at Convention of International Chapter:

Patty Piro, AL; Denise Williams, U; Betty Smith, V; Susan Santoli, H.

Alternate: Nancy Sites Sizemore, AG

Sarah Walker, Chapter D, historian, presented her report.

The president thanked Sarah for all she had done to record the activities of Alabama State Chapter P.E.O.s.

The President gave her welcome and greeting remarks to Convention. The president welcomed all on behalf of the Executive Board of Alabama State Chapter.

President Wendy James called attention to the copy of the proposed 2023-2024 budget provided to each member of convention in the delegate packet, under separate cover from the Program, labeled “Program Documents Related to Finance.” She introduced the Finance Committee chair, Carol Williams, Chapter L, who introduced the other members of her committee: Janice Alcorn, Chapter AN, and Susan Richardson, Chapter C. The chair presented the committee’s report on page 26 of the delegate packet, including information regarding review of accounts, study of audit, preparation of budget and recommendation for surplus funds.

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) Adoption of the budget.
- (2) Transfer of funds - *Transfer of \$13,000 from the General Fund to the Convention Fund.*
- (3) The remainder of the report.

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

The president thanked the members of the Finance Committee for their careful attention to the financial details of Alabama State Chapter and making recommendations as needed this past year. She announced the audit report will be posted on the Alabama State Chapter website. The gift log and total chapter giving was on display on the wall at the exit door of the meeting room.

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, Rita Doughty, Chapter AC, who first introduced the other members of the committee: Mavis Smith, Chapter C, and Gayle Howell, Chapter AC, PSP.

The chair presented the 2023 proposed amendments to the Bylaws of Alabama State Chapter. Page numbers refer to the 2022 Bylaws and Standing Rules of Alabama State Chapter.

## PROPOSED AMENDMENTS TO THE BYLAWS OF ALABAMA STATE CHAPTER

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

(page 2) Amend ARTICLE III, by striking out Section 2.

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

The amendment was adopted by a two-thirds vote.

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

(page 4) Amend ARTICLE V, Section 1, by striking out the words “thirty-five dollars and fifty cents (\$35.50)” and inserting the words “forty-one dollars (\$41.00)”; and by striking out the words “. Nine dollars and fifty cents (\$9.50)” and inserting the words “; and fifteen dollars (\$15.00)” so that if adopted the section will read:

*Section 1—DUES. The annual dues of Alabama State Chapter shall be forty-one dollars (\$41.00) 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; and fifteen dollars (\$15.00) for state chapter dues.*

A written ballot was taken with the following results: 103 votes cast, 69 votes necessary for adoption by two-thirds, 90 affirmative and 13 negative. The amendment was adopted.

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

(page 8) Amend ARTICLE IX, Section 1, by striking out bullet 2.

The amendment was adopted by a two-thirds vote.

## EDITORIAL RESOLUTION

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

*Resolved, That the 2023–2024 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.

The president thanked the members of the A&R Committee for their diligence and collaborative spirit.

Paige McCormick recognized milestone chapter birthdays and announced that their recognition certificates were included in the delegate packets. In addition, she recognized the Golden Girls with crowns and certificates listed in the program. A special announcement was made that Harriet Cloud, Chapter F, was an 80-year member of P.E.O. at 100 years old.

Paige McCormick congratulated the chapters and sisters on these important milestones.

The report of the Membership Committee was given by the chair, Nancy Sites Sizemore, Chapter AG, PSP, who first presented the other members of the committee:

Shirley Paramore, PSP, Chapter V, Ozark  
Nancy Bishop Newton, Chapter AJ, Huntsville  
Luann Rice, Chapter C, Mobile  
and Adviser, Elaine Bassett, AF and State Board

The chair reported that the committee met regularly throughout the year, using various strategies to encourage state-wide membership. In summary, the chair announced that Alabama State Chapter had 68 initiations, 8 reinstatements, and 30 out-of-state transfers last year. The chair congratulated the 22 chapters with 2 initiations and the other 10 who had 1 initiation. Recognition pins were passed out to these chapters. The chair recognized Chapter L, Mobile, and Chapter O, Montgomery, who each had 5 initiations, and Chapter V, Ozark, who had 6 initiations. Any chapters

adding at least two members before July 31, 2023, would be recognized at the 2023 Convention of International Chapter in Pittsburg in September. In addition, the chair announced that 15 chapters had no inactives.

Announcements were made by Convention Chair Susan Richardson.

The president declared convention adjourned until Saturday, 9:00 AM.

## **ADJOURNMENT**

### **SECOND MEETING Saturday, May 13, 2023**

8:45 am

Guards in Place

Bon Secour Bay III

President Wendy James called the second meeting of the 64th Convention of Alabama State Chapter to order at 9:06 am.

The assistant guards took their places and the head guard, Linda Nichols, gave the report of the guards.

The second report of the Credentials Committee was given by the chair, Dani Halverson, Chapter E, PSP. One hundred two (102) members of convention were reported. On behalf of the committee, Dani Halverson moved that the report be adopted. There being a majority in the affirmative the second report was adopted.

Vice President Cindy Fry presented a short program on the history of Cottey College, recognizing our current student from Alabama, Kuiper Naefe, who will be joined by another Alabama student, Elena Adams, and announced the donations from Alabama to Cottey of \$18,338.46 for the 2022-2023 year. She recognized the Luminary Chapters: B, D, E, H, I, L, M, O, S, X, AC, AK, AL, and AM. She also recognized Cottey alumnae in attendance.

Vice President Cindy Fry then introduced and welcomed Stephanie Grgurich, BB/NC as the Director of Alumnae and P.E.O Communications, Cottey College.

Stephanie Grgurich presented remarks.

The vice president thanked the representative from Cottey and expressed her gratitude for her inspirational remarks and encouraging participation.

Organizer Elaine Bassett presented the period of instruction entitled "The Importance of Ritual."

The president thanked Elaine Bassett for the beautiful reminder of what makes P.E.O. special.

President Wendy James introduced and welcomed Carol Williams, Chapter L, State Finance Chair.

Carol Williams presented a workshop entitled "Finance Workshop," explaining the purpose of the four state funds: General Fund, Alabama Cottey Fund, Reserve Fund, and Convention Fund. In addition, she presented an explanation of State Convention spending and ongoing efforts to reduce costs.

The president thanked the Chair of the Finance Committee for her informative presentation.

President Wendy James introduced the Cyber Safety Workshop and presenter Vice President Cindy Fry.

Cindy Fry presented a workshop on the current internet scams known as phishing and how to detect them. She also reviewed basic measures to prevent fraud.

President Wendy James thanked Cindy Fry for this invaluable information.

By general consent, guests were admitted into convention hall and the president suspended convention rule #5 to allow photographs during remarks by guest speakers.

Cindy Fry, vice president, invited the Committee chairs to introduce the speakers of each project:

IPS Project Speaker	Kathy Martin introduced Warunyaporn “Nat” Sumrittikul.
PSA Project Speaker	Alline Russell introduced Elizabeth “Beth” Prior.
STAR Project Speaker	Judy Bludsworth introduced Parker Schell, Judy’s granddaughter.
PCE Project Speaker	Sue Bradley introduced Ashley Broderick.
ELF Project Speaker	Martha Hocutt introduced Katie Coe, Chapter AL.

President Wendy James thanked Cindy Fry and the project speakers for their informative and inspiring messages.

President Wendy James recognized Sally Czepiel, Chapter C, who had initiated her into P.E.O. Prior to adjourning for lunch, Sally Czepiel brought the blessing.

The president declared the convention adjourned until 1:15 PM.

**ADJOURNMENT**

**THIRD MEETING**  
*Saturday Afternoon, May 13, 2023*

President Wendy James called the third meeting of Alabama State Chapter to order at 1:25 PM.

The assistant guards took their places and the head guard, Linda Nichols, gave the report of the guards.

The final report of the Credentials Committee was given by the chair, Dani Halverson. Ninety-five (95) members of convention were reported. On behalf of the committee, Dani Halverson moved that the report be adopted. There being a majority in the affirmative the final report was adopted. (Report, p. 22 of Proceedings)

President Wendy James expressed her thanks to Dani Halverson, chair of the Credentials Committee, for having kept very good records during the registration process.

Nancy Newton was escorted to the dais by Linda Nichols, Head Guard.

By general consent, guests were admitted into convention hall and the president suspended convention rule #5 to allow photographs during remarks by the outgoing president, the installation ceremony, the presentation of the past president’s credentials and pin, remarks by the incoming president, and the invitation to convention.

President Wendy James made her closing remarks to convention.

The next order of business was the installation of officers.

Paige McCormick, Secretary, called the roll of the newly elected officers of Alabama State Chapter.

Jennifer Mitchell, Representative of International Chapter, installed the officers.

President:	Cindy Fry, AD
Vice President:	Elaine Bassett, AF
Organizer:	Cel Bailey, D
Treasurer:	Paige McCormick, AC
Secretary:	Nancy Bishop Newton, AJ

Alabama State Chapter President Cindy Fry gave her incoming remarks and announced her theme: Embrace the Adventure.

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

President Cindy Fry recognized Chapter C for a special presentation. The chapter presented the president with daisy artwork and a donation for the project of her choice. Other presentations included gifts and donations by Chapter L, AE, AD, AL and AG.

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

Nancy Sites Sizemore, past state president, presented Past State President Sally Sarosak's pin to Wendy James and escorted her to her seat with the other past presidents.

An invitation to the 65th Convention of Alabama State Chapter to be held at the Auburn Marriott Opelika Resort on April 26-27, 2024, was extended by hostess chapters G, K, AE, and AG.

President Cindy Fry accepted the invitation to the 2024 Alabama State Chapter convention on behalf of the Alabama State Chapter.

The president announced that rule #5 was back in effect and photographs were not permitted.

Guests were escorted out of convention hall by the guards.

Representative of International Chapter Jennifer Mitchell gave a few closing remarks.

Convention Chair Dawn Daly gave the following report:

Number of P.E.O. visitors to convention: 71.

Number of non-member guests in attendance: 33, including 28 BILs

Total: 104

The president thanked the registration committee for their assistance throughout convention.

There was no unfinished business.

President Cindy Fry announced that per Alabama Bylaws and Standing Rules, proceedings from the 2023 convention will be completed and ready for distribution within three months. According to the Bylaws, copies will be distributed and also available on the Alabama website. She encouraged local chapter presidents to be familiar with the proceedings.

President Cindy Fry distributed paper copies of committee appointments, which had been approved by the newly elected executive board. State Star goals, Organizer Visit and Future Convention papers were distributed. The delegates were asked to provide the lists to the yearbook committee. Items to be posted on the Alabama Chapter website.

President Cindy Fry reminded members of a sign-up sheet for those interested in attending Convention of International Chapter in September to facilitate travel and planning.

Convention Chair Susan Richardson reminded convention participants to complete their evaluation forms so future hostess chapters could use them in planning conventions.

The president thanked the convention committee for their dedication to the convention which inspired and encouraged our sisters.

The president gave the closing and the 64th Annual Convention of Alabama Chapter of the P.E.O. Sisterhood was closed at 2:30 pm.

Paige McCormick

Secretary

Convention delegates and visitors were dismissed following the recessional of the executive board, Representative of International Chapter, and past presidents.

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

**CERTIFICATION OF MINUTES AND APPROVAL OF PROCEEDINGS**

I, Paige McCormick, secretary of Alabama State 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 Mobile, Alabama, May 10-13, 2023.

Witness my hand and seal of Alabama State Chapter, P.E.O. Sisterhood at Mobile, Alabama, this 21st day of July, 2023.



Secretary

Alabama State Chapter, P.E.O. Sisterhood



President

Alabama State Chapter, P.E.O. Sisterhood

The minutes of convention were read and approved  
by the Committee to Approve Minutes on

May 13, 2023

Date

Mitzi Rowland  
Carol D. Westbrook

**ALABAMA STATE CHAPTER of the P.E.O. SISTERHOOD**

**Sixty-Fourth Annual Convention**

**2023 Credentials Report Form**

	Opening Meeting First Report	Opening Meeting Second Report	Opening Meeting Third Report
Number of Chapters	40	40	40
Number of chapters with delegates necessary to establish a quorum (majority)	21	21	21
Number of chapters represented at in-person convention	40	40	38
Number of chapter delegates	44	44	43
State Officers	5	5	5
Past Presidents of Alabama Chapter	14	13	12
Res. Past Presidents of International Chapter			
Committee Chairs	7	7	7
AL - Cottey - Susan Santoli (PSP)			
A & R - Rita Doughty			
Finance - Carol Williams			
Membership - Nancy Sites Sizemore (PSP)			
Nominating - Linda Wilkins Kottmeyer (PSP)			
ELF - Martha Hocutt			
IPS - Amanda von Herrmann			
PCE - Sue Bradley			
PSA - Aline Russell			
STAR - Judy Blutsworth			
Historian - Sarah Walker (Delegate)			
<b>TOTAL MEMBERS OF CONVENTION</b>			
	103	102	95

Res.

- AL - Cottey - Susan Santoli (PSP)
- A & R - Rita Doughty
- Finance - Carol Williams
- Membership - Nancy Sites Sizemore (PSP)
- Nominating - Linda Wilkins Kottmeyer (PSP)
- ELF - Martha Hocutt
- IPS - Amanda von Herrmann
- PCE - Sue Bradley
- PSA - Aline Russell
- STAR - Judy Blutsworth
- Historian - Sarah Walker (Delegate)

Notes

Add:  
ale 2011  
Report ->

*Doris Anderson*

**Credentials Chair**

add from  
2017  
form ->

Credentials Ch - Reporting Instructure

# EXECUTIVE BOARD ANNUAL ACTIVITY REPORTS

## Report of the President

The duties and responsibilities of the office of president of the Alabama State Chapter have been fulfilled to the best of this officer's ability.

- Completed tasks as required for the office of president as defined in the P.E.O. International Instructions to State Officers, Alabama State By-Laws and the State of Alabama Executive Board Duties, Guidelines and Policies.
- Prepared agendas, schedules and travel arrangements for in-person Executive Board meetings in June, October and January. Scheduled and conducted Zoom meetings as needed for continuing Executive Board meetings.
- Attended LEAD in Des Moines, Iowa in July sharing the information with the Executive Board.
- Communicated as needed with the Finance Committee regarding the operating budget, dues assessments, budgets for 2023 and 2024.
- Communicated with the state chapter presidents through a monthly emailed newsletter who were then asked to share the news with chapter sisters.
- Completed various tasks as requested by P.E.O. International.
- Communicated regularly with Board Buddy chapters and responded with assistance as needed.
- Communicated with local chapter officers and state chairs as needed.
- Met with and communicated regularly with the 2023 Convention Committee.
- Coordinated with the Amendments and Recommendations Committee the necessary procedures regarding all amendments for 2023 state business meeting.
- Appointed and communicated with an Ad Hoc Committee to study the states dues assessments, reporting back to the Executive Board the findings and recommendations.
- Prepared all documents necessary for P.E.O. Internationals approval for the 2023 convention.

This officer considers her service on the Alabama State Executive Board a privilege and an honor. It has been five years of tremendous personal growth and she will forever cherish the loving bonds that have been created with her fellow Board Members. Chapter C has supported this sister in innumerable ways and she will always be grateful for them rising to the challenge of planning the 2023 Convention. Their love, support and grace are exemplary. They could never "imagine" the gratitude she feels for each and every one of them. She would also like to thank each and every sister, Board Buddy chapter, PSP that she has come to meet and get to know through the years for their love, support and guidance. This officer has been shown the true meaning of "radiate all light possible."

*Wendy James, 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 each month.
- Served as the adviser to the Alabama State Ad Hoc Technology Committee.
- Regarding Convention 2024, appointed Convention Chairs Susan Heiser, AE, and Susan Lindblom, AE, confirmed the dates of April 25-27, 2024, and secured hotel contract. Held Zoom for preconvention meeting to discuss Invitation to Convention and Convention Committee responsibilities.
- Prepared sister challenge for state t-shirt logo.

- Coordinated a state t-shirt fundraiser through Bonfire.com. Advertised for 30 days 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 the Board Buddy chapters via emails, videos, phone calls and assisted chapters with Zoom meetings who used the state zoom accounts.
- Prepared information for State Finance Committee in preparation for the 2023-2024 budget and used Zoom to discuss, finalize and approve General Fund 2023-2024 budget.
- Prepared Convention Fund budget for state board approval; met with State Finance Committee to discuss.
- Recruited state committee members for 2023-2024 term and prepared the state committee contact information for distribution at 2023 convention.
- Prepared for 2022-2023 convention as requested by the president: Vice President portion of the word for word; coordinated and tracked documents needed for project speakers at convention, which included the biography, Publicity Consent, word for word and copy of video if not in person; prepared the “Opportunities to Serve” form for distribution, prepared the convention evaluation form, updated the “Suggested Outline for Delegate Report”; prepared delegate orientation; coordinated word for word document and Power Point for introductions of projects for project speakers; updated biography of this officer; prepared the Celebration of Life due to circumstances; prepared word for word and PowerPoint for Cottey College workshop; helped Secretary by typing certificates for Star Awards, birthday chapters and Golden Girls. Helped Treasurer with certificates for Special Designation by donation chapters.
- Coordinated gift for Cottey College speaker for convention.
- Submitted information as requested by International: Gallery of Presidents, Convention of International eligible chapters and PSP’s who will attend, and State cascading goals.

This officer is grateful for the support of her sisters in Chapter AD through the year, the love and grace from the Executive Board that was extended when mistakes were made, and the encouragement that her Board Buddy chapters extended to her through calls and letters. The wisdom that came from PSP’s was welcomed with open arms and inspired this officer to look internally to find more ways to share the P.E.O. love with others. Lastly, this officer thanks her BIL, Chris, for his continued support and love through long days, many phone calls and for feeding her when she would forget.

*Cindy Fry, 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:

- Advised the Membership Committee and STAR Scholarship Committee.
- Made updates to the Unaffiliate List on International before it was downloaded to the Alabama site.
- Performed official Organizer visits to Chapters G, AD, Q, X, AC, N, AM, and C, and wrote reports of those visits.
- Provided a list of possible state committee members to vice president based on organizer visits.
- Visited Chapters H, Dothan, and AI, Prattville.
- Visited Montevallo with the sisters organizing Chapter AO.
- Procured the materials necessary for Chapter AO’s organization.
- Met monthly with the Membership Committee.
- Developed and updated the Membership Development Plan (MDP).
- Contacted women who were referred through International via Notice of a Member in Your Area and Introduction of a Woman Who Is Not a P.E.O.
- Worked with the CVC for a struggling chapter.
- Attended LEAD in Des Moines.
- Regularly communicated with Board Buddy presidents.
- Collaborated with a sister who is interested in establishing a chapter in Jacksonville.

- Developed and updated the Chapter Health Assessment database.
- Helped plan and present annual Membership Workshop.
- Worked with officers and Finance Committee to draft a summary of convention expenses.
- Attended Zoom workshop on Annual Report Training.
- Corresponded regularly with the Regional Membership Representative.
- Developed the Period of Instruction for the 2023 convention.
- Attended face-to-face and virtual board meetings.
- Updated the *Executive Board Duties, Guidelines, and Policies* document.
- Visited with representatives from Gadsden area who are interested in starting a chapter there.
- Started monthly Zoom meetings for buddy chapters as needed.
- Collaborated with state treasurer to update the state chapter treasurer spreadsheets to reflect changes in funds.
- Copied president's letters to include in chapter folders.

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. Visits with her Board Buddy chapters this year have cemented the strong, loving feelings she has for those sisters, and they continue to buoy her spirits. Her Chapter AF sisters have been most supportive, standing in as sisters for this only child. Most of all, her family (daughters and sisters Katie and Mellie, husband Marvin, and grandson Ben) strengthen her and give much meaning to her life. Finally, she is most grateful to her loving God who has blessed her far beyond what she deserves.

*Elaine Bassett, 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:

- Sent thank-you notes to 2021-22 state committee members, convention chair, hostess chapters, and the International Representative.
- Sent welcome notes to 2022-23 committee members.
- Sent Post Convention correspondence to PSPs not in attendance at the 2022 State Convention.
- Participated in training of 2022-23 state secretary.
- Participated in being trained as 2022-23 state treasurer.
- Secured all materials required for Proceedings of 2022 State Convention; participated in work session with outgoing state president to assemble materials; assisted in review of final proof prior to printing & mailing.
- Served as advisor to PCE and ELF Committee chairmen; received both quarterly and year-end reports that were forwarded to the president.
- Provided ZOOM training session for 2022-23 PCE & ELF state committees & secured required signed legal documents.
- Sent an introductory email to all local chapter treasurers.
- Attended monthly State Board ZOOM meetings.
- Attended several local chapter meetings for special recognitions and programs.
- Visited Board Buddy chapters during the holidays and/or other times when possible.
- Attended quarterly in-person State Board meetings.
- Attended virtual membership workshop on November 8, 2022.
- Attended virtual Finance committee meeting.
- Regularly communicated with Board Buddy chapter presidents via emails & calls. Sent seasonal e-cards & USPS cards.
- Continued participation with Class of 2026.
- Attended Cottey Seminar 2022 in Nevada, MO.
- Posted all local chapters' birthday recognitions and other milestone events on social media.

- Actively supported & attended local chapter fundraisers.
- Timely response and assistance with local chapter officers' questions, concerns, international postings, ZOOM scheduling, etc.
- Attended virtual Finance committee meeting.
- Maintained the general ledger, with documentation of all receipts, including chapter contributions, made bank deposits, submitted warrants for approval of chapter philanthropic donations & expense reports, issued checks with transmittals to international projects, and paid bills.
- Transferred funds among accounts, as required.
- Updated materials and/or duties of the office as necessary.
- Updated the local chapter transmittal form.
- Reminded Board Buddy chapters of the updated passwords for International and state websites.
- Scheduled and started Zoom meetings for Board Buddy chapters.
- Sent congratulatory honorarium to International for 2022 t-shirt design winner.
- Sent Christmas E-card and Amazon gift cards to Cotley College Southeastern Suite students.
- Sent personal get-well, thinking of you, thank you & sympathy cards, when appropriate, to P.E.O. sisters and family.
- Sent holiday e-cards and USPS cards to PSPs, State Board, State ELF & PCE committees as well as other P.E.O. members.
- Shared quarterly financial reports with board members.
- Attended Birmingham Reciprocity Founder's Day program.
- Prepared Organizer budget for 2023-24.
- Scheduled Organizer Visits for 2023-24.
- Attended the State and Local Chapter Treasurer Electronic Annual Report Training.
- Periodic communication via emails to all local chapter treasurers and State PCE & ELF committees.
- Reminded and encouraged all local chapter treasurers to help with updating their membership records by 2/28, watch the electronic training video, review annual report resources on the international website.
- Provided support and encouragement to local chapter corresponding secretaries and treasurers during electronic annual reporting.
- Reviewed and approved the annual reports of local chapter secretaries and treasurers, including membership, dues forms, IRS-LC forms; sent release letters to local chapter treasurers.
- Submitted required reports to International for approval, including all IRS forms for state, reciprocity groups, and hostess chapters.
- Collaborated with executive board on 2023-24 state budget.
- Provided all necessary State materials for audit committee's use during April annual audit.

This officer is grateful for the collaborative efforts and integrity of the executive board who provided immeasurable guidance, encouragement, assistance, and grace when needed to help this officer maintain her sanity during her most challenging year as Alabama State Treasurer. Much appreciation to each of the Alabama local chapters for entrusting this officer with their chapter donations and annual dues. She also thanks the ELF and PCE committee members for their commitment and diligence with these projects, PSPs who so freely shared their knowledge, encouragement, and much P.E.O. Love throughout the year, and her Board Buddy chapters who continue to be such beautiful gifts and true blessings in her life. To her chickadees in Chapter D, much appreciation for always having her back! Finally, to her BIL and precious family who allow her to "IMAGINE" a world of P.E.O., her unconditional love and devotion!

*Cel Bailey, 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 2022 Convention, this officer wrote all necessary correspondence as directed by the president.
- Established communication with all local chapter corresponding secretaries.
- Maintained accurate contact list of PSPs.
- Contacted assigned Board Buddy local chapter presidents and corresponding secretaries, and kept in contact throughout the year via email, telephone, USPS, and attendance or support of chapter fundraisers. Sent congratulatory notes to Board Buddy chapters for 2022-2023 leadership.
- Sent birthday 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 2022-2023 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. Sent condolence cards to next-of-kin for each sister. Provided all the completed forms and updates needed for 2023 Alabama State Chapter Convention's Celebration of Life ceremony. Prepared PowerPoint presentation and remembrance script for the ceremony.
- Attended Cotney Seminar 2022 and Electronic Annual Report Training for local chapters and for S/P/D officers.
- Helped organize Facebook page for Class of 2027, meeting monthly with other S/P/D Secretaries to share ideas and information.
- Attended all Alabama State Executive Board meetings, both in-person and virtual; presented quarterly reports to the president; after the meetings, 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 according to the new electronic reporting system; 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.
- Participated in the Gadsden Interest Meeting for potential new chapter.
- Participated in ZOOM meetings with Executive Board & Finance Committee to review new amendments related to dues increases, to budget guidelines, and to prepare 2024 budget.
- Sent Welcome letter to 2023 Alabama State Convention Representative of International Chapter.
- Prepared for the 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 2023 convention.

It has truly been an honor to serve the Alabama P.E.O. Sisterhood this year.

*Paige McCormick, Secretary*

## REPORT OF THE NOMINATING COMMITTEE

This committee has:

- Completed its duties in accordance with the procedures outlined in Article III, Nomination and Election of Officers of the Alabama State Chapter Bylaws, P.E.O. Sisterhood and with the state policies and procedures for this committee.
- Fall of 2022, a letter was emailed to all local chapter presidents with the instructions and guidelines for submitting to the Nominating Committee, the names of prospective candidates from their chapters for consideration as a nominee for the Alabama State Chapter Executive Board. Attachments included a listing of the qualifications and commitments involved in serving on the board and forms to be completed by the chapter and the applicant. All forms were to be returned to the chair by January 15, 2023.

The Nominating Committee reviewed each prospective candidate's chapter recommendation and the Information Sheet submitted by the candidate. The nominee chosen for the office of Secretary, Alabama State Chapter is Nancy Bishop Newton, Chapter AJ, Huntsville. The nominee was notified by telephone and follow-up letters were sent to both the candidate and her chapter. Nancy sent written confirmation of her willingness to serve on the executive board, if elected.

- Nancy's background, P.E.O. experience, and credentials are impressive, and she will be an excellent addition to the executive board. A biographical information sheet with a photograph of Nancy was provided to members of convention.
- All succeeding members of the Executive Board of the Alabama State Chapter were contacted requesting their permission to submit their names for the subsequent office in succession. Each gave her written consent to have her name placed on the slate of officers for nomination.
- It has been my honor and privilege to serve on the Nominating Committee and participate in such an important process for the Sisterhood. The members of the Nominating Committee thank you for the faith placed in them to make a wise decision that impacts the function of the state board. The Committee wishes to express their sincere appreciation to all those who participated in the nomination process this year.

The Nominating Committee presents the following slate of officers for the year 2023-2024:

President.....	Cindy Fry, Chapter AD
Vice President.....	Elaine Bassett, Chapter AF
Organizer.....	Cecelia "Cel" Bailey, Chapter D
Treasurer.....	Paige McCormick, Chapter AC
Secretary.....	Nancy Bishop Newton, Chapter AJ

*Linda Wilkins Kottmeyer, AM, PSP, Chair  
Nancy Gauldin, J  
Sylvia Sheffield, AA*

## 2023 Nominee to the Alabama State Board Nancy Bishop Newton, AJ

**BLUF (Bottom Line Up Front):** I am a retired government civilian employee, married to a wonderful rocket scientist, mother to two wonderful children and grandmother of 3 boys and 2 Corgis. I've been a P.E.O. sister since 2007. I'm a crazy lady with 6 adorable fur baby rescues.

Now for the rest of the story.....



I was born in Henry County, Virginia to parents who had married late due to my dad's service in World War II. My brother and I were raised in a small town with strong ties to family and our Episcopal Church. Even way back then I was in the choir (along with my mom) and altar guild. (Now we worship at St. Matthews in Madison and often we are in the choir.) My brother had a strong belief in service to the community and was a Firefighter, a deputy Sheriff, and a court Bailiff.

I started my academic career at Patrick Henry Community College in Martinsville, Virginia. After my two years there, I transferred to Virginia Polytechnic Institute and State University (now known as Virginia Tech) to complete my degree and to participate as a member of the Virginia Tech Corps of Cadets. I was in the second

class in which women were welcomed into the Corps. In later years, I would go on to obtain a master's degree in Space Systems Operations and a doctorate in Organizational Leadership.

In 1977, I was commissioned as a second lieutenant in the United States Air Force and was posted to the Cheyenne Mountain Complex, Peterson AFB, Colorado (the same place depicted in the movie "War Games"). I served in the USAF for nearly 8 years with two postings in Colorado and one at Thule Air Base, Greenland. Work in my military days was primarily detecting, tracking, and cataloging satellites. During this active-duty time I had my awesome son, Matthew. Matthew is now a defense contractor in Colorado. After leaving active duty, I became an Air Force Civilian Employee engaged in war planning, military wargames, field exercise design, and joint service training. My final assignment was as Chief of Plans and Exercises for 21<sup>st</sup> Space Wing, Peterson AFB CO. This base is now part of the US Space Force and renamed Peterson Garrison.

It was at the 21<sup>st</sup> Space Wing I found the P.E.O. world. My office next door neighbor, Lt Col LJ Van Belkum (now retired and PSP Colorado), introduced me to P.E.O. with Chapter K, Manitou Springs. LJ went on to charter a new chapter in Colorado Springs (Chapter JA) and I was honored to help along the way. I served as Recording Secretary in the start-up phase and then as Vice President once we were activated. Incidentally, we both finished our doctorates during this time. Her strength and encouraging support were awesome during those long hours of study and research.

Also, in that time at the Wing, I married my wonderful husband, David and was blessed to be stepmom to his adorable daughter Amanda. Yes, David is a Rocket Scientist. He has launched Space Shuttles and is now working on Artemis, our next moon rocket. And Amanda is now a senior accountant with FORBIS in Tampa, Florida.

Finally, once I retired (early) from the government, we made the big move to the Huntsville area to be close to our moms who were both in bad health. We had been in our first Alabama house, way out in Toney, AL about 10 days and I found Mary Wiley's business card and a note on my front door. The rest is history. Chapter AJ welcomed me with open arms and big hearts. These are some of the most amazing and talented sisters. I am honored that they nominated me for state board.

# Alabama International Convention Delegates and Alternates

## Convention of International Chapter of P.E.O. Sisterhood September 21-23, 2023 Pittsburgh, Pennsylvania

	Delegate	1st Alternate
Chapter D	Sarah Walker	Cel Bailey
Chapter AE	Shelly Salmon	Susan Heiser
Chapter AL	Karen Sargent	Barbara Tonn
Chapter AM	Merrily Newton	Susan Payne
Alternate Chapter		
Alternate Chapter		

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

*(Page numbers refer to the 2022 printing/posting of the Bylaws and Standing Rules of Alabama State Chapter)*

#### PROPOSED AMENDMENTS TO THE BYLAWS OF ALABAMA STATE CHAPTER 1. Submitted by the Executive Board of Alabama State Chapter

(page 2) Amend ARTICLE III, by striking out Section 2.

**EXPLANATION:** Would remove the limitation that no officer of Alabama State Chapter shall serve more than one elected term in the same office.

**RATIONALE:** Allows additional flexibility for filling an unexpectedly vacated office. **NOTE:** If this amendment is adopted, the subsequent sections will be renumbered to conform.

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

(page 4) Amend ARTICLE V, Section 1, by striking out the words “thirty-five dollars and fifty cents (\$35.50)” and inserting the words “forty-one dollars (\$41.00)”; and by striking out the words “. Nine dollars and fifty cents (\$9.50)” and inserting the words “; and fifteen dollars (\$15.00)” so that if adopted the section will read:

*Section 1—DUES. The annual dues of Alabama State Chapter shall be forty-one dollars (\$41.00) 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; and fifteen dollars (\$15.00) for state chapter dues.*

**EXPLANATION:** Would increase the total annual dues paid to Alabama State Chapter from \$35.50 to \$41.00 per active member, which includes an increase in the allocation to state chapter dues from \$9.50 to \$15.00.

**RATIONALE:** State chapter dues have not been increased since the 2004 state convention, while the general cost of doing business and the costs of hosting the state convention have increased substantially during that same time period.

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

(page 8) Amend ARTICLE IX, Section 1, by striking out bullet 2.

**EXPLANATION:** Would remove from the local chapter president the duty to copy and distribute the bylaws and standing rules of the state chapter to the respective local chapter officers.

**RATIONALE:** Bylaws and standing rules are accessible to all local chapter officers on the Alabama state website.

### **EDITORIAL RESOLUTION**

*Resolved,* That the 2023–2024 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.

## HIGHLIGHTS OF 2023 STATE COMMITTEE REPORTS

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

Over the past year, this Committee has:

- Met monthly via Zoom, except for December.
- Provided monthly information to chapter Cottey chairs.
- Revised the applications for the Alabama Cottey scholarship and the two Foundation scholarships.
- Created calendars for sending cards, etc. to our Cottey student, Kuiper Naefe.
- Contacted all AL students listed on the monthly Cottey interest reports.
- Provided Cottey travel information to Elena Adams who will be attending Cottey next year and arranged for her reimbursement.
- Provided Judith Caudle Strada '68 scholarship information to Kansas State Chapter as that Scholarship is also available to KS students.
- Provided scholarship applications to Kuiper Naefe, a returning student, and Elena Adams, a first-year student.
- Completed the necessary forms for the Foundation scholarships.
- Contacted Cottey with the scholarship award amounts for Kuiper and Elena.
- Ordered convention information from Cottey.
- Created and distributed a calendar for sending communications to foreign students at Cottey.
- Provided quarterly reports to the Alabama State Board.
- Established a list of responsibilities for the Cottey committee members by year of service.
- Sent updates for the Cottey web site to the webmaster.
- Established maximum distributions from the state Cottey fund and from the two Foundation scholarships.
- Asked State Board to send gift cards to the students in the Southeastern Suite.

I was privileged to serve on an excellent committee and we are thrilled that we will be having two Cottey students from AL next year.

*Susan Santoli, H, PSP, Chair  
Judy Weaver, C  
Sarah Gilbert, Q*

### Membership Committee Report

- The Alabama Membership Committee began monthly Zoom meetings following the Alabama State convention. We welcomed new member Luann Rice, Chapter C, who was added as the fourth member of the committee, based on the bylaw change at state convention 2022.
- The chapters were divided into four regions for communication with a member of the state committee. Shirley Paramore: Auburn/Montgomery/Tuscaloosa area, Nancy Newton: Huntsville area, Luann Rice: Birmingham area and Nancy Sizemore, Southern/Mobile area.
- The Minute for Membership was started in June 2022 and went to local chapters monthly. Members of the committee took turns writing Minute and topics were designed to help our local chairs: November 2022 – In our communications with chapters reminded all of the recorded training on our website and reminded sisters that any day is a good day to introduce someone to P.E.O. December 2022- Christmas Greeting to all chapters sent. January 2023-Reminded all chapters how to contact and communicate with unaffiliates. February 2023-Stressed the

importance of dues and preventing sisters from going inactive to all our chapters. March 2023- Provided helpful ways to connect with non-participating members to all our chapters.

- Local chapter workshops were conducted on October 29 and November 8, 2022, via Zoom--“The Long and Winding Road Through Membership.” 65 sisters participated in the workshops. One highlight was local chapter members explaining how they recruit new members. Topics included discussion of the types of P.E.O. membership, chapter officer and chair duties and communication strategies.
- The unaffiliate list was analyzed each time it was updated (3 times) and sent to local chapter membership chairs.
- The membership section of the Alabama P.E.O. website was reviewed, and changes made.
- A convention display was designed.
- Initiations were analyzed for the year. 31 chapters participated and a 67% increase in initiations was noted.
- 100% of local chapters submitted their Annual Membership reports.

*Nancy Sites Sizemore, AG, PSP, Chair  
Shirley Paramore, V, PSP  
Nancy Bishop Newton, AJ  
Luann Rice, C*

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

Total number of Loans Awarded: 8

Sponsoring Chapters: 7 (AD, AM, H, P, AL, D, L)

Total Value of Loans Awarded: \$106,000

Total Chapter Contributions (40 chapters): \$14,904.46

Chapter Annual Reports Received: 24/40

Legacy Chapters: 17 (A, B, D, E, H, I, L, M, O, S, X, AC, AF, AG, AK, AL, AM)

- 11 Chapters had a special ELF program.
- Fundraising consisted of silent and brown bag auctions, luncheons, yard sales, items for sale (soap, soup, bean, plant, pecans, cookies, holiday wreaths), harvest and Christmas markets, teas, raffles, and a special Belk sale.
- Obtained a speaker for the State Convention and prepared to introduce her at our convention.
- Answered questions received via email from chapters who had a question regarding an ELF loan.
- Planned for ELF display at convention.
- Created email distribution list.
- Submitted Quarterly Reports to the executive board.

*Martha Hocutt, I, Chair  
Katie Bassett Temple, AF*

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

Donations of \$14,233.46 were made to IPS from at least 31 Alabama Chapters for 2022-2023. Twenty-six chapters sent a report to the IPS chair. Twelve chapters reported donations of \$500 or more (five additional chapters donated \$500 or more but did not send a report to this chair), and 17 chapters will be Partners in Peace Chapters for 2023. Three chapters reported no IPS donation, and the average donation reported was \$352. Chapters raised money for IPS with their regular and annual ways and means fundraisers. Twelve chapters reported monthly to their chapters on IPS, and 15 chapters presented an IPS program during the year.

Partners in Peace chapters in Alabama have enjoyed meaningful interactions with IPS recipients this year, especially the local ones! Chapters connected to their Partner in Peace IPS recipient with cards, texts, emails, telephone calls, photos, and small gifts.

*Amanda von Herrmann, AA, Chair  
Kathy Martin, J*

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

- Amount given by Alabama Chapters: \$18,794.46
- Number of Grant Awards to Alabama recipients: 27
- Total amount awarded to Alabama recipients: \$74,100
- Number of Alabama chapter annual reports: 40/40

Duties of PCE State Committee Chair accomplished 2022-2023

- Received from state an email list of all PCE chairs in Alabama.
- Sent an introductory email encouraging chapter chairs to celebrate PCE’s 50<sup>th</sup> anniversary.
- Communicated with Kham Saengaroun, PCE International Supervisor on several occasions.
- Received PCE applications from International and forwarded to local chapters.
- Sent quarterly reports to Cel Bailey, state PCE advisor.
- Secured a speaker for convention.
- Advised incoming PCE chair, Amy White, about convention display.
- Collected 40 of 40 chapter annual reports.
- Compiled 2022-2023 chapter report totals for report to state PCE including the following:
- Twenty-three chapters qualified for Brighter Tomorrow status:
  - Chapters B, C, D, E, H, I, J, L, M, P, S, U, V, W, X, Y, AB, AC, AF, AG, AK, AL, AM
- Fifteen chapters had grant recipients:
  - One each for Chapters C, F, L, P, Q, S, X, AC, AF, AH, AL
  - Two each for J, AB, AL
  - Ten for Chapter E
- Chapter AB had a candidate who received a \$5000 anniversary grant.
- Twenty-four chapters made monthly PCE reports.
- Fifteen chapters presented a special program on PCE.
- Nineteen chapters have revolving members (average 2) on PCE committee.
- Thirty-two chapters keep PCE files up to date and pass on each year.
- PCE fundraisers: Sale of soap, sweatshirts, coffee, candles, cards, sweet potatoes, Boston Butts, pecans, soup mix, hams, holiday wreaths, plants, Krispy Kreme donuts.
- Activities/Events include Bunco, Bingo, silent auctions, Christmas luncheon, afternoon teas, raffles at meetings and socials, brown bag auction, wine at meetings, Brag “pig” (ask chapter G), garage sale, virtual bake sale, harvest market, Brags & Blessings, Belk charity sale, winter market, Jingle jars (loose change), dinner for 2 (ask chapter AA), Games Galore (ask chapter AK), B&B visits

*Sue C Bradley, E, Chair  
Amy White, O*

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

Number of nominations internationally	825
Number of PSA recipients	110
Amount of each award	\$20,000
Total value of awards	\$2.2 million

Local Alabama chapters submitting nominees D, F, G, J, AF, AJ, AK, AL	8
Number of applicants from local Alabama chapters D submitted 3 candidates, AJ submitted 2 candidates, AL submitted 2 candidates	12
Chapters with Successful Nominees AK, AL	2
Local Laureate chapters	19
Local chapters making contributions	34
Total chapter contributions	\$ 15,604.46

Committee Actions:

- Members of the committee received training from Paige McCormick.
- The committee chair created an email list for communication with chapters.
- The committee connected several local chapters with a PSA candidate whose information was sent to the state chair 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 sent two informational emails to local chapters referencing information on the P.E.O. International website.
- The committee members divided responsibility for the convention report, locating a convention speaker, and preparation of the convention display.
- Members of the committee answered questions from local chapters about application timelines, and whether a chapter is allowed to nominate more than one candidate per year.

Summary of Chapter Annual PSA Reports:

- Contribution amounts ranged from \$100 to \$708.60 per chapter. The most common amount was \$500.
- Information for the reports came primarily from the P.E.O. Record and the P.E.O. International website. Other sources noted were old files and prior recipients.

*Alline Russell, O, Chair  
Shellye Vardaman, AF*

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

Total Chapters sponsoring STAR Scholarship candidates: 23

Total Candidates completing application process: 20

Total amount Chapter contributions: \$17,366.45

Total Chapter Annual reports received: 29 of 40

This committee has done the following:

- Introductory email from STAR Committee sent to Chapter STAR chairs
- Reminder of deadlines for STAR candidates' submissions sent to Chapter chairs
- Quarterly reports sent to STAR advisor, Elaine Bassett
- Responded to questions from chapters concerning candidate submission process.
- Reminders sent to Chapter STAR chairs for annual report with follow-ups as necessary.
- STAR constellation Chapters numbered.
- Direct gifts to candidates totaled \$1,335.00.
- Chapter fundraising activities included Greening the Christmas tree; Boston butt and turkey sales; garage sales; raffles; donations by members; sweet potato sale; fashion shows; plant and wreath sale; sale of pecans; auctions; bake sales; bunco tournament; luncheons; Honey-Baked Ham gift; a virtual tea; sale of candles and coffee; sale of crafts; donut sale.

- Suggestions to STAR chair:
  - Help get STAR information to high school guidance counselors.
  - Pass along suggestions for effective applications, release results prior to convention.
  - One chair created a PowerPoint and released to high school counselors.
  - Share names with other chapters if you have more than one applicant.
  - Include students who have to work after school and are not able to acquire accolades.
  - Provide chapters with short paragraphs written by scholarship award winners so we can know what they are looking for in a candidate.
  - STAR Chair, Judy Bludsworth, found the speaker for State Convention from Chapter V.

We appreciate the suggestions and ideas about fund-raising that the chapters included in their reports. This shows the dedication to our sisterhood and the educational pursuits of women.

*Judy Bludsworth, V, Chair  
Miriam Morrow, L*

## **Alabama State Chapter Finances – 2022-2023**

### **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 Finance Committee and Executive Board worked closely together to on the following points:
  - Met via Zoom and emailed throughout the year.
  - Ways to help the position of Treasurer learn and work the spreadsheets and assist with the operations and duties of the AL State Treasurer position. This seems to be an issue in most States/Provinces.
  - Rising costs to do the work of the AL State Executive Board and State Committees. Dues for AL State members have not increased since 2004 and the cost of doing our business has increased greatly.
  - Ways to reduce the rapidly increasing costs of AL State Convention. Convention Fees have not increased since 2009 (per chapter registration fee) and 2010 (per member fee)
  - Wrote an amendment to the AL State Bylaws to increase the State Chapter Dues.
  - Worked to establish the 2023-2024 General Fund Budget and advised on the State Convention Budget. The budget for the current P.E.O. year 2023-2024, retroactive to April 1, has been prepared after study of the past year and is submitted to the convention for adoption.

The committee recommends a transfer of funds from the General Fund Account to the State Convention Fund of \$13,000.

The committee greatly appreciates and commends the Executive Board's efforts to keep expenditure as low as possible to the point of covering many expenses out of their own pockets.

*Carol Williams, Chapter L, Chair  
Janice Alcorn, Chapter AN, PSP  
Susan Richardson, Chapter C*

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**REPORT OF THE 2023 AUDIT COMMITTEE**  
**ALABAMA STATE CHAPTER P.E.O. SISTERHOOD**

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

We have examined on a test basis the accounting and other financial records of Alabama State Chapter for the year April 1, 2022 to March 31, 2023 and have determined to our satisfaction, the following to be correct:

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

Based on our examination, the financial statements for Alabama State Chapter prepared from those records, reporting assets and fund balances at March 31, 2023, and revenue and expenditures for the year April 1, 2022 to March 31, 2023, present such items fairly, in all material respects.

Audit Committee of Alabama State Chapter

Signed Elizabeth Y. von Herrmann Chairman

Lindsay Williams Kottmeyer  
Polly Orlando

Date: April 28, 2023



**STATE/PROVINCE/DISTRICT DUES FORM  
MARCH 1, 2023**

NUMBER OF ACTIVE CHAPTERS REPORTING MARCH 1, 2023	40
NUMBER OF ACTIVE MEMBERS MARCH 1, 2023	1337
<b>I. Amount of dues payable to International Chapter per active member:</b>	
International Chapter dues of \$26.00 (includes \$6.00 for Cottey College)	\$ 34762.00
<b>II. Initiation and Reinstatement Fees:</b>	
\$ 15 for each 68 members initiated 03/01/2022 to 02/28/2023	\$ 1020.00
\$ 15 for each 8 members reinstated 03/01/2022 to 02/28/2023	\$ 120.00
<b>III. Supply/Resource/Technology Payment:</b>	\$ 2000.00
<b>IV. Liability Insurance, \$1.00 per active chapter as of 3/1/2023</b>	\$ 41.00
(# active local chapters + one Alabama State Chapter)	
<b>V. Directors &amp; Officers Insurance Premium</b>	\$ 72.00
<b>VI. Fidelity Bond Insurance</b>	\$ 100.00
Officers covered: Treasurer	
<b>VII.</b>	\$ 0.00
<b>VIII.</b>	\$ 0.00
<b>IX. TOTAL REMITTANCE payable to International Chapter (send check for total dues and fees.)</b>	<b>\$ 38115.00</b>

I hereby attest that the information above is accurate and balanced: Yes

Cecelia H. Bailey

Approved by International Chapter and released on May 8, 2023

*Dana VanRoehl*

Treasurer, International Chapter

This information was digitally signed and approved by:

President, Wendy James

Treasurer, Cecelia Bailey

## SUMMARY OF RECEIPTS AND EXPENDITURES BY FUNDS

<b>FUND</b>	<b>BALANCE 4/01/2022</b>	<b>RECEIPTS</b>	<b>DISBURSEMENTS</b>	<b>Transfers</b>	<b>BALANCE 3/31/2023</b>
<b>General Fund</b>	<b>\$59,323.82</b>	<b>\$192,611.86</b>	<b>\$199,683.60</b>	<b>-\$20,000</b>	<b>\$32,252.08</b>
<b>Convention Fund</b>	<b>\$9,227.20</b>	<b>\$13,447.00</b>	<b>\$25,851.27</b>	<b>+\$20,000</b>	<b>\$16,822.93</b>
<b>Alabama Cotney Scholarship Fund (ACSF)</b>	<b>\$66,320.93</b>	<b>\$5,853.87</b>	<b>\$8,822.45</b>		<b>\$63,352.35</b>
<b>Reserve Fund</b>	<b>0</b>	<b>\$9,692.03</b>	<b>\$4.00</b>		<b>\$9,688.03</b>
<b>Total Assets</b>	<b>\$134,871.95</b>	<b>\$221,604.76</b>	<b>\$234,361.32</b>	<b>\$0.00</b>	<b>\$122,115.39</b>

Alabama State Chapter P.E.O. Sisterhood						
General Fund Budget for April 1, 2022 through March 31, 2023						
				ADOPTED	AT 3/31/23	PROPOSED
				BUDGET	ACTUAL	BUDGET
				2022-2023	2022-2023	2023-2024
<b>RECEIPTS</b>						
		State Chapter Dues		\$12,578.00	\$12,578.00	\$12,701.50
		Convention Assessment		\$ 3,843.00	\$ 3,843.00	
		Registration Fees		\$ 2,000.00	\$ 2,000.00	
		Interest, BS Prime Account		\$ 15.00	\$ 3.04	\$ 15.00
		Charter Fees				\$ 100.00
		State Fundraiser			\$ 1,332.97	
		Reimbursements PayPal conv meals + donation		\$ 6,000.00	\$ 6,094.69	
<b>TOTAL RECEIPTS</b>				<b>\$24,436.00</b>	<b>\$25,851.70</b>	<b>\$12,816.50</b>
<b>DISBURSEMENTS</b>						
<b>Transfer of Funds to Alabama Convention Fund</b>						
		Convention Assessment		\$ 3,843.00	\$ 3,843.00	
		Registration Fees		\$ 2,000.00	\$ 2,000.00	
		State Fundraiser		\$ 2,546.36	\$ 1,332.97	
		Reimbursements PayPal conv meals + donation		\$ 6,837.84	\$ 6,094.69	
			Transfer Subtotal	<b>\$15,227.20</b>	<b>\$13,270.66</b>	<b>\$ -</b>
<b>Administrative</b>						
		Insurance through International		\$ 206.00	\$ 213.00	\$ 213.00
		Web Site		\$ 200.00	@ \$ 200.00	@ \$ 200.00
		Technology		\$ 300.00	\$ 299.80	\$ 300.00
		New Chapter Expense		\$ 1,500.00		\$ 1,500.00
		Charter Fee & Supplies		\$ 200.00		\$ 200.00
		Executive Board				
		Organizer / Proxy Travel		\$ 1,200.00	\$ 1,499.20	\$ 1,200.00
		Travel		\$ 3,347.00	\$ 4,574.59	\$ 4,500.00
		Office Expense		\$ 1,500.00	\$ 1,585.10	\$ 1,800.00
		Honorarium/ Memorial		\$ 100.00	\$ 175.00	\$ 100.00
		Committee				
		Expenses		\$ 100.00	\$ 382.32	\$ 300.00
			Administrative Subtotal	<b>\$ 8,653.00</b>	<b>\$ 8,929.01</b>	<b>\$ 10,313.00</b>
<b>International Convention</b>						
		Delegates+Board (Trvl, St Dinner, Hotel, Incidentals)		\$ 4,000.00	@ \$ 4,000.00	@ \$ 4,000.00
		Registration Fees		\$ 240.00	@ \$ 240.00	@ \$ 240.00
			Int'l Convention Subtotal	<b>\$ 4,240.00</b>	<b>\$ 4,240.00</b>	<b>\$ 4,240.00</b>
<b>Miscellaneous</b>						
		LEAD		\$ 500.00		\$ 500.00
		Cottey Seminar		\$ 500.00	@ \$ 756.49	# \$ 650.00
		State/RMR Membership Summit		\$ 200.00	@ \$ 200.00	@ \$ 200.00
		Local Chapter Workshops		\$ 2,000.00		\$ 1,000.00
		State Membership Workshop				\$ 1,000.00
			Miscellaneous Subtotal	<b>\$ 3,200.00</b>	<b>\$ 956.49</b>	<b>\$ 3,350.00</b>
<b>TOTAL DISBURSEMENTS</b>				<b>\$31,320.20</b>	<b>\$27,396.16</b>	<b>\$17,903.00</b>

Alabama State Chapter P.E.O. Sisterhood					5/1/23		
State Convention Budget for April 1, 2022 through March 31, 2023							
					ADOPTED	AT 3/31/23	PROPOSED
					BUDGET	ACTUAL	BUDGET
					2022-2023	2022-2023	2023-2024
<b>RECEIPTS</b>					Not Presented		
	Convention Assessment					\$ 3,843.00	\$ 3,870.00
	Registration Fees					\$ 2,000.00	\$ 2,000.00
	Interest					\$ 1.14	\$ -
	State Fundraiser/Marketplace					\$ 1,332.97	\$ 1,500.00
	PayPal convention meals + donation					\$ 6,094.69	
<b>TOTAL RECEIPTS</b>					<b>\$ -</b>	<b>\$ 13,271.80</b>	<b>\$ 7,370.00</b>
<b>DISBURSEMENTS - State Responsibilities</b>							
	Executive Board						
		Lodging				\$ 1,519.04	\$ 1,800.00
		Meals				\$ 1,268.62	\$ 1,300.00
		Travel				\$ 269.25	\$ 400.00
		Travel - President's Convention Inspection				\$ -	\$ 100.00
		Office Expenses				\$ 296.66	\$ 250.00
		Printing and Copying - incl convention program				\$ 797.12	\$ 600.00
	Committee						
		Lodging (Ch A&R, Fin, Nom, Memb, ImPP for COL, Phil, Hist)				\$ 714.88	\$ 1,200.00
		Meals - Committees above & speaker lunch. NOT Hist				\$ 2,026.83	\$ 2,000.00
		Travel (A&R, Fin, Nom, Memb, ImPP for COL, Phil, Hist)				\$ 670.00	\$ 670.00
		Printing and Copying				\$ -	\$ -
		Postage and Stamps				\$ -	\$ -
		Other Office Expenses (incl \$50 display tables)				\$ 37.96	\$ 300.00
		Celebration of Life (printing Program)				\$ 255.22	\$ 100.00
		Meeting Room Fee and AV Equipment Fee				\$ 2,043.95	\$ 3,000.00
		New Chapter Housing				\$ -	
		Past President's Meals - Convention only. NOT PSP dinner				\$ 510.32	\$ 500.00
	Proceedings						
		Printing				\$ 198.93	\$ 150.00
		Postage				\$ -	
		Hostess Chapter Allotment				\$ 12,000.00	\$ 6,000.00
<b>TOTAL DISBURSEMENTS</b>						<b>\$ 22,608.78</b>	<b>\$ 18,370.00</b>
<b>SURPLUS or (DEFICIT)</b>						<b>\$ (9,336.98)</b>	<b>\$ (11,000.00)</b>

## 2023 Philanthropy Speakers



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

Nat is from Bangkok, Thailand. She received an IPS scholarship in 2020. She is currently pursuing her master's degree in Marriage and Family Counseling at the University of Mobile, Alabama. She will be graduating in December 2023. She has a strong passion for psychotherapy. Her goal is to help people through hard times in their daily life, where they find themselves unable to move forward,

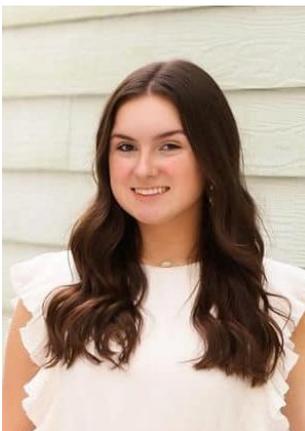
through compassion using mindfulness-based therapy. She is also a volunteer at the Meditation Center of Alabama and a certified mindfulness and meditation trainer. In her free time, she loves teaching meditation to help people find inner peace. She also loves reading and connecting with people.

### **P.E.O. Scholar Award (PSA) Recipient Beth Prior**



As a child, Elizabeth Prior spent many hours playing in her backyard stream, discovering aquatic life, and fishing out the trash. However, the upstream forest was bulldozed, exposing acres of red Alabama clay. With heavy rains and resulting runoff, her childhood creek soon turned bright orange. This led her to focus on water resources during her undergraduate and graduate studies. Beth became excited about utilizing remote-sensing drones and decided to incorporate that into her research. She holds a B.S. in

civil engineering, graduating summa cum laude, from Auburn University, and is currently pursuing a Ph.D. in biological systems engineering at Virginia Tech. Beth investigates how floodplain vegetation affects flood events. She studies how to best incorporate remotely sensed drone data into hydrodynamic modeling to better represent and understand riparian vegetation. By using drone data, she can further dive into vegetation dynamics, specifically how seasonality and individual floods change vegetation structure. Her goal is to conduct big data watershed conservation research as a federal laboratory adjunct professor. Beth returns to Opelika regularly to visit her friends and family. She was nominated for the Scholar Award by Chapter AH in Virginia.



### **P.E.O. STAR Scholarship Recipient Clara Parker Schell**

Parker Schell is a recipient of the Star Scholarship in 2021-2022. She was sponsored by Chapter V in Ozark. Being the oldest of three children, Parker learned to lead at a young age. Her greatest attribute is sharing her faith and helping others around her. She graduated from Brewbaker Technology Magnet High School in Montgomery, where she served on Mu Alpha, Rocappa, HOSA, National Technical Honor Society, Alabama Youth Legislature, and a Student Ambassador for her school. Parker is now a freshman at The University of Alabama where she is majoring in Public Relations. She is an active member of The Church of The Highlands and works part-time at Kumon Learning Center.



**P.E.O. Program for Continuing Education (PCE) Recipient  
Ashley Broderick**

Ashley Broderick, RSW is a Clinical Social Worker specializing in adolescent mental health and addictions. She works within a community mental health setting on unceded Mi'kmaq territory in New Brunswick, Canada. This coming spring, Ashley will graduate from the University of Calgary with a Master of Social Work with a clinical specialization. Outside of her academic and work interests, Ashley loves spending time with her 9-year-old daughter, her husband and their animals. When not at home you can find them together spending time in the great outdoors.



**P.E.O. Educational Loan fund (ELF) Recipient  
Katie Coe, AL**

Katie graduated from Jacksonville State University in May of 2020 and is currently an elementary music educator in the Huntsville area. She decided to further her education by pursuing her master's degree in music education from Auburn University, which started in August of 2022. She lives in Huntsville with her two dogs, Opal and Blue. She enjoys being a part of PEO Chapter AL, playing volleyball, working with a church children's choir, and playing video games and board games.

## **2023 SILVER SISTERS**

### **25 Years**

Bettye S. Cox, B  
Carolyn J. Hopmann, B  
Ellaine B Miller, E  
Elizabeth K. Butz, E  
Jill M. Burt, G  
Janis M. Wachs, G  
Patricia K. Powell, G  
Judy Palmer, G  
Helen Gibson, I  
Carik S, Baggett, I  
Cynthia G. Harris, I  
Rebekah Adams, J  
Lea Cumings, J  
Janice Turner, J  
Dorothy Bossard, M

Nancy C. Walter, M  
Sara E Hassler, P  
Connie Malone, R  
Vicky M. Kirkland, S  
Barbara B. Inscho, U  
Janice S. Candler, Y  
Maurice G. Semler  
Judy Martin, AC  
Julie E. Rose, AC  
Arlene K. Emery, AJ  
Elaine Shriver, AJ  
Vicki L. Ryan, AJ  
Lisa K. McCord, AL  
Audrey A. Hains, AM

## **2023 GOLDEN GIRLS**

### **50 YEARS**

Patricia Gayle Cook Clark, G  
Kim Weinheimer, I  
Martha Ann McElroy, N  
Gail Baker Moseley, O  
Sara Fenton Hassler, P  
Sara R. Bush, Q  
Ruth Dixon, R  
Patricia P. King, U  
Carol Kleinhoff, W  
Susan Glambrone, X  
Joan Parrish Adams, Y  
Martha B. Hastings, AA  
Dawn Gorsuch, AB  
Elizabeth A. Quick, AG

### **55 YEARS**

Elizabeth Roos, A  
Sue Wellman, B  
Betty Sue Carson, M  
Mary Ann Walker, M  
Susan W. Barr, P  
Jean Coshow, Q

### **60 YEARS**

Jean F. Sturmfels, M  
Joanne Brown Golden, Q

### **65 YEARS**

June W. Williams, H, PSP  
Sylvia Hellems, I, PSP  
Jemalee Adams, J  
Elizabeth Land, O

### **80 YEARS**

Harriet Cloud, F

## **2023 MILESTONE BIRTHDAY CHAPTERS**

### **25 YEARS**

Chapter AC, Tuscaloosa

### **55 YEARS**

Chapter N, Tuscaloosa

### **60 YEARS**

Chapter L, Mobile

### **65 YEARS**

Chapter J, Huntsville

## DEVOTION

From Matthew 5, verses 14-16

“You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on a lampstand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven. “

Light is a form of energy that makes it possible to see all things. It is the energy that allows us to Imagine our world. Our objects and Aims state in part, “To seek growth in knowledge and in culture, and to obtain all possible wisdom from nature, art, books, study and society and to radiate all light possible by conversation, by writing and by the right exercise of any talent we possess”. Let us use God’s light and radiance to encourage our sisterhood, to help sisters bring their talents, strengths and gifts to the world and finally to bring good works to the women we are helping reach for the stars. May this light give us wisdom and a straight path so as to not fall or stumble in our work. With God’s love and the power of light, let us live in a P.E.O. World...imagine!

Nancy Bishop Newton  
Alabama State Convention  
May 2023

## CLOSING REMARKS OF OUTGOING PRESIDENT

I mentioned earlier that the Presidents letters really inspired the Board. Well, I must say thank you one last time to presidents and their chapters who this past year has taught me so much about the true spirit of PEO. Thank you to the presidents who, repeatedly mentioned in their letters that their chapter sisters rewarded them more than they could ever have imagined. One president said, “The benefits you receive will be the measure of your reward....and that the benefits she received far outweighed what she had given”. The words love and support, privileged, honored, used repeatedly by our chapter presidents across this state. Phrases like “I could have never imagined...” and one even said “honestly, I was reluctant to accept the position of president, but I not only survived, but I have also come away with a much more enlightened appreciation for the true meaning of P.E.O.”. One chapter quoted their first chapter president’s letter who 60 years earlier had written” our chapter’s year has been a meaningful one – a period of growth of the P.E.O. spirit in our chapter, growth in knowledge, understanding and love for each other”. Those words, she said, perfectly described her chapters year. And let me stress, not one president, not ONE, said “I’ll never do that again”! So, thank you to all of the presidents for saying YES and for leading our chapters. Your work this year encouraged your EB and sisters, let their words also encourage you to never be intimidated by any position in P.E.O.

My year as president was no exception. This past year this executive board has also taught me the true meaning of P.E.O. I have had my share of interesting life events these last 12 months and these sisters, your EB, never missed a beat. When I needed them, they were there for me. When my talents fell short, they were there to pick up the slack. No judging. Just support, wrapped up in love. I am convinced that there is nothing that they would not have done for me. And I can assure you there is NOTHING that these sisters would not do for YOU and our sisterhood either. Our saying is “Women helping Women” well my saying this past year has been “these women helping this woman”! These are the finest sisters you could ever ask for, especially to lead the great state of Alabama. Have you ever noticed that their heads are always held high? That’s because THEY are constantly looking up and reaching for those stars.

And let me tell you about your next president. When Cindy first joined us on the Board, one of our first meals together, we asked Cindy to say the blessing. That day, that beautiful, extemporaneous prayer gave our Cindy the title of “Pastor Cindy” and that day forward the task of giving ALL our meal blessings. Have you ever known someone that when they pray, you can feel HIS grace? That’s our Cindy. Cindy’s

unconditional love for her sisters, her sweet spirit and her enthusiasm for all things P.E.O. will make her a wonderful leader. I can only imagine what she will accomplish by this time next year.

Elaine, Paige and Cel are truly, exceptional women that I will dearly miss. I hope they know how much I love and appreciate the time that I have had with them. Please give them the P.E.O. support and love that they deserve. And remember, Cindy, Elaine, Cel and Paige, you are **extraordinary!** Don't ever forget that!

PSPs, thank you for always picking up the phone and being there when I needed advice.

To my Board Buddies, I will miss you, but you are going to be in really good hands with Nancy! Please take good care of her.

Chapter C, there are no words to express my gratitude for your love and support over the years. I thank GOD every day for sending me to Chapter C. I could never have imagined 13 years ago the love, personal growth and enjoyment that was ahead of me. MWUH!

And to my BIL, Bill. I will now resume sharing grocery shopping and making dinner. Thank you for your love and support.

Would the sisters from our hostess chapters, the convention committees, convention steering committee, our pages, our guards, our tellers, please stand. This convention is a huge undertaking that has been years in the making, the thoughtful details, large and small, the countless hours spent on ensuring that our convention would be enjoyable, memorable is so very much appreciated. Because of each of you and your hard work and dedication to our sisterhood, we all say, "THANK YOU"!

One last special thanks, to my chapter sister, Susan Richardson, for her leadership as Convention Chair! YOU have exceeded my expectations and this convention was all that I imagined it to be.

If you look in your bags you will find a single domino. I bet you were wondering what the heck is a single domino for?! I wanted you to take just one little reminder home with you. Keep it handy. I have one on my desk next to my computer monitor. It was given to me by a dear friend and mentor many years ago. I want each of you to remember that just like a single domino, we as individuals can function as simple, positive energy. But like many dominos stacked together, we can become a force that is so much more powerful. Together with a little work and organization, OK and a few standing rules and bylaws thrown in, when we stand next to each other, we are unstoppable! Our purpose, our results, are magnified when we stand together. And oh, how much more fun it is when we are standing together. (Pointing at the crowd)

Sisters, thank you for the honor and privilege that it has been to serve you on the executive board of the PEO Alabama state chapter. Please continue to let your light shine, live in a PEO World, and continue to imagine.

#### ACCEPTANCE SPEECH IF INCOMING PRESIDENT, Cindy Fry

Growing up in Columbus, GA, to a family that lived in the city but spent the majority of our time in the country with grandparents who farmed, I loved being out in nature, looking at everything that God created. The insects, the bacteria that floated on the top of the pond water, the trees as they changed colors, the cicadas that sounded all through the night, and the smell of the barn when the cows came home to eat. There was always something new to discover, and this never got old.

Fast forward to 1983 when I married my BIL, Chris. He took me away from Columbus and thus began a journey that has not ended. I remember him asking me while on a bike ride, within a month of getting to our new duty station at Ft. Carson, CO, "Where would you like to retire?" Retire?! We just got married

and moved, BUT it got me thinking about all the adventures we would have ahead of us. We would have children, grandchildren, live in many locations, some of which were overseas, and yes, we would retire.

I have always looked at life as this amazing adventure--the excitement that it can bring, but also the opportunity to stop and take it all in, for without doing that, the pureness of God's gift for that adventure is lost. The gift of P.E.O. that was given to me brings many friends, love, and deep bonds. My mission trip to Montana each year reinforces my solid foundation of faith and provides the opportunity to have sweet hiking adventures with Marilyn Mancini. The red light, which should have upset me because the car in front was going too slow and then sped through the yellow light, gave me the opportunity to look around and take a deep breath. The GPS that takes me unexpectedly on a back road, through a smoldering tire dumping area, just to say, "You have arrived," brings me laughter and joy that my mission team has experienced this adventure with me so that they know I can't make this stuff up! All of us need to be ever vigilant of the adventures before us and walk with open eyes, an open heart, and an open mind to experience what lies ahead.

Every adventure has its ups and downs. To me, that is like hiking a mountain. Some days, we will be on the upslope and near the peak where we know the sun is shining brightly. Everything is beautiful; we are happy; all is going well. Some days, we are headed down the hill. We are tired; we want to stop; we feel as if we have lost our joy. Ladies, I am here to remind you that at that moment, we need to Embrace the Adventure, stop and take a deep breath and then look for what lies ahead and how we will find joy in it, for there is always something good in every adventure.

P.E.O. is an amazing adventure. I believe that with all my heart and soul. It allows us to discover that we can be a leader; that all leaders look and lead differently and that's a good thing. Our sisters are there to support us and want us to succeed. I urge you to step forward into that adventure. P.E.O. helps us find our voice, and sometimes it helps us to hold our tongue. That in itself is an amazing adventure. We fulfill our mission every day by supporting our candidates and recipients, showing love and grace to our sisters, and motivating each other to be the best we can be. Thank you, P.E.O.

I am grateful to our seven founders who began an adventure in 1869 which has led us to who we are today. They were not afraid to step out and discover where these friendships would take them or to find others to share this new society with. With that as an example, how can we not follow in their steps?

I encourage each of you to Embrace the Adventure before you in P.E.O. Find the joy that comes with it as well as the challenges, for the joy will bring a deeper love for our sisters and the sisterhood as a whole, and the challenges will help you grow as a woman. It has for me.



**2023-2024**

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



## **Embrace The Adventure**

1. **Embrace the Adventure of Fun and Fellowship.** Hold at least one social and invite potential sisters.
2. **Embrace the Adventure of Growing.** Increase membership in your chapter with at least two new sisters by initiation and/or reinstatement.
3. **Embrace the Adventure of Joy.** No inactive sisters.
4. **Embrace the Adventure of Leadership.** Elect and install one sister who has never served as an officer.



# Embrace The Adventure

## P.E.O. Alabama State Chapter Officers And State Committees 2023-2024

EXECUTIVE BOARD OFFICERS		
<p><b><u>President</u></b>            Cindy Fry, AD            22898 Cog Hill Drive            Athens, AL 35613            256-683-3890 c            cindyfrypeo@gmail.com  <i>Board Buddies: I, J, L, S, Z,            AA, AG, AH, AK</i></p>	<p><b><u>Vice President</u></b>            Elaine Bassett, AF            108 Deerfield Drive            Troy, AL 36081            334-372-7329 c            elaine.bassett.peo@gmail.com  <i>Board Buddies: C, G, N, Q, X,            AC,            AD, AM</i></p>	<p><b><u>Organizer</u></b>            Cel Bailey, D            1124 Forest Brook Drive            Birmingham, AL 35226            205-937-1505 c            celbaileypeo@gmail.com  <i>Board Buddies: M, P, U, V, AE,            AL, AN</i></p>

<p><b><u>Treasurer</u></b>  Paige McCormick, AC  28 Cherokee Road  Tuscaloosa, AL 35404  205-344-3096 c  peopaige@gmail.com  <i>Board Buddies: E, H, O, W,  AB, AF, AI, AJ</i></p>		<p><b><u>Secretary</u></b>  Nancy Newton, AJ  106 Callen Drive  Madison, AL 35756  719-428-9360 c  nancynewton.peo@gmail.com  <i>Board Buddies: A, B, D, F, K,  R,  T, Y</i></p>
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<p style="text-align: center;"><b><i>Alabama Cottey College Scholarship &amp; Recruitment Committee</i></b>  <b><i>Elaine Bassett, AF, Vice President, Adviser</i></b></p>		
<p>Judy Weaver, C, Chair  6910 Providence Estates Court  Mobile, AL 36695  251-454-9924 c  jstoneweaver@gmail.com</p>	<p>Sarah Gilbert, Q  102 Buchanan Court  Athens, AL 35611  256-777-3832 c  skg2398@me.com</p>	<p>Susan Tanner, S  229 Creekside Drive  Florence, AL 35630  512-406-1172 c  sbtanner1@aol.com</p>

<p style="text-align: center;"><b><i>Amendments &amp; Recommendations Committee</i></b></p>		
<p>Mavis Smith, C, Chair  1053 Hidden Forest Drive  Montevallo, AL 35115  205-406-5203 c  mavis131@att.net</p>	<p>Gayle Howell, AC, PSP  15318 Tierce Lake Road  Northport, AL 35475  205-330-8822 c  gaylepeo@aol.com</p>	<p>Carol Fischer, T  308 Edgewood Blvd  Homewood, AL 35209  614-980-8018 c  carol12fischer@gmail.com</p>

<p style="text-align: center;"><b><i>Finance Committee</i></b></p>		
<p>Janice Alcorn, AN, PSP, Chair  324 Reddoch Road  Florence, AL 35633  256-710-7739 c  alcornt@bellsouth.net</p>	<p>Susan Richardson, C  6613 Somerby Lane  Mobile, AL 36695  251-402-7740 c  macrich22@aol.com</p>	<p>Julia Naefe, AD  205 Avian Lane  Madison, AL 35758  256-724-1373 c  jdnaefe@gmail.com</p>

**Membership Committee**  
**Cel Bailey, D, Organizer, Adviser**

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**Nominating Committee**  
**Cindy Fry, AD, President, Liaison**

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**P.E.O. Educational Loan Fund (ELF) Committee**  
**Paige McCormick, AC, Treasurer, Adviser**

<p>Katie Temple AF, Chair  302 Crescent Drive  Troy, AL 36081  205-657-7323 c  kbassett924@gmail.com</p>	<p>Beth Beck, Z  235 Winter Lane  Madison, AL 35757  256-651-7273 c  beth.beck@siemens.com</p>
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**P.E.O. International Peace Scholarship (IPS) Committee**  
**Nancy Newton, AJ, Secretary, Adviser**

<p>Kathy Martin, J, Chair  55 Lema Lane  Langston, AL 35755  907-250-6625 c  kathleen.r.martin@gmail.com</p>	<p>Judy Falls, H  4559 Knight Way Drive  Mobile, AL 36608  417-437-8144 c  fallsjrf@gmail.com</p>
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# SCHEDULE OF ALABAMA STATE CHAPTER CONVENTIONS

**Call to 2024 Convention: "Embrace the Adventure"**

**65th Convention of Alabama State Chapter**

**April 25-27, 2024**

**Auburn/Opelika Marriott Grand National Hotel**

**3700 Robert Trent Jones Trail**

**Opelika, AL 36801**

**Hostess Chapters: G, K, AE, AG**

2025 – 66<sup>th</sup> Alabama State Convention, Birmingham; Hostess Chapters F, I, N, AI

2026 – 67<sup>th</sup> Alabama State Convention, Huntsville; Hostess Chapters J, T, Z, AN

2027 – 68<sup>th</sup> Alabama State Convention, Birmingham/Tuscaloosa; Hostess Chapters D, R, AJ, AK

2028 – 69<sup>th</sup> Alabama State Convention, Huntsville; Hostess Chapters M, Q, AD, AF

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**76<sup>TH</sup> CONVENTION OF INTERNATIONAL CHAPTER**

**Delegate Chapters: D, V, AE, AL, AM, AP**

**76TH CONVENTION OF INTERNATIONAL CHAPTER OF THE P.E.O. SISTERHOOD**

**Pittsburgh, Pennsylvania**

**September 21-23, 2023**



**77<sup>th</sup> Convention of International Chapter**

**September 4-6, 2025**

**Phoenix, Arizona**

**Delegate Chapters: E, F, H, O, AF, AN**

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

## **BYLAWS & STANDING RULES**

*May 12, 2023*

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

Section 3—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 4—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 to 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 forty-one dollars (\$41.00) 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; and fifteen dollars (\$15.00) 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 3)

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 College 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 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.