

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



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



**Embrace The
Adventure**

**HOSTESS CHAPTERS
G, K, AE, and AG**

**Auburn Marriott Opelika Resort & Spa
at Grand National
Opelika, Alabama
April 26-27, 2024**



(Cindy Fry, Elaine Bassett, Cel Bailey, Paige McCormick, Nancy Newton)

Alabama State Chapter of the P.E.O. Sisterhood
Executive Board Officers
2023-2024

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

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Embrace The Adventure

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

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

Terry Northcutt, Chair

P.E.O. Scholar Awards, Board of Trustees

OFFICERS OF INTERNATIONAL CHAPTER

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

OFFICERS OF ALABAMA STATE CHAPTER

President	<i>Cindy Fry</i>	Huntsville, AD
Vice President.....	<i>Elaine Bassett</i>	Troy, AF
Organizer	<i>Cel Bailey</i>	Birmingham, D
Treasurer.....	<i>Paige McCormick</i>	Tuscaloosa, AC
Secretary	<i>Nancy Newton</i>	Huntsville, AJ

ALABAMA CHAPTERS

Chapter A..... Auburn	Chapter UDecatur	Chapter AO.....Montevallo
Chapter B Birmingham	Chapter VOzark	Chapter AP.....Gadsden
Chapter C Mobile	Chapter WDothan	
Chapter D..... Birmingham	Chapter X..... Auburn	
Chapter E Auburn	Chapter Y..... Montgomery	
Chapter F Birmingham	Chapter Z Madison	
Chapter G.....Montgomery	Chapter AA Birmingham	
Chapter H.....Mobile	Chapter AB Daphne	
Chapter ITuscaloosa	Chapter AC Tuscaloosa	
Chapter J Huntsville	Chapter ADHuntsville	
Chapter K.....Montgomery	Chapter AE.....Anniston	
Chapter L Mobile	Chapter AF.....Troy	
Chapter M Huntsville	Chapter AG Foley	
Chapter N.....Tuscaloosa	Chapter AHDothan	
Chapter O.....Montgomery	Chapter AI.....Prattville	
Chapter P Birmingham	Chapter AJHuntsville	
Chapter Q.....Decatur	Chapter AK..... Birmingham	
Chapter R.....Tuscaloosa	Chapter AL..... Madison	
Chapter SFlorence	Chapter AM Birmingham	
Chapter T Birmingham	Chapter AN Florence	

PAST PRESIDENTS OF ALABAMA STATE CHAPTER

* Chapter Eternal

** Died in office 1967

*Harriette Chadwick, A.....	1959-1960	*Carolyn Jordan, AA.....	1991-1992
*Maurine Evans, B	1960-1961	*Margaret Peacock, K.....	1992-1993
*John Fleming, C.....	1961-1962	Nancy McFeters, JL/WA.....	1993-1994
*Joyous Mahaffey, A/CO	1962-1963	Sheila Morgan, AM.....	1994-1995
*Lisa Davis, X.....	1963-1964	*Marianne Stevens, J.....	1995-1996
*Isabel Palmer, F.....	1964-1965	Marilyn Mancini, AC.....	1996-1997
*Inez Sickels, D.....	1965-1966	Patricia Franklin, G.....	1997-1998
*Sarah F. McPhearson, B	1966-1967	Karla Gniadek, M.....	1998-1999
**Alice Schreiber, A	1967-1968	Mary Donald, Y.....	1999-2000
June Williams, H	1967-1968	Dani Halverson, E.....	2000-2001
*Inez Bartlett, D.....	1968-1969	Debra Cunningham, Y.....	2001-2002
*Ginny Douglass, J.....	1969-1970	*Carol Timkovich, R.....	2002-2003
*Thelma C. Wilkins, N.....	1970-1971	Bette C. Bryan, W.....	2003-2004
*Catherine Segars, C	1971-1972	Betty von Herrmann, AA.....	2004-2005
*Betty C. Harrison, AD	1972-1973	Susan Santoli, CK/NC.....	2005-2006
*Ann Bennett, O.....	1973-1974	Rebecca Drennen, G.....	2006-2007
*Fyrn Watkins-Wesson, AA.....	1974-1975	*Sally Sorocak, H.....	2007-2008
*Margie Hudson, K	1975-1976	Gayle Howell, AC.....	2008-2009
*Maury Ferguson, C	1976-1977	Mary G. Wiley, AJ.....	2009-2010
*Amelia Lawley, G.....	1977-1978	Holly Fondots, T.....	2010-2011
*Winifred Boyd, A	1978-1979	Patty Piro, AL.....	2011-2012
Margaret Shoemaker, T	1979-1980	Carol Westbrook, D.....	2012-2013
Sylvia Hellums, I.....	1980-1981	Grace Anderson, U... ..	2013-2014
*Sara Ann Curry, A.....	1981-1982	Betty Smith, V.....	2014-2015
*Dean Hays-Elam, E	1982-1983	Nancy Sites Sizemore, AG.....	2015-2016
*Jeanette Self, U	1983-1984	Shirley Paramore, V.....	2016-2017
*Elmira Alison, K.....	1984-1985	Rebecca Reardon, AM.....	2017-2018
*Frances Corwin, G.....	1985-1986	*Elizabeth (Lisa) Sallo, AL.....	2018-2019
Lauren Watson, BC/FL.....	1986-1987	Janice Alcorn, AN.....	2019-2020
*Kathryn Remaley, R	1987-1988	Linda Wilkins Kottmeyer, AM...	2020-2021
*Jerry Odle, P	1988-1989	Denise Williams, U.....	2021-2022
*Shirley Beckett, IR/IA	1989-1990	Wendy James, AP.....	2022-2023
*Frances Mullen.....	1990-1991		

STANDING COMMITTEES AND APPOINTMENTS

AMENDMENTS AND RECOMMENDATIONS COMMITTEE

Mavis Smith, AO, Chair
Gayle Howell, PSP, AC
Carol Fischer, T

AUDITING COMMITTEE
Mary Wiley, PSP, AJ, Chair
Carol Westbrook, PSP, D
Martha Hocutt, I

FINANCE COMMITTEE
Janice Alcorn, PSP, AN, Chair
Susan Richardson, C
Julia Naefe, AL

MEMBERSHIP COMMITTEE
Cel Bailey, D, Organizer, Adviser
Shirley Paramore, V, PSP, Chair
Luann Rice, C
Lisa Vardaman, AF
Karen Sargent, AL

NOMINATING COMMITTEE
Cindy Fry, AD, President, Liaison
Denise Williams, PSP, U, Chair
Alline Russell, O
Judy Wesson, L

CELEBRATION OF LIFE
Wendy James, PSP, AP
Rebecca Southern, AP

HISTORIAN
Lori Rodgers, AD

ALABAMA COTTEY COLLEGE SCHOLARSHIP AND RECRUITMENT COMMITTEE

Elaine Bassett, AF, Vice President, Adviser
Judy Weaver, C, Chair
Sarah Gilbert, Q
Susan Tanner, S

P.E.O. EDUCATIONAL LOAN FUND COMMITTEE
Paige McCormick, AC, Treasurer, Adviser
Katie Temple, AF, Chair
Beth Beck, Z

**P.E.O. INTERNATIONAL PEACE SCHOLARSHIP
COMMITTEE**
Nancy Newton, AJ, Secretary, Adviser
Kathy Martin, J, Chair
Judy Falls, H

**P.E.O. PROGRAM FOR CONTINUING EDUCATION
COMMITTEE**
Paige McCormick, AC, Treasurer, Adviser
Amy White, O, Chair
Valerie Cox, AL

P.E.O. SCHOLAR AWARDS COMMITTEE
Nancy Newton, AJ, Secretary, Adviser
Shellye Vardaman, AF, Chair
Terry Corley, L

P.E.O. STAR SCHOLARSHIP COMMITTEE
Cel Bailey, D Organizer, Adviser
Miriam Morrow, L, Chair
Dee Dee Given, D

CONVENTION RESPONSIBILITIES AND COMMITTEES

ADVISOR TO GUARDS, PAGES AND TELLERS

Mary Wiley, PSP, AJ

CONVENTION PAGES

Rita Reese, AD

Ruth Guertin, AD

GUARDS

Courtney Fry, AL, Head Guard

Carole Worsham, AD

Sally Priester, AD

Cheryl Watrous, AD

Alesia Hosley, AD

Susan Pearson, AD

Sarah Gilbert, Q

Carleen Cowles, AL

TELLERS

Barb Fawcett, AD, Chair

Dawn Daly, E

PARLIAMENTARIAN

Terry Northcutt, Chair

P.E.O. Scholar Awards, Board of Trustees

CREDENTIALS COMMITTEE

Pat Franklin, PSP, G, Chair

Carol Sue Lewis, G

COMMITTEE TO APPROVE MINUTES

Barbara Tonn, AL

Nancy Sizemore, PSP, AG

Luann Rice, C

CONVENTION STEERING COMMITTEE

Susan Heiser, AP, Chair

Dianne Corwin, G

Grace Ellis, K

Linda Nichols, AE

Susie Cooper, AG

CONVENTION COMMITTEE CHAIRS

Audit Committee.....	Susan Heiser, AP
AV.....	Betsy Cagle, K
BIL Activities.....	Grace Ellis, K
Call to Convention.....	Alecia Bozeman, G
Celebration of Life.....	Elizabeth Harbor, K
Convention Kits.....	Maxine Bentley, AE
Decorations/Favors.....	Angela Baker, AE
Entertainment.....	Grace Ellis, K
First Aid.....	Linda Nichols, AE
Guards/Pages.....	Linda Nichols, AE
Hospitality Room/Refreshments.....	Shawnee Weigt, AE
Marketplace.....	Judy Iserloth, AE
Meals.....	Judi Morgan, AG
Music.....	Debra Laughlin, K
Name Badges/Tags.....	Mame Morgenstern, G
Publicity.....	Judi Morgan, AG
Properties	Judi Morgan, AG
Registration	Carol Sue Lewis, G
Signage.....	Grace Ellis, K
Sponsors.....	Susie Cooper, AG
Treasurer.....	Beth Veres, G
Transportation.....	Lindsay Moore, K
Volunteer Coordinator.....	Dianne Corwin, G

CHAPTER DELEGATES

<u>Chapter A</u> Auburn	*Angie Stephens Ann Bennett
<u>Chapter B</u> Birmingham	Olivet Willis Myra Hunt
<u>Chapter C</u> Mobile	Dale Hair Maureen Lowe
<u>Chapter D</u> Birmingham	Dee Dee Given Jo Ann Brazelton
<u>Chapter E</u> Auburn	Diane Blue Julia Norton
<u>Chapter F</u> Birmingham	*Kathy Graham Jane Cole
<u>Chapter G</u> Montgomery	Patricia Tracy Bonnie Courtney
<u>Chapter H</u> Mobile	Katherine Penton Lauriel Richards
<u>Chapter I</u> Tuscaloosa	Darlene Collins Martha Hocutt
<u>Chapter J</u> Huntsville	Jeanette Oliver Kelly Hudson
<u>Chapter K</u> Montgomery	Debra Laughlin Elizabeth Harber
<u>Chapter L</u> Mobile	Terry Corley Cyndi Crumb
<u>Chapter M</u> Huntsville	Barbara McFarlen *Jennifer Macie
<u>Chapter N</u> Tuscaloosa	*Lynn Ireland Joan Jackson
<u>Chapter O</u> Montgomery	Anne Parramore Regina Witt
<u>Chapter P</u> Birmingham	Robin Andrews Gayle Glenn
<u>Chapter Q</u> Decatur	*Beth Wilbanks Debbie Gardner
<u>Chapter R</u> Tuscaloosa	*Dana Templeton Jane Searcy
<u>Chapter S</u> Florence	Patricia Springer Susan Tanner
<u>Chapter T</u> Birmingham	*Sarah Morgan Mary Porter
<u>Chapter U</u> Decatur	Kira Williams Laurie Loyd
<u>Chapter V</u> Ozark	Linda Elliott Jane Richburg
<u>Chapter W</u> Dothan	Sue Leo Crystal Musick
<u>Chapter X</u> Auburn	Lynn Hecathorn Kelly Jo Stokes

<u>Chapter Y</u> Montgomery	*Fiona Capel Linda Long
<u>Chapter Z</u> Madison	Mary Suttles *Jane Romines
<u>Chapter AA</u> Birmingham	*Bettie Crosswhite Ruth Stopak
<u>Chapter AB</u> Daphne	Sharon Lee Sylvia Rayfield
<u>Chapter AC</u> Tuscaloosa	Connie Grechanik Lane McLelland
<u>Chapter AD</u> Huntsville	*Patsy Hester Linda Rass
<u>Chapter AE</u> Anniston	Shelly Salmon Peggy Mulcare
<u>Chapter AF</u> Troy	Edith Smith *Lisa Vardaman
<u>Chapter AG</u> Foley	*Chery Williams Sue Alford
<u>Chapter AH</u> Dothan	Elizabeth Olliff Cynthia Lumpkin
<u>Chapter AI</u> Prattville	Sandra Kelser Pat Cone
<u>Chapter AJ</u> Huntsville	Patti Fitzgerald Becky Wheatley
<u>Chapter AK</u> Birmingham	Georgia Raby Bonnie Embry
<u>Chapter AL</u> Madison	Marti Donovan *Patty Piro, PSP
<u>Chapter AM</u> Birmingham	*Ann Kauchek Merrily Johnson Newton
<u>Chapter AN</u> Florence	Janice Curtis Carla Strayhorn
<u>Chapter AO</u> Montevallo	*Sylvia Sheffield Lee Ann Webb
<u>Chapter AP</u> Gadsden	Rebecca Southern Wendy Jackson

* -Current Chapter President

PRE-CONVENTION PROGRAM

Thursday April 25, 2024

8:30 am – 11:00 pm	Executive Board meeting	Board Room
11:00 am- 11:30 am	Executive Board lunch.....	Board Room
11:30 pm – 2:00 pm	Executive Board with International Representative Mtg	Board Room
2:00 pm – 3:00 pm	Period of Instruction team meeting	Convention Hall
3:00 pm – 5:00 pm	Executive Board, PPT walk through and mic check.....	Convention Hall
3:00 pm – 5:00 pm	Past State Presidents and International Representative Mtg	Amphitheater
4:00 pm – 6:00 pm	Hospitality Room.....	Rm 346
4:00 pm – 6:00 pm	Registration and Volunteer Sign-Up.....	Meeting Room 2
4:00 pm – 6:00 pm	Project Displays.....	Lobby of Convention Hall
4:00 pm – 6:00 pm	Daisy Marketplace: Where Stars Shine Open.....	Meeting Room 1
5:15 pm – 6:00 pm	Past State Presidents Cocktails	Splash Bar in Hotel
6:00 pm – 8:00 pm	Past State Presidents Dinner	Meeting Room 3

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

Friday Morning, April 26, 2024

7:30 am – 11:00 am	Hospitality Room	RM 346
8:00 am – 5:00 pm	Registration and Volunteer Sign-up	Meeting Room 2
8:00 am – 9:00 am	Celebration of Life team meeting.....	Convention Hall
8:00 am – 5:00 pm	Project Displays.....	Lobby of Convention Hall
8:00 am – 10:45 am	Daisy Marketplace Open	Meeting Room 1
9:45 am – 10:15 am	Guards, Tellers and Pages meeting	Amphitheater
10:15 am– 10:30 am	Committee to Approve the Minutes meeting	Convention Hall
10:30 am– 10:45 am	Delegates Orientation.....	Convention Hall
11:00 am – 12:00 pm	Celebration of Life.....	Convention Hall
12:00 pm	Luncheon.....	Salon B
1:00 pm	Guards in place.....	Convention Hall

CONVENTION PROGRAM

Friday, April 26, 2024

Cindy Fry, AD, Presiding

1:15 pm	Prelude.....	Convention Hall
1:25 pm	Board Processional (<i>Please remain seated</i>).....	Convention Hall
1:30 pm	Call to Order	Cindy Fry, AD
	Invocation.....	Elizabeth Davis, D
	Pledge of Allegiance	Ruth Guertin, AD
	“O Canada” and “The Star-Spangled Banner”	Sally Priestler, AD
	Welcome and President’s Greeting	Cindy Fry, AD
	Report of the Guards	Courtney Fry, AL
	Report of Credentials Committee.....	Pat Franklin, PSP, G

Formal Opening of Convention Business.....	Cindy Fry, AD
Opening Ode.....	Carol Williams, L
Objects and Aims.....	Carol Williams, L
Devotion	Chery Williams, AG
Introduction of Representative of International Chapter..	Cindy Fry, AD

Terry Northcutt, Chair
P.E.O. Scholar Awards, Board of Trustees

Introduction of Past State Presidents	Cindy Fry, AD
Introduction of Executive Board	Cindy Fry, AD
Introduction of State Committee Chairs	Cindy Fry, AD
Introduction of Convention Committee and Hostess Chapters	Cindy Fry, AD
Introduction of Historian... ..	Cindy Fry, AD
Introduction of Guards, Tellers, Pages	Cindy Fry, AD
Introduction of Delegates and Visitors	Cindy Fry, AD
Welcome Remarks from Convention Chairman.....	Susan Heiser, AP
Response by Secretary	Nancy Newton, AJ
Adoption of the Rules of Convention.....	Nancy Newton, AJ
Adoption of the Convention Program	Nancy Newton, AJ
Appointment of Committee to Approve the Minutes	Cindy Fry, AD
Appointment of Parliamentarian	Cindy Fry, AD
Presentation of New Charters.....	Cel Bailey, D
Celebration of Chapter R Reorganization.....	Dana Templeton, R
Correspondence	Nancy Newton, AJ
Keynote Address by Representative of International Chapter	Terry Northcutt
Video of Virtual Ceremony of Initiation.....	Cel Bailey, D
Reports of State Officers	Cindy Fry, AD
Report of Standing Committtees.....	Cindy Fry, AD
Report of Historian	Lori Rodgers, AD
Recognition of Golden Girls.....	Nancy Newton, AJ
Report of the Nominating Committee.....	Denise Williams, PSP, U
Further Nominations, Election of Officers	Cindy Fry, AD
Report of Finance Committee and Adoption of Budget.....	Janice Alcorn, PSP, AN
Report of the Amendments and Recommendations Committee	Mavis Smith, AO
Vote on Amendments and Resolutions.....	Cindy Fry, AD
Recognition of Birthday Chapters	Nancy Newton, AJ
Recognition of State Goals.....	Nancy Newton, AJ
Membership Workshop.....	Shirley Paramore, PSP, V
P.E.O. Jeopardy.....	Cel Bailey, D
Announcements	Susan Heiser, AP
Adjourn	

Friday Evening, April 26, 2024

5:30 pm	President's Reception (<i>cash bars available</i>)	Lobby of Convention Hall
6:30 pm	Family and Friends Banquet (<i>cash bars available</i>).....	Salon B
	Welcoming Remarks.....	Cindy Fry, AD
	The Blessing.....	Cindy Fry, AD
	Remarks by International Representative.....	Terry Northcutt
	Remarks by BIL.....	Chris Fry
	Entertainment: <i>David Jones Music</i>	

Saturday Morning, April 27, 2024

7:00 am-9:00 am	Hospitality Room.....	Rm 346
8:00 am-1:00 pm	Registration and Volunteer Sign-Up.....	Meeting Room 2
8:00 am-1:00 pm	Project Display.....	Lobby of Convention Hall
8:00 am-1:00 pm	Daisy Marketplace Open.....	Meeting Room 1
8:30 am	Guards in Place	Convention Hall
8:45 am	Prelude.....	Convention Hall
9 am	Call to Order	Cindy Fry, AD
	Report of Guards	Courtney Fry, AL
	Second Report of Credentials Committee.....	Pat Franklin, PSP, G
	Period of Instruction "Exemplification"	Cel Bailey, D
	Introduction of Project Chairs & Speakers	Elaine Bassett, AF
	Announcements	Susan Heiser, AP
	Luncheon Blessing.....	Betty Smith, PSP, V
12:00	Lunch	Salon B
12:00	BIL Lunch.....	Meeting Room 3

Saturday Afternoon, April 27, 2024

1:15 pm	Prelude.....	Convention Hall
1:30 pm	Call to Order.....	Cindy Fry, AD
	Report of Guards	Courtney Fry, AL
	Final Report of Credentials Committee	Pat Franklin, PSP, G
	Hostess Chapters recognition.....	Cindy Fry, AD
	<i>Guards admit additional visitors</i>	
	Welcome of Special Guests	Cindy Fry, AD
	Remarks by Outgoing President	Cindy Fry, AD
	Installation of Officers	Terry Northcutt, IR
	Special Presentations.....	Elaine Bassett, AF
	Presentation of Credentials/ Past President's Pin.....	Terry Northcutt, IR
	Remarks by Newly Installed President	Elaine Bassett, AF
	Introduction of Guests.....	Elaine Bassett, AF
	Invitation to 66th Annual Convention of Alabama State Chapter	Chapters F, I, N, AI
	Acceptance of Invitation	Elaine Bassett, AF
	<i>Guards escort visitors from meeting room</i>	
	Closing Remarks of Representative of International Chapter.....	Terry Northcutt, IR
	Report of Visitors and Announcements	Carol Sue Lewis, G
	Unfinished Business - Local chapter information.....	Elaine Bassett, AF
	Committee Appointments	Elaine Bassett, AF
	Announcements.....	Susan Heiser, AP
	Formal Close of Convention	Elaine Bassett, AF
	Closing	Elaine Bassett, AF

Recessional (Please be seated during the recessional)

Proceedings

Friday morning, April 26, 2024
11 a.m.

Celebration of Life *...a time of remembrance*

Call to Worship	I Need Thee
Reading of Scripture	Psalm 23
Poem	“Someone is Missing”
Tribute to our Sisters	Wendy James, PSP, AP
The Lord’s Prayer	Unison
Hymn	“I’ll Fly Away”
Blessing for lunch	Rebecca Southern, AP
Postlude	Music Medley
Presiding:	Wendy James, PSP, AP
Assistant to ceremony:	Rebecca Southern, AP



In Loving Memory

Sue Deter – B
Mary Sue Wellman – B
Carol Riddick – C
Sandra H. Rutledge – C
Lucy Littleton – E
Juanita Collinsworth – F
Carol Anne Doucet – G
Olive Ann Parsons – G
Jane Hopping Joslin – I
Lois L. Lewis – I
Betty Allen Smith Lott – I
Sue Nichols – J
Dolly Shuey – J
Patty Monroe – J
Barbara L. Jacobs – K
Suellen Ofe – K
Mary Virginia Stanford – K
Sherry Daniels – L
Joyce S. Bradley – M
Loretta Brazil – M
Alyce Sue Kotouch – M
Estella Dunham – M
Shirley Stokes – M
JoAnn Frazier – M
Betty Sue Ferguson Carson – M
Anne L. Berte – P
Dottie J. Cockfield – P
Judy Coon – Q
Mary Echo Aycock – R
Ruth Dixon – R
Rachel S. Fowler – T
Susan Crystal Shoemaker – T
Patricia L. Sand – V
Hazel Hogg Sessions – V
Alice Johnson Allred – W
Chris Bindley – W
Sara Hayes Brewer – W
Betty Walker Sims – X
Eloise D. Graves – X
Susan Maurice Semler – Y
Elizabeth Carter Lipford Delionback – AA
Nancy R. Holton – AA
Annette Hilley Cavender – AE
Nell Mathes – AE
Jeneve Brooks – AH
Jerrie Perkins – AH
Elizabeth June Morgan – AJ
Donna Jo Sorensen – AJ
Mary Fallone Adler - AK

MINUTES OF CONVENTION OPENING MEETING

Friday Afternoon, April 26, 2024

1:30 PM

1:15 pm

Guards in place

Convention Hall-Main Ballroom

The 65th Annual Convention of the Alabama State Chapter of the P.E.O. Sisterhood convened at 1:30 pm, Friday, April 26, 2024, at the Auburn Marriott Opelika Resort and Spa at Grand National. Chapters G, K, AE, and AG served as hostesses.

Alabama's Mountain Music 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 Cindy Fry at 1:30 pm.

Elizabeth Davis, Chapter D, delivered the invocation.

Ruth Guertin, Chapter AD, led the Pledge of Allegiance.

Sally Priester, Chapter AD, led the singing of "O Canada" and "The Star-Spangled Banner."

President Cindy Fry welcomed all attendees to the 65th Annual Convention of Alabama State Chapter.

The assistant guards took their places, and Head Guard, Courtney Fry, Chapter AL, gave the report of the guards.

The first report of the Credentials Committee was given by the chair, Pat Franklin, PSP, Chapter G.

Chair Pat Franklin reported 112 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.)

The next order of business was the adoption of the Rules of Convention. Nancy Newton, Secretary, moved that the Rules of Convention, as printed on page 1 in the program, be adopted. The motion was seconded by Treasurer, Paige McCormick, and with two-thirds of the eligible votes in the affirmative, the Rules of Convention were adopted.

Nancy Newton, Secretary, moved the adoption of the printed program with necessary changes. The following changes were made.

1) Page 6: Meals should read, Judi Morgan, AG. Sponsors should read, Susie Cooper, AG. Hospitality should read Shawnee Weigt, AE.

2) Page 8: Amended Delegates:

B – Bettye Cox replaced with Olivet Willis

E – Suzanne Bottoms replaced with Julia Norton

L – Marcia Jacobs replaced with Terry Corley

O – Jamie Ogwynn replaced with Regina Witt

U – Correct spelling is Kira Williams

AI – Pat Cone – no 's' on the end

AO – Correct spelling for Lea Webb is Lee Ann Webb

AP – Wendy James is corrected to Wendy Jackson

3) Page 10: Daisy marketplace time is noted open from 5:00 – 6:30 following the close of Friday's meeting. Membership Report should read Membership Workshop

- 4) Page 36: Birthday Chapter C is 75 years, not 70.
- 5) Page 41: Elaine Bassett's address should read 108 Deerfield Drive, Troy AL, 36081
- 6) Page 43: Convention evaluation – Suggestions for 2025 convention.

The motion was seconded by the Organizer, Cel Bailey, and the program adopted.

A quorum being established, the president declared the 65th Convention of Alabama Chapter opened in due form and ready for the transaction of business.

Carol Williams, Chapter L, led the singing of the Opening Ode, followed by reciting of the Objects and Aims.

Chery Williams, Chapter AG, gave the devotion.

President Cindy Fry introduced and welcomed the Representative of International Chapter, Terry Northcutt. Terry, a past president of Pennsylvania State Chapter, a member of Chapter B/PA, and currently serves as chair of the P.E.O. Scholar Awards Board of Trustees.

President Cindy Fry introduced the eighteen (18) PSPs in attendance, including the theme for each president's year.

Secretary Nancy Newton was asked to send greetings and love to all PSPs who were unable to attend the Convention.

President Cindy Fry introduced the members of your executive board: Elaine Bassett, Vice President, Chapter AF; Cel Bailey, Organizer, Chapter D; Paige McCormick, Treasurer, Chapter AC; and Nancy Newton, Secretary, Chapter AJ. Board member's chapters were recognized.

The state Committee chairs were recognized:

Mavis Smith, Chapter AO	Amendments & Recommendations Committee
Janice Alcorn, PSP, Chapter AN	Finance Committee
Judy Weaver, Chapter C	Alabama Cottey College Scholarship & Recruitment Committee
Denise Williams, PSP, Chapter U	Nominating Committee
Shirley Paramore, PSP, Chapter V	Membership Committee
Katie Temple, Chapter AF	Education Loan Fund
Kathy Martin, Chapter J	International Peace Scholarship
Amy White, Chapter O	Program for Continuing Education
Shellye Vardaman, Chapter AF	P.E.O. Scholar Awards
Miriam Morrow, Chapter L	STAR Committee
Lori Rodgers, Chapter AD	Historian

President Cindy Fry thanked the chairs and their committees for their dedication to the Sisterhood.

President Cindy Fry introduced the Convention Chair Susan Heiser, Chapter AP. Also introduced were the Convention Steering Committee members, Dianne Corwin, Chapter G; Grace Ellis, Chapter K; Linda Nichols, Chapter AE, and Susie Cooper and Judi Morgan, Chapter AG. Host chapter sisters were acknowledged: Chapter G, Chapter K, Chapter AE, and Chapter AG.

President Cindy Fry thanked each sister of the hostess chapters for all their hard work over the past year.

President Cindy Fry introduced the Alabama State Chapter Historian, Lori Rodgers, Chapter AD.

President Cindy Fry introduced Mary Wiley, PSP, Chapter AJ, as the Advisor to the Guards, Tellers, and Pages. The guards were recognized: Head Guard: Courtney Fry, Chapter AL; Carole Worsham, Chapter, AD; Sally Priester,

Chapter AD; Cheryl Watrous, Chapter AD; Alesia Hosley, Chapter AD; Susan Pearson, Chapter AD; Sarah Gilbert, Chapter Q; and Carleen Cowles, Chapter AL.

The tellers were recognized: Dawn Daly, Chapter E and Barbara Fawcett, Chapter AD.

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

President Cindy Fry welcomed the delegates from the forty-two chapters in Alabama, and then welcomed visitors to the convention. Visitors were asked to stand and give their name and chapter.

Welcoming remarks by the Convention Chair were presented by Susan Heiser, Chapter AP.

Secretary Nancy Newton, on behalf of the Alabama State Chapter of P.E.O., expressed appreciation and thanks to Chapter G, K, AE, and AG for hosting this 65th Annual Convention of the State Chapter.

The president noted that, in the Rules of Convention, a committee to approve minutes was authorized. The committee members were announced as Barbara Tonn, Chapter AL, Nancy Sites Sizemore, PSP, Chapter AG, and Luann Rice, Chapter C.

The president appointed Terry Northcutt, Representative of International Chapter, as convention parliamentarian.

President Cindy Fry and Organizer Cel Bailey presented charters to two new Alabama local chapters: Chapter AO, Montevallo, AL, and Chapter AP, Gadsden, AL.

Organizer Cel Bailey, presented Chapter R, with a Certificate of Reorganization. This process of rejuvenation of a chapter, "Chapter Vitalization Program," was conducted over the last two years. Special thanks were given to Gayle Howell, PSP, Chapter AC, for her help in this reorganization.

The secretary read correspondence from Cathy Moss, president of International Chapter of the P.E.O. Sisterhood.

Terry Northcutt, Representative of International Chapter gave the keynote address. The address was untitled. The president thanked her for her inspiring message.

Organizer Cel Bailey, conducted a Period of Instruction (POI) entitled "*Video - Virtual Ceremony of Initiation.*"

The next item of business was the annual reports of the state officers, which were included in the convention program for all to read. Additionally, reports of Standing Committees and State Philanthropies were included in the convention program as well and will be in the proceedings. It was noted that donations are being accepted to vote on the best philanthropy display with the winner receiving all donations to that project.

The State Historian, Lori Rodgers, Chapter AD, presented the state's history for the year. President Cindy Fry reminded all that the historian display was also in the display area for viewing. Photos of the convention will be added to the State's scrapbook upon completion.

Secretary Nancy Newton recognized Silver Sisters for this convention. She also recognized the Golden Girls with tiaras, certificates, and a small daisy ornament. These sisters' names were listed in the program, and convention pages handed out certificates, tiaras, and daisies for each Golden Girl.

Nominating Committee Chair, Denise Williams, PSP, Chapter U, introduced the other committee members: Alline Russell, Chapter O, and Judy Wesson, Chapter L. The Nominating Committee presented the report and the following slate of officers for the 2024-2025:

President.....Elaine Bassett, Chapter AF
Vice President.....Cel Bailey, Chapter D
Organizer.....Paige McCormick, Chapter AC

Treasurer.....Nancy Bishop Newton, Chapter AJ
Secretary.....Cheryl (Chery) Williams, Chapter AG

The president thanked the committee for its work.

The next order of business was the 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. The election of officers was completed, and the following members were declared elected as officers of Alabama State Chapter for the ensuing year.

President.....Elaine Bassett, Chapter AF
Vice President.....Cel Bailey, Chapter D
Organizer.....Paige McCormick, Chapter AC
Treasurer.....Nancy Bishop Newton, Chapter AJ
Secretary.....Cheryl (Chery) Williams, Chapter AG

The president announced the installation of new officers would take place during the third meeting on Saturday, April 27.

President Cindy Fry called attention to the proposed 2024-2025 budgets (provided to each member of convention in their packet of information). The chair of the Finance Committee, Janice Alcorn, PSP, Chapter AN, was called away from convention, and Denise Williams, PSP, Chapter U introduced the other members of the committee: Susan Richardson, Chapter C, and Julia Naefe, Chapter AL. Denise presented the proposed budgets and moved that the report be adopted.

This question was divided into three separate questions:

- 1) adoption of budgets;
- 2) transfer of funds - \$6,000 from the General Fund to the Convention Fund;
- 3) the remainder of the report.

There being a majority of votes in the affirmative, the budgets for 2024-2025 were approved. There being a majority of votes in the affirmative, the transfer of funds of \$6000 from the General Fund to the Convention Fund was approved. There being a majority of votes in the affirmative, the remainder of the report was approved. 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 for making recommendations as needed this past year. She announced the audit report and the gift log were on display near the exit of the convention hall.

In preparation for the presentation of amendments to the Bylaws and Standing Rules of the 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 take effect at the close of convention, 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, Mavis Smith, Chapter AO. The chair introduced the other members of the committee: Gayle Howell, PSP, Chapter AC and Carol Fischer, Chapter T.

The chair presented the 2024 proposed amendments to the Bylaws of Alabama State Chapter. Page numbers refer to the 2023 Bylaws and Standing Rules of Alabama State Chapter.

PROPOSED AMENDMENTS TO THE BYLAWS OF ALABAMA STATE CHAPTER

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

(page B-4) Amend ARTICLE V, Section 2, bullet 1, by striking out the words “residing in the state” so that if adopted the bullet will read:

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

A written ballot was taken with the following results: 107 votes cast, 68 needed for adoption by two-thirds, 104 affirmative and 3 negative. The amendment was adopted.

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

(page B-5) Amend ARTICLE V, Section 6, paragraph 1, by inserting a new sentence 4, so that if adopted it will read:

The state chapter will incur the cost of housing, at a half room rate, when it is necessary for entitled members of convention to arrive the day before the start of convention activities.

A written ballot was taken with the following results: 105 votes cast, 68 needed for adoption by two-thirds, 102 affirmative, 2 negative and 1 illegal. The amendment was adopted.

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

(page B-8) Amend Article IX, Section 1, bullet 1, sentence 3, by inserting the word “absent” following the words “sent to” so that if adopted the subsection will read:

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 absent members.

The amendment was adopted.

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 2024-2025 Executive Board of Alabama State Chapter be authorized to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of Alabama State Chapter.

The editorial resolution was adopted.

Since there was no objection and the addendum had been distributed and no discussion or vote required, the president announced that the addendum is a result of the action taken at the 2023 Convention of International Chapter and would not be read but would be included in the convention minutes and the changes would be made in the next printing and posting of the Alabama State Chapter Bylaws and Standing Rules.

ADDENDUM

The following changes are to be made in the Bylaws and Standing Rules of Alabama State Chapter in order to conform with the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, as amended at the 2023 Convention of International Chapter.

1. **Each s/p/d chapter shall increase annual dues to International Chapter from twenty-six dollars (\$26.00) to thirty-six dollars (\$36.00) with the proviso to implement the increase in two steps.**

(page B-4) ARTICLE V -- FINANCE, Section 1—DUES will now be stated as:

Section 1—DUES. The annual dues of Alabama State Chapter shall be fifty-one dollars (\$51.00) per active member, which shall be allocated as follows: Thirty-six dollars (\$36.00)* for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College; and fifteen dollars (\$15.00) for state chapter dues.*

**PROVISO: The increase of International Chapter dues to thirty-six dollars (\$36.00) shall be implemented in two steps: an increase of five dollars (\$5.00) to thirty-one dollars (\$31.00) for the 2024-2025 fiscal year; and an increase of five dollars (\$5.00) to thirty-six dollars (\$36.00) beginning the 2025-2026 fiscal year. The total annual dues of Alabama State Chapter shall be forty-six dollars (\$46.00) for the 2024-2025 fiscal year and fifty-one dollars (\$51.00) beginning the 2025-2026 fiscal year.*

2. **Each s/p/d chapter shall remove the words “resident” and “nonresident” when reference is made to active local chapter members.**

(page B-8) ARTICLE IX -- SPECIAL DUTIES OF LOCAL CHAPTER OFFICERS, Section 1—PRESIDENT, bullet 1, sentence 3 will now be stated as:

A copy of this letter and report shall be retained in the local chapter president’s box and copies shall be sent to members.

NOTE: This change will only take place if amendment #3 is defeated.

(page B-9) ARTICLE XIV -- AMENDMENTS, Section 1—PROCEDURE, sentence 2 will now be stated as:

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 members notified that a vote will be taken at the next regular meeting.

At the direction of the Executive Board of International Chapter based on the opinion of legal counsel, the following change is to be made in the Bylaws of Alabama State Chapter. This change requires no vote by convention.

1. **No s/p/d shall have provisions in their bylaws that conflict with applicable governmental laws. All s/p/d chapter bylaws shall include an article stating that the bylaws shall comply with governmental laws applicable to the operation of the s/p/d chapter.**

(page BL-9) A new ARTICLE XIV will be inserted in the bylaws and will be stated as:

ARTICLE XIV -- GOVERNING LAW

These bylaws shall comply with governmental laws applicable to the operation of the state chapter.

NOTE: The subsequent article will be renumbered to conform.

The president thanked the members of the A&R Committee for their hard work and amazing collaboration.

While vote tallying occurred, Secretary Nancy Newton announced and congratulated birthday chapters for the State this year. They were Chapter AA, 30 years; Chapter Y, 35 years; Chapter S, 45 years; Chapter Q, 50 years; and Chapter C, 75 years.

The Membership Committee Chair, Shirley Paramore, PSP, Chapter V, with help from the committee members Luann Rice, Chapter C, and Lisa Vardaman, Chapter AF, (Karen Sargent was unable to attend) conducted a membership workshop entitled “Plant the Seeds of Membership.”

Announcements were made by the Convention Chair, Susan Heiser.

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

ADJOURNMENT

SECOND MEETING *Saturday, April 27, 2024*

8:45 Guards in Place Convention Hall-Main Ballroom

President Cindy Fry called the second meeting of the 65th Convention of Alabama State Chapter to order at 9:12 AM.

The assistant guards took their place and the head guard, Courtney Fry, Chapter AL, gave the report of the guards. Additional visitors were recognized.

The second report of the Credentials Committee was given by the chair, Pat Franklin, PSP, Chapter G. 104 members of convention were reported. On behalf of the committee, Pat Franklin moved that the report be adopted. There being a majority in the affirmative, the second report was adopted.

President Cindy Fry updated the convention of the “*You Add 2 P.E.O. Initiative*” progress in Alabama. Alabama has achieved the requested benchmarks in the 2024 year. The benchmarks were a 2 % increase in Initiations (69 were initiated) and 2% increase in Reinstatements (11 were reinstated). The 2% decrease in Inactive members was not achieved. Seventy-three went inactive. P.E.O. zipper pulls were distributed to the 21 chapters that added two or more members via initiation and/or reinstatement between March 1, 2023 - Feb 29, 2024. They were B, C, D, E, F, L, T, U, V, W, X, Z, AB, AC, AE, AF, AG, AJ, AK, AL, and AO.

Organizer Cel Bailey, Chapter D, presented a Period of Instruction entitled “The Exemplification of Ceremony of Initiation” in workshop style presentation. “The Initiation Dos and Don’ts” was included in each delegate’s packet.

The president thanked Cel Bailey for the beautiful exemplification and instructions of new procedures for the Ceremony of Initiation. The president noted the importance of implementing recent changes.

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

Vice President Elaine Bassett invited the Committee chairs to introduce the speakers of each project:

IPS Project Speaker	Kathy Martin, Chapter J, introduced Taeko Yoshimura
PCE Project Speaker	Amy White, Chapter O, introduced Andrea Daniels (in person)
PSA Project Speaker	Shellye Vardaman, Chapter AF, introduced Holly Dinkel

STAR Project Speaker	Dee Dee Given, Chapter D, introduced Maddie Bembry (in person)
Cottey College Speaker	Judy Weaver, Chapter C, introduced Elena Adams
ELF Project Speaker	Katie Temple, Chapter AF, introduced Morgan Graves

The president thanked Elaine Bassett and the project speakers for their instructive and inspiring messages.

President Cindy Fry reminded all of the new P.E.O. mission statement, “P.E.O.—Where women motivate, educate and celebrate women.”

The president reminded all voting members of convention that they are required to stay until the close of convention.

The Convention Chair, Susan Heiser, made announcements.

President Cindy Fry recognized Betty Smith, PSP, Chapter V, who gave the lunch blessing.

The president declared the convention adjourned until 1:30 PM.

ADJOURNMENT

THIRD MEETING

Saturday Afternoon, April 27, 2024

1:15PM	Guards in Place	Convention Hall-Main Ballroom
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President Cindy Fry called the third meeting of Alabama State Chapter to order at 1:31 PM.

The assistant guards took their places, and head guard Courtney Fry, Chapter AL, gave the report of the guards.

Additional visitors were recognized.

Chair Pat Franklin gave the final report of the Credentials Committee. 111 members of convention were reported. On behalf of the committee, Pat Franklin moved that the report be adopted. There being a majority in the affirmative, the final report was adopted. (Report, p.22 of Proceedings.) NOTE: Due to error, the final credentials report was corrected and the total members of convention, Meeting #1, was 112.

President Cindy Fry thanked Pat Franklin and the committee for keeping accurate records during the convention.

President Cindy Fry noted to the convention that from the Initiation POI on Saturday morning, highlighting in the initiation books or the use of tabs are not allowed during a “real” ceremony. Participants in the exemplification were allowed to use pre-approved tabs, instructed by International Chapter, to allow for further information from the lead speaker in this workshop style POI.

President Cindy Fry thanked Mary Donald, PSP, Chapter Y, for her dedication and outstanding contributions to the Alabama website, and to Judi Seigfried, Chapter M, for her contributions to the research and work she is doing with Mary to help facilitate the changes necessary for the State website to provide the proper personal security.

President Cindy Fry, on behalf of all Alabama sisters, thanked Convention Chair Susan Heiser and sisters from Chapters G, K, AE, and AG for hosting the convention.

Cheryl Williams was escorted to the dais by Courtney Fry, Head Guard.

By general consent, guests were admitted into the convention hall and the president suspended convention rule #5 to allow photographs during outgoing officer remarks, installation of officers and the presentation of Past President's Credentials and pin and the remarks of newly installed president and the invitation to next convention.

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

President Cindy Fry made her closing remarks to the convention.

The next order of business was installation of officers.

Secretary Nancy Newton called the roll of the newly elected officers of Alabama State Chapter.

Terry Northcutt, Representative of International Chapter installed the officers.

President.....Elaine Bassett, Chapter AF

Vice President.....Cel Bailey, Chapter D

Organizer.....Paige McCormick, Chapter AC

Treasurer.....Nancy Bishop Newton, Chapter AJ

Secretary.....Cheryl (Chery) Williams, Chapter AG

Elaine Bassett, newly elected Alabama State Chapter President, accepted the gavel.

Special presentations were given by chapters.

Representative of International Chapter presented the past president credentials to Cindy Fry, PSP, Chapter AD.

Wendy James, PSP, Chapter AP, presented Past State President Lisa Sallo's pin to Cindy Fry and escorted her to her seat with the other past presidents.

President Elaine Bassett thanked Wendy James and Cindy Fry.

Alabama State Chapter President Elaine Bassett gave her incoming remarks and announced her theme: "Sisters of the Heart." President Elaine Bassett recognized special guests who were there to support her.

An invitation to the 66th Convention of Alabama State Chapter to be held at Hotel Capstone on the campus of the University of Alabama, April 24-26, 2025, was extended by Chapters F, I, N, AI.

President Elaine Bassett accepted the invitation to the 2025 Alabama State Chapter convention on behalf of the Alabama State Chapter.

Guests were escorted out of the convention hall by the guards. The president announced that Rule #5 was back in effect and photographs were not permitted.

Representative of International Chapter Terry Northcutt gave closing remarks. She read a poem by Anonymous entitled "*Sisterly Love*."

The president thanked Terry Northcutt for being an inspiration to us all and a special help to the board.

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

Registration Committee Chair Carol Sue Lewis, Chapter G, gave the following report:

Number of P.E.O. visitors to the convention: 89.

Number of non-member guests in attendance: 23(19 BILs).

Total: 112

Unfinished business: Elaine Bassett, President, announced the Project donation from the funds received as members visited the project displays. Cottey College was the winner of the total of \$593, and the treasurer will send that amount to Cottey College.

President Elaine Bassett announced that per Alabama Bylaws and Standing Rules, proceedings from the 2024 Convention will be completed and ready for distribution within three months. According to the Bylaws, copies will be distributed and available on the Alabama website.

President Elaine Bassett distributed copies of 2024-2025 committee appointments, which had been approved by the newly elected executive board. State Star goals, Organizer Visits, and Future Convention papers were distributed.

The delegates were asked to provide those lists to each yearbook committee. The lists will also be on the Alabama website.

The President thanked the convention committee for the dedication to the accomplishment of the convention which excited and reinvigorated all sisters.

Final announcements were given by 2024 Convention Chair, Susan Heiser.

The president gave the closing and the 65th Annual Convention of Alabama Chapter of the P.E.O. Sisterhood was closed at 2:53 PM.

Nancy Bishop Newton
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.

ALABAMA STATE CHAPTER

CONVENTION CREDENTIALS COMMITTEE REPORT FORM

UPDATE INFORMATION PRIOR TO EACH CONVENTION

CONVENTION 2024

* The CREDENTIALS COMMITTEE REPORT establishes both the number of

1. chapters, with delegates present, that is necessary to establish a quorum at Convention. NOTE: Majority = ½ total chapters + 1.
2. active Members of Convention who, when present and registered, are entitled to a vote at each meeting of Convention.

* Highlighted items and numbers can change for each convention and must be confirmed by the Credentials Committee Adviser and reviewed with the Credentials Committee Chairman prior to the opening of registration at Convention.

CHAPTERS with DELEGATES PRESENT at CONVENTION	Max #	Meeting #1 Friday	Meeting #2 Saturday	Meeting #3 Saturday afternoon
CHAPTERS in ALABAMA ¹(Total Chapters as of 4/26/24)	42	42	42	42
Chapters with Delegates Present Necessary to Establish Quorum...(½ Total + 1)	22	22	22	22
Chapters Represented in Convention.....(Total Chapters with Delegates Present)	42	42	42	42
MEMBERS of CONVENTION ENTITLED to a VOTE	Max #	Meeting #1	Meeting #2	Meeting #3
LOCAL CHAPTER DELEGATES ²(42 Total Chapters x 2 Delegates per Chapter)	84	83	76	83
ALABAMA STATE CHAPTER OFFICERS	5	5	5	5
PAST PRESIDENTS of ALABAMA STATE CHAPTER ³(Total as of 4/26/24)	30	17	16	16
* A PSP serving as her Local Chapter Delegate is counted ONLY as a Delegate and is included in the Delegates' number above.Patty Piro, AL, PSP	NOTE: To count PSPs	# Present 18 Minus # Deleg - 1 Equals # PSPs	# Present 16 Minus # Deleg - 1 Equals # PSPs	# Present 16 Minus # Deleg - 1 Equals # PSPs
* A PSP serving as Member of Honor is counted with the PSPs.				
RESIDENT PAST PRESIDENTS of INTERNATIONAL CHAPTER	0	0	0	0
STATE COMMITTEE CHAIRMEN & HISTORIAN <u>FOLLOW INSTRUCTIONS CAREFULLY</u>				
* A State Committee Chairman or Historian who simultaneously serves as her Local Chapter Delegate is counted ONLY as a Delegate and is included in the Delegates' number.				
* A PSP serving as a State Committee Chairman or as Historian is counted ONLY as a PSP and is included in the PSPs' number, <u>UNLESS</u> she simultaneously serves as her Local Chapter Delegate. Then she is counted ONLY as a Delegate and is included in the Delegates' number.				
* A & R:Mavis Smith, AO	1	1	1	1
* Nominating:Denise Williams, U, PSP Per AL BYLAWS: "... chairman shall be a recent PSP " Mav also serve as her Local Chapter Delegate.	0	0 (PSP)	0 (PSP)	0 (PSP)
* Finance:Janice Alcorn, AN, PSP	1	0 (PSP)	0 (PSP)	0 (PSP)
* Membership:Shirley Paramore, V, PSP	1	0 (PSP)	0 (PSP)	0 (PSP)
* ACCSRC:Judy Weaver, C	1	1	1	1
* ELF:Katie Temple, AF	1	1 *	1	1
* IPS:Kathy Martin, J	1	1	1	1
* PCE:Amy White, O	1	1	1	1
* PSA:Shellye Vardaman, AF	1	1	1	1
* STAR:Dee Dee Given, D (delegate)	1	0 (delegate)	0 (delegate)	0 (delegate)
* Historian:Lori Rodgers, AD	1	1	1	1
NOTES:	Max # Entitled To Vote	Total Members of Convention	Total Members of Convention	Total Members of Convention
TOTAL MEMBERS of CONVENTION	129	112 *	104	111

CREDENTIALS CHAIRMAN - REPORTING INSTRUCTIONS

- * FIRST REPORT: Chairman reads the entire report.
- * SUBSEQUENT REPORTS: If there are no changes to the previous meeting's report: Chairman only reads total number of Members of Convention and no motion or vote is required. If there are changes: Chairman reads entire report and moves for its adoption.

Chairman: Christina Franklin

Member: Carol Sue Lewis

Member: Amanda Heiser

* corrected 5/29/24 ECB

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EXECUTIVE BOARD ANNUAL ACTIVITY REPORTS

Report of the President

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

- Reviewed and discussed 2023 convention evaluations with board members;
- Attended and actively participated in 2023 Virtual Lead Conference in July;
- Attended and actively participated in Convention of International Chapter in September;
- Completed all documentation required for Convention of International Chapter;
- Oversaw Videos and Summaries for Convention of International Chapter;
- Visited 7 North Alabama chapters to give Report of Convention of International Chapter;
- Prepared agendas and conducted regularly scheduled and impromptu Zoom board meetings;
- Prepared agenda and conducted June, October, and February board meetings;
- Participated in ZOOM meeting, August 21, 2023, with Finance Committee/Executive Board;
- Conducted various votes via email;
- Reviewed and approved expenditures and signed correlating warrants;
- Distributed Conflict of Interest form and Agreement to Serve to all officers and committee members for them to sign;
- Sent Conflict of Interest/Agreement to Serve documents for officers to P.E.O. International chief executive;
- Wrote and distributed monthly President newsletter to local chapter presidents, corresponding secretaries, and PSPs; copied board;
- Communicated with Board Buddy chapters and other local officers;
- Wrote personal letters to sisters who transferred into the state;
- Communicated with 2024 Convention Chair and Convention Committees;
- Met with 2024 Committee at the Conference Hotel. This meeting included Hotel Liaison;
- Reviewed changes to Bylaws and Standing Rules;
- Completed all documentation required by International Chapter;
- Started Zoom Video Calls for Board Buddy Chapters when needed;
- Attended State Membership meetings when asked;
- Updated Convention Manual;
- Attended the ZOOM for International Nominating Committee workshop;
- Attended the ZOOM meeting with Cottey College president, Dr. Niles;
- Worked closely with International Representative for all aspects of convention;
- Worked with International S&R and Alabama A&R to present new amendments at convention;
- Completed all documents required for convention.

This officer is grateful for the experience of serving on the board of Alabama State Chapter. She has loved Embracing the Adventures of P.E.O. and getting to know and working with all of the Alabama sisters. The bonds of love and friendship she has made with executive board members will continue. She is honored to stand beside them and is humbled by their gracious hearts. She wishes to thank her sisters of Chapter AD for their support and love throughout the years. She also wishes to thank her Board Buddy chapters and PSPs for their continuous letters of encouragement. She sincerely appreciates the hard work and dedication from the convention hostess chapters, G, K, AE, and AG and the leadership of her convention chair, Susan Heiser. She would also like to thank her husband, Chris, for his understanding of her desire to grow in leadership and to help where ever possible through her love of the sisterhood. This officer is honored to have served the Alabama State Chapter as a member of the executive board.

Cindy Fry, 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 has fulfilled the duties of the office of the Vice President to the best of her abilities. This officer:

- Served as adviser to the Alabama Cottey College Scholarship & Recruitment committee;
- Participated in the organization of Chapter AO;
- Attended face-to-face board meetings;
- Attended Zoom board meetings;
- Attended Finance and Cottey committee meetings;
- Participated in the organization of Chapter AP;
- Participated in S/P/D Vice President Training, offered via Zoom by International;
- Revised the SPOT Reminder;
- Revised/updated the Board Duties, Traditions, & Guidelines;
- Revised the Board and Committee expense report forms;
- Attended CIC in Pittsburg, PA;
- Started Zoom meetings for buddy chapters;
- Communicated with and answered questions from buddy chapters;
- Viewed the “Create a Flowing Pipeline of SPD Leaders” video;
- Viewed the “Board Development: S/P/D Nominating Committee” video;
- Created Guidelines for Philanthropy Speakers;
- Established and coordinated state fundraiser with CauseTeam;
- Recruited sisters for state committee vacancies for 2024-2025 and prepared the contact information sheet for distribution at convention 2024;
- Reviewed and brainstormed Cascading Goals;
- Reviewed updated IOLC and IOSC;
- Advised buddy chapters regarding various topics;
- Prepared annual general fund and convention budgets for 2024-2025;
- Provided list of inactive members to buddy chapters;
- Provided chapter history to buddy chapters;
- Began work on guidelines for chapters with state executive board members;
- Worked closely with the 2025 convention committee;
- Prepared project reports for publication in delegate program;
- Updated necessary pages for delegate program for 2024 convention;
- Prepared vice president section of the Word-for-Word for Convention 2024;
- Completed and submitted information for International as requested regarding 2025 convention.

This officer is grateful for the opportunity to serve P.E.O. Each of the other officers, past state presidents, and local chapter sisters have had a profound impact on her life and love of P.E.O. Her Chapter AF sisters have been most supportive, standing in as sisters for this only child. Her precious family (Katie, Mellie, Marvin, and Ben) strengthen her and give much meaning and joy to her life. Most of all, she is most grateful to her loving God, who has blessed her far beyond what she deserves.

Elaine Bassett, 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:

- Reviewed all organizer materials and duties of office, chapter records of previous official visits, presidents' letters; along with LEAD recommendations and ZOOM official visit prep in-service with Regional Membership Representative;
- Led ZOOM orientation training with State Membership and STAR committees to include collection of signed annual consent to serve and conflict-of-interest forms from both committees;
- Prepared and conducted the organization of Chapter AO, Montevallo, June 2023;
- Participated in the Class of 2026 monthly ZOOM meetings and occasional email questionnaires;
- Scheduled monthly State Membership ZOOM meetings to include Regional Membership Representative and offered input as needed at monthly meetings;
- Supervised the state STAR committee and assisted as needed. Recruited STAR speaker for 2024 State Convention;
- Attended quarterly in-person and virtual Executive Board meetings;
- Participated in the International ZOOM S/P/D Organizer Training;
- Planned, executed, and documented individualized organizer official visits with Board Buddy chapters M, P, U, V, AE, AL, and AN plus Chapter AO in their first-year review;
- Prepared quarterly report of Alabama Reciprocities and updated State Reciprocity manual;
- Continued to support for Alabama Reciprocities with attendance at Montgomery Reciprocity Founder's Day luncheon, North Alabama Reciprocity June Luncheon, Birmingham Area Reciprocity organizational meeting and other Reciprocity leadership meetings when scheduled;
- Attended LEAD, Des Moines, IA, July 2023;
- Continued to support Board Buddy Chapters as a resource. presence at meetings, sending occasion cards, and attendance at birthday parties, initiations, funerals, & special events;
- Continued to support area chapters with fielding questions, supporting fundraisers and assistance with initiations and officer installation when requested;
- Scheduled and started monthly Zoom meetings for board buddy and other local chapters as needed;
- Attended Finance Committee ZOOM meeting;
- Attended 2023 CIC, Pittsburgh. Served as volunteer and voting delegate, September 2023;
- Presented CIC report to Chapters R, AO, and AE;
- Attended the Unaffiliate Chair webinar hosted by International, December 2023;
- Worked with the CVC and president of local chapter in reorganization; supported the chapter with attendance at meetings and morning coffees;
- Provided a list of possible state committee members to vice president based on organizer visits;
- Procured materials necessary for Chapter AP's organization;
- Planned and conducted the organization of Chapter AP, Gadsden, March 2024;
- Revised and updated the Membership Development Plan (MDP);
- Continued to update the Unaffiliate List on International website;
- Provided follow-up communication with local chapter presidents when unaffiliates moved into their area as well as notifications for Introduction of a Woman not a P.E.O. who moved into their area;
- Communicated with a P.E.O. member interested in starting a local chapter in Bay Minette, AL. Networked with a PSP about possibility of starting a local chapter in Fairhope, AL;
- Participated in the International Zoom S/P/D Annual Report Training workshop;
- Provided Board Buddy Chapters with inactive lists, chapter rosters, and Chapter Membership Histories to assist with growth/contact and in preparation of annual reports;

- Posted all local chapters' birthday recognitions and other milestone events on social media;
- Attended the "Answering Your Cottey" webinar hosted by International, February 2024;
- Sent letter of introduction to 2026 Alabama State Hostess Chapters: J, T, Z and AN;
- Began preparatory work for 2026 state convention;
- Planned and conducted the reorganization of Chapter R, Tuscaloosa, April 2024.
- Copied local chapter president's letters for inclusion in chapter folders;
- Wrote, revised, and planned POI and other workshops for 2024 State Convention;

Serving as Organizer has allowed this officer to "EMBRACE THE ADVENTURE" that has brought immeasurable joy and great happiness! She is grateful for the leadership and vision for the future of our Sisterhood shown daily by the executive board members with whom she is serving. She is most appreciative to her state president who has set an example to be followed in the future and cherished by those who were fortunate enough to have experienced it for themselves. Praises to the State Membership Committee and State STAR committee for their dedicated service and continuing efforts this year. The unwavering support, loving encouragement and unrelenting guidance of our Past State Presidents continues to be deeply valued. The unconditional love and devotion of this officer's family sustains her and keeps her going when she needs it the most! She is most thankful for their understanding when she has missed their events. They are her most precious gift from God.

Cel Bailey, 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 2022-2023 state committee members, convention chair, hostess chapters, and the International Representative;
- Sent welcome notes to 2023-24 committee members;
- Sent post-Convention correspondence to PSPs not in attendance at the 2023 State Convention;
- Participated in training for 2023-24 state treasurer;
- Secured all materials required for Proceedings of 2023 State Convention; participated in work sessions with outgoing state president to assemble materials and complete printing and mailing of proceedings and posting new proceedings on the State website;
- Assisted with proofreading revised State Bylaws; ensured they were posted on the State website;
- Served as advisor to PCE and ELF Committee chairmen; received both quarterly and year-end reports that were forwarded to the president. Periodic communication via emails to State PCE and ELF committees;
- Provided ZOOM training session for 2023-24 PCE & ELF state committees and secured required signed legal documents;
- Sent an introductory email to all local chapter treasurers. Maintained communication through the year;
- Attended State Board ZOOM meetings and quarterly in-person State Board meetings;
- Shared quarterly financial reports with board members;

- Attended virtual Finance committee meeting;
- Regularly communicated with Board Buddy chapters. Sent chapter history reports. Sent seasonal cards. Sent emails re: State fundraiser. Reminded Board Buddy chapters of the updated passwords for International and state websites. Sent list of inactives;
- Reviewed local chapter yearbooks;
- Continued participation with Class of 2027 via Facebook;
- Timely response and assistance with local chapter officers' questions, concerns, and international postings;
- Trained extensively with Cel Bailey and Elaine Bassett on financial record-keeping;
- Maintained the general ledger, with documentation of all receipts, including chapter contributions, made bank deposits, submitted warrants for approval of chapter philanthropic donations and expense reports, issued checks with transmittals to international projects, paid bills, and transferred funds among accounts, as required. Maintained list of local chapter donations to Cottey College for Southeastern Suite renovations. Maintained Total Honorariums and Memorials Gift Log. Acquired new Alabama State P.E.O Sisterhood credit card with a higher balance. All fund accounts were moved into higher yield accounts;
- Sent Amazon gift cards to Cottey College Southeastern Suite students;
- Attended International virtual Treasurer and Membership Portal training workshops;
- Attended Tuscaloosa Reciprocity Founder's Day program;
- Served as Vice-President, Chapter AC. Served as chair of Membership and PCE committees, Chapter AC;
- Assisted Vice-President with Organizer budget for 2024-25;
- Reminded and encouraged all local chapter treasurers to help with updating their membership records by 2/29, 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. Release letters of secretaries, treasurers, and presidents sent by the President;
- Submitted required reports to International for approval, including all IRS forms for state, reciprocity groups, and hostess chapters;
- Collaborated with the executive board on the 2024-25 state budget;
- Provided all necessary State materials for the audit committee's use during the April annual audit.

Thank you to all who have helped me accomplish the tasks of this year. To my amazing Executive Board Members who have trained, assisted, loved, encouraged, and supported me throughout a demanding year, to Mary Wiley, Martha Hocutt, and Carol Westbrook, my audit committee, to my wonderful Chapter AC sisters, to my loving BIL, Mark, and to my amazing daughter and P.E.O. sister, Gwenafaye. I could not have done it without you.

Paige McCormick, 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 Bylaws of the Alabama State Chapter, this officer fulfilled the duties of the office of the secretary. This officer has:

- Following the 2023 Convention, this officer wrote all necessary correspondence as directed by the President;
- Introduced herself and established communication with all local chapter corresponding secretaries;
- Maintained the contact list for PSPSs;
- Sent birthday cards to PSPs and other holiday cards as necessary;
- Collected and reviewed local chapter yearbooks (using State's 2023-2024 Yearbook checklist); acknowledge receipt;
- Served as an advisor to the State International Peace (IPS) and the State Scholar Award (PSA) Committees that included an introductory organizational meeting and continual contact throughout the year;
- Sent sympathy cards from the Executive Board to local chapters when one of their sisters entered Chapter Eternal, requested follow-up information, and often sent a follow up condolence card to the next of kin;
- Participated in online training for new S/P/D officers, training for online Annual Reports, and the training for the newly established virtual Ceremony of Initiation;
- Attended all Alabama State Executive Board meetings, both in-person and virtual; presented quarterly reports to the president; after meeting, prepared, and distributed minutes to officers and filed minutes for future consultation;
- Attended and participated in the organizational ceremony for newly organized chapters AO, Montevallo and AP, Gadsden;
- Attended the reorganizational ceremony for Board Buddy chapter, Chapter R;
- Monitored the international membership portal for changes in the Alabama membership;
- Received and verified the Annual Report of corresponding secretary from forty-one local chapters and submitted state report to International in accordance with the electronic processing system;
- Collected changes to bylaws and standing rules from local recording secretaries;
- Sent emails to all Alabama chapters with sisters celebrating 25 years, 50 years, 55 years, 60 years, 65 years, and 70 years of membership in P.E.O.;
- Sent 2023 Convention proceedings as an introduction and preparation to Representative of International Chapter for the 2024 Alabama State Convention;
- Assisted PSP in generation of the Alabama State Chapter Convention's Celebration of Life ceremony with PowerPoint presentation and technical support;
- Prepared these items for the 2024 Convention draft minutes, Golden Girl Recognition and certificates, Chapter Milestone Birthday Recognition and certificates, and Yearbook poster display;
- Will send greetings to PSPs unable to attend convention;
- Will prepare Proceeding of 2024 convention.

It has been my pleasure to serve the Alabama P.E.O. Sisterhood this year and it was an excellent and exciting learning experience. Thank You to all who mentored and guided me.

Nancy Bishop Newton, Secretary

2024 STATE COMMITTEE REPORTS

Alabama Cottey College Recruitment and Scholarship Committee (ACCRSC)

Total contributions to the Alabama Cottey Scholarship Fund \$5,748.80

Total contributions to Cottey College \$15,933.38

Chapters giving \$500+ to Cottey 16

Over the past year, this Committee has

- Met via Zoom in July, August, September, October, 2023, and February 2024.
- Provided six “Nuggets” of Cottey information to the Alabama Cottey chairs:
 - Nugget 1: Overview of the committee responsibilities and what the Alabama chairs could expect from us.
 - Nugget 2: Introduction of our two Alabama students at Cottey this year: Kuiper Naefe, Huntsville, and Elena Adams, Prattville. A calendar was provided for a care package to be sent to Kuiper and Elena, each chapter sending one during the year.
 - Nugget 3: An overview of Cottey students, class of 2027:
 - 35% are first generation college students.
 - Average GPA is 3.47.
 - 85% of all new students visited campus before enrolling.
 - Our new students come from 24 states and two countries.
 - Nugget 4: Assignment of Cottey’s International students to Alabama Chapters for a card or note or encouragement or Cottey cash.
 - Nugget 5: Request for Alabama chapters’ support for the Southeastern Suite floor refurbishing. (All 41 chapters donated \$50 for this purpose.)
 - Nugget 6: Information about the Alabama Cottey Scholarship Fund with a request to all Alabama chapters to support the Alabama Cottey Scholarship Fund with a donation.
- No Alabama students were listed on the monthly Cottey interest reports; thus, no follow-up was required.
- Provided Alabama Cottey Scholarship forms to our two current Cottey students: Elena Adams and Kuiper Naefe.
- Completed the necessary forms for the Foundation scholarships to be awarded.
- Contacted Cottey with the scholarship award amounts for Elena Adams. (Kuiper Naefe will not return to Cottey for 2024-25.)
- Ordered convention information from Cottey.
- Provided quarterly reports to the Alabama State Board.
- Sent updates for the Cottey news area of the Alabama web site to the web mistress.
- Asked the State Board to send gift cards to the students in the Southeastern Suite.

The committee members felt privileged to serve in this capacity in 2023-24 and are pleased that Elena Adams will continue her studies at Cottey College in the 2024-25 academic year.

Respectfully submitted,
Judy Weaver, C, Chair
Sarah Gilbert, Q
Susan Tanner, S

P.E.O. Educational Loan Fund (ELF) Annual Report for 2023-24

Number of Local Chapter Loans Awarded: 6
Value of Local Chapter Loans Awarded: \$94,000
Amount of Local Chapter Contributions (39): \$14,468.38
Number of Local Chapter Annual Reports Received: 24/41
Local Chapters Designated a Legacy Chapter (15): A, B, C, D, L, M, O, S, T, V, X, AA, AC, AD, AF, AG, AJ, AK, AL, AM

This committee has:

- Responded to several emails throughout the year with ELF questions.
- Connected with International ELF on several questions.
- Shared information from International on ELF information and resources to local chapter committee chairs.
- Communicated with Paige McCormick, ELF state committee adviser, and Beth Beck, committee co-chair, throughout the year.

Summary of Chapter ELF Reports:

- Six chapters (C, L, P, V, Y, AM) had an ELF recipient.
- Nine chapters reported that they presented a special ELF report to their chapter during the year.
- There were many fundraising ideas this year including garage sales, selling handmade candles, Boston butt sales, a Harvest Market, auction items at meetings, a Christmas basket raffle, a sweet potato sale, pickle sales, evergreen sales, silent auctions, a comedy show, craft sales, a Blessing Calendar, holiday treat shop, bake sales, Christmas wreath sales, potted flower sales, selling Krispy Kreme doughnut certificates, and a Phantom tea.

Respectfully submitted,
Katie Temple, AF, Chair
Beth Beck, Z

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

Total Sponsoring (Legacy) Chapters: 18 (B, C, D, E, F, H, J, L, M, O, P, S, U, V, W, X, AB, AC, AJ, AK, AL, AM)
Total Amount Chapter Contributions: \$13,113.38 (39 Chapters)
Total # PIP Recipients assigned to PIP Chapters 2023-24: 7
Total Amount awarded to PIP Recipients: \$9,127.38
Local # Chapter Annual Reports Received: 39/41
Local # Chapters making contributions to IPS: 37

Duties Accomplished by this IPS Committee:

- Rec'd from IC: LC Project Chair Listings; PIP Chapter Assignments for US/CDA; IPS PIP Match (Award Year 2023), 2023-24 PIP Stats;
- Compiled a PIP-IPS Group Email Listing for communication with Local Chapter Chairs.
- Sent out 3 Informational/Reminder Emails, Jan 25, Feb 21, March 1, 2024 to LChairs. Topics covered: Clarification/Workings of PIP Program, Duties of LChairs, Suggestions for IPS Programs, Deadlines for upcoming reports, IPS Duties for Convention 2024, etc.

- Fielded many questions/Solved many problems regarding the PIP and the Annual Reports: How to become a PIP Chapter, Who assigns PIP Recipients (Board of Trustees), What should I do if my PIP recipient has never returned any of my correspondence, How do we EMAIL in the Annual Reports, what are Named Scholarships, etc.
- Also, contacted Cindy Fry (State Pres), Nancy Newton (IPS Advisor), and Stacey Tetzloff (IPS Supervisor) for 'QNA Support': Finding missing PIP Recipients, Discussing International/State Website LOGON woes, What format do we use for our Annual Report? (...mostly successful!)/ Thank You!
- Prepared Convention IPS Display Board. THEME of Display ("How to Become a Partner in Peace Chapter") will be skillfully (I hope) crafted to answer ALL PIP questions I faced about this subject from Local IPS Chairs!
- Secured Speaker (Video) for Convention. Nelda McCabe (CH-S) and Gayle Howell (CH-AC) will prepare PIP Recipient for her Speaking Event, documents to be submitted to Elaine Bassett by March 25th .
- I will make contact with the new upcoming IPS State Chair Successor at Convention, to pass along all updated files, supplies and insights.

IPS-PIP Fundraisers:

- B&B Program (AC); "Games Galore" (AK); Fall Festival Market Event (L);
- Donations from "Greening of the Tree" and Christmas card Sales (B);
- Annual Christmas Auction (O); Boston Butt Sales (D);
- Admission to "Tour of Homes" donated to P.E.O. (AB);
- Blessings, Calendars, Bake Sales (AM).
- Various Ways and Means Projects (J+);

How State IPS Chair can better assist LCs:

- Make Personal Calls/Texts to LCs to address QNA (J, O);
- Provide More follow-up Info about PIP Recipient when she returns home (Success Stories) that can be shared at Chapter Meetings (W, Y, AM)
- Coordinate ZOOM calls between PIP chapters with the same assigned PIP Recipient to coordinate gifting. (B, AM).
- Schedule a short "Break-Out Session" at State Convention to discuss/explain the IPS Partner in Peace Program OR a pre-Convention training session by IPS Supervisor' (V, AD, AJ).
- Assist LCs in contacting their assigned PIP Recipient if they have not received their Recipient's profile and contact information OR their Recipient has not responded to their correspondence. (L, J, O)
- Recommend Sources to be used for Special IPS Programs: P.E.O. Record, P.E.O. International Website, "Moments for Peace" and "Take a Minute for IPS" Newsletter. (J, L)
- Suggest ways Chapters can be connected with their PIP Recipients: Holiday/Birthday Cards, Texts, Photos, Gift Cards, Care Packages, ZOOM/Facebook Calls. (Convention Display Board)
- Share best practices with other Chairs via AL Newsletter, email discussions. (L)

Summary of Local Chapter Annual IPS Report:

- Total Amount Contributions to IPS: \$13,113.38
- Chapters Contributions ranging from \$0- <\$500: 18 (TOTAL: \$3077)
- Chapters Contributions ranging from \$500-<\$1000: 17 (TOTAL: \$9,127.38)
- Average Contribution: \$349 (35 Chapters)
- Most common Contribution: \$500 (14/39 Chapters)
- Chapters Contributing \$-0-: 4
- Total Chapter Annual Reports Received: 39/41
- Total PIP Recipients for Alabama Reported: 18/20
- Chapters presented IPS monthly reports to their Chapter: 16

- Chapters funding PIP for 2023-24: 16
- Legacy Chapters reported: 18/20

Respectfully Submitted by
Kathy Martin, J, Chair
Judy Falls, H

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

Amount given by Alabama Chapters: \$20,031.00

Local Chapters making contributions: 37

Number of Grant Awards to Alabama recipients: 21

Total amount awarded to Alabama recipients:

Brighter Tomorrow Chapters: 19 (B, C, D, E, H, J, L, M, O, P, R, S, U, V, W, X, Y, AB, AC,
AF, AG, AJ, AK, AL, AM)

Number of Alabama chapter annual reports: 39/41

Committee Actions:

- Members of the committee received training from Paige McCormick.
- The committee chair created an email list for communication with chapters.
- PCE applications from International were received and forwarded to the local chapters in the candidate's geographical area.
- Sent quarterly reports to Paige McCormick, state PCE advisor.
- Several informational emails were sent referencing information on the P.E.O. International website.
- Collected annual reports from chapters.

Summary of Chapter Annual PCE Reports:

- Eleven chapters had grant recipients:
One each for Chapters D, M, W, X, AB, AC, AF.
Two for Chapter C.
Three for Chapter AL.
Nine for Chapter E.
- Chapter E had a candidate receive a \$5000 anniversary grant.
- Direct gifts to candidates totaled \$750.00.
- Some chapter fundraising activities included monthly raffles, silent auctions, plant sales, pickle sales, fashion shows, Boston butt sales, garage sales, purse auctions, a Lenten luncheon, a high tea party, a chicken stew sale, birthday raffles, and Christmas markets.

Respectfully submitted,
Amy White, O, Chair
Valerie Cox, AL

P.E.O. STAR Scholarship Committee

Total Chapters submitting STAR Annual Reports:	33 of 41
Total Chapters sponsoring STAR Scholarship candidates:	30
Total candidates completing application process:	28
Total Chapter contributions to the STAR Scholarship:	\$14,460.38
Total Chapter direct gifts to candidates:	\$2,970
Total Chapter Foundation accounts:	\$4,667

During the past year, the STAR Committee Members Dee Dee Givens, Miriam Morrow, and STAR Advisor Cel Bailey, have been dedicated to encouraging and helping the Alabama STAR Chairs:

- The STAR Committee met via zoom shortly after the 2022-2023 Alabama State Convention.
- An introductory email from the STAR Committee was sent to all STAR Chairs.
- The STAR Chairs were encouraged to use the wealth of information provided online at P.E.O. International.
- The STAR Committee fielded questions about the STAR candidate application process.
- The STAR Committee helped to find STAR candidates when asked for assistance by the Chairs.
- Several reminders of the deadlines for submitting the required forms and recommendations for the STAR Scholarship were sent to the Chairs.
- Alabama State President Cindy Fry included a STAR deadline reminder in her monthly newsletter.
- A fall, winter and annual report were sent to STAR Advisor Cel Bailey and to Alabama State President Cindy Fry.
- An annual STAR report link was emailed to all STAR Chairs along with the deadline for submission.
- Reminder emails were sent encouraging Chairs to begin searching now for their 2024-2025 P.E.O. STAR Scholarship candidates. The reminder included ordering STAR pamphlets for distribution and suggested sharing the STAR PowerPoint found online at P.E.O. International.
- An Alabama STAR Scholarship recipient was asked to speak at the Convention. The STAR Committee worked closely with the speaker to help her prepare for her presentation and to host her during the Convention.
- A STAR Scholarship poster was created by Dee Dee Givens for the philanthropy display at the Convention.

Chapter fundraising activities include Hanging of the Green, pickle sales, soup and cookie mix sales, garage sales, plant and wreath sales, pecan sales, a Harvest Market, Brags and Blessings, monthly meeting auctions, a BIL Christmas Auction, coupon sales, a bake sale, homemade candle sales, book and jewelry sales, chicken stew and casserole sales, a Birthday Raffle, a Fashion Show, Bingo, Bunco and Games Galor!

Suggestions for the STAR Committee include continuing to provide updates and answering questions as needed, to continue to encourage Chairs to read articles about the STAR Scholarship and its recipients in the P.E.O. Record, to share ideas from other Projects for finding applicants, to encourage distribution of the STAR Scholarship pamphlets available to purchase from P.E.O. International or to print the pamphlets to share with counselors and qualified students, to advocate for an increase in the scholarship award, and to share more suggestions on the qualifications that our Chapters have found to be necessary for a recipient to be chosen as a P.E.O. STAR Scholarship recipient.

As members of the STAR Committee, we appreciate all the questions, suggestions, and excitement about the P.E.O. STAR Scholarship as demonstrated by the Chapter STAR chairs. We are thankful for P.E.O. and the opportunity for young women with stellar achievements to be awarded a P.E.O. STAR Scholarship.

Respectfully submitted,
Miriam Morrow, L, Chair
Dee Dee Given, D

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

The 2024 numbers tell an amazing story!

Number of nominations internationally	827
Number of PSA recipients	100
Amount of each award	\$20,000
Total value of awards	\$2 million
Local Alabama chapters submitting nominees	7 (2024-2025) A, G, P, Y, AK, AL, AM
Chapters with Successful Nominees	2 (2023-2024)
Local Laureate chapters	20
Local chapters making contributions	39
Total chapter contributions	\$14,098.38

Committee Actions:

- Members of the committee received duties and responsibilities from Nancy Newton.
- The committee chair created an email list for communication with chapters. Several emails were incorrect on the roster.
- The committee provided information to local chapters on locating potential candidates.
- The committee sent several 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, preparation of the convention display, and handouts.
- Members of the committee answered questions from local chapters about application timelines and locating potential candidates.

Summary of Chapter Annual PSA Reports:

- Contribution amounts ranged from \$50 to \$927.38 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 materials received at convention.

Respectfully submitted,
Shellye Vardaman, AF, Chair
Terry Corley, L

Membership Committee Report

- The Alabama State Membership Committee, including our adviser Cel Bailey, state organizer, began monthly meetings (via Zoom) following the Alabama State Convention in May 2023. We did not meet in September or December, but we had two meetings per month in January and March. Becky Clines, our Regional Membership Representative, joined us in August and continued to join us at each monthly meeting thereafter. Becky has been a real asset to our meetings, and we have valued her input to help us increase the vitality of each chapter.
- We reviewed the duties of the committee and assigned regions to each member of the committee. Karen was assigned to all the chapters in North Alabama and Shirley communicated with the Birmingham chapters plus Anniston. Lisa was responsible for the Tuscaloosa, Montgomery, and Auburn chapters, while LuAnn communicated with the chapters in Mobile, Daphne, Foley, Dothan, Ozark, Troy, and Prattville.
- We decided to continue with the “Minute for Membership,” and each member was assigned the responsibility of preparing this newsletter for three separate months of the year to send to the local membership chairs and encouraged them to share the info to all sisters in the chapter. This newsletter was our primary tool of communication.
- Each committee member completed the on-line portal training workshop that the International Chapter presented, and all felt we had a better understanding of the different reports available to us to help in fulfilling our duties.
- We continued to emphasize the importance of the unaffiliate listing and encouraged the local chapter membership chairs to contact names on this listing and report back to the committee the results of this contact. Chapters have indicated in their Annual Reports that they would like a better understanding of the unaffiliate listing; therefore, a zoom workshop is being planned to help chairs and chapters gain more knowledge on this significant area of P.E.O.
- We asked chapters to review the chapter inactive list for possible reinstatements. We suggested the chapters, if they do not already do so, to consider printing this list in their yearbooks.
- We held discussions on Reciprocity and the role of Reciprocity in our state. One area (Wiregrass) does not have a Reciprocity Group. Reciprocities are active in North Alabama, Auburn, Birmingham, Tuscaloosa, Montgomery, and Mobile. It is felt that most chapters enjoy getting together once or twice a year.
- We planned a workshop for the Alabama State Chapter Convention as it is emphasized that Membership should always have a presentation as part of the convention as well as a Membership Display. The theme for the workshop and display will be “Plant the Seeds of Membership.”
- From March 1, 2023, through February 29, 2024 – 69 new initiates, 34 transfers, 11 reinstatements, 28 transfers to other chapters, 31 sisters entered Chapter Eternal, and 78 sisters chose to go inactive.
Our membership on March 1, 2024 is 1,319.

Shirley Paramore, V, PSP, State Membership Chair
LuAnn Rice, C
Karen Sargent, AL
Lisa Vardaman, AF

Report of Historian

(Summary of Local Chapter President's letters)

We embraced the adventure!!! Our adventure was powerful, productive, and principled. Many initiates were added and several inactive members became active - POWERFUL! Multiple connections were forged: each chapter sought out ways for women to help women pursue higher education - PRODUCTIVE! Philanthropic efforts across the board were driven by women dedicated to giving of themselves for the betterment of others - PRINCIPLED! And last but certainly not least ~ we had fun.

Shout-out to Chapter A with 57 active members, Chapter J with 58 and Chapter AC with 57 active members – WOW! 25 Chapters initiated 69 members with a shout-out to Chapters U, AK & AL, with 5 new members, as well as Chapters E, T, & AC who each added 4 new members. Multiple chapters reached out to inactive members which resulted in 8 chapters reinstating 11 members. To this end, Chapter J took this task to heart and literally sent out hundreds of notes, made calls and sent flowers, definitely going above and beyond.

Several Sisters went on to Chapter Eternal (from 23 Chapters) - they will be missed.

Almost every chapter had scholarship recipients. This factoid alone exemplifies the way PEO sisters went out into our communities and forged connections with various educational institutions to find and promote women. Alabama alone had many, many scholarship applications with multiple recipients, several star recipients and some Cottey College attendees.

Philanthropy is one of the activities all chapters participate in throughout the year in order to contribute to the various scholarship endowments. Chapter L holds an annual Harvest Market which has morphed into a boutique and cafe' fundraiser selling donated items and showcasing PEO within their community. Chapter AK's Games Galore helped them generate over \$18,000 resulting in 18 AK scholarships awarded. Other fundraising activities included Hanging of the Green (each member donates), garage sales, bake sales, soup sales, pecan sales, geranium sales, Air B&B hosts, book sales, purse sales and many, many more also resulted in attaining our philanthropic goals.

A variety of activities take place each year across the state where PEO sisters (and sometimes their Significant Others) join together for the sole purpose of enjoying each other's company, and this year was no exception. Chapter AL got together for Cinco de Mayo & Mardi Gras; Chapter AM enjoyed Bunco, the theatre and a jaunt to a winery; Chapter AH created "get acquainted questions" which allowed everyone to learn new things about each other; all chapters enjoyed a plethora of programs at their monthly meetings with guest and member presenters, as well as various monthly social outings. Many chapters participated in Reciprocity events this year; such a pleasurable way to enjoy time with other sisters.

Overall, embracing the adventure for Alabama State PEO looked like powerful women, seasoned with love for one other, conducting productive philanthropic activities with the principled purpose of the betterment of women.

Lori Rodgers, AD

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 2023, a letter was emailed to all local chapter presidents with the instructions and guidelines for submitting to the Nominating Committee, the names of prospective candidates from their chapters for consideration as a nominee for the Alabama State Chapter Executive Board. Attachments included a listing of the qualifications and commitments involved in serving on the board and forms to be completed by the chapter and the applicant. All forms were to be returned to the chairman by January 15, 2024.

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 Chery Williams, Chapter AG. The nominee was notified by telephone and follow-up letters were sent to both the candidate and her chapter. Chery sent written confirmation of her willingness to serve on the executive board, if elected.

- Chery'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 Chery 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 2024-2025:

President..... Elaine Bassett, Chapter AF
Vice President..... Cecelia "Cel" Bailey, Chapter D
Organizer..... Paige McCormick, Chapter AC
Treasurer..... Nancy Bishop Newton, Chapter AJ
Secretary.....Chery Williams, Chapter AG

*Denise Williams, U, PSP, Chairman
Aline Russell, O
Judy Wesson, L*

2024 NOMINEE TO THE ALABAMA STATE BOARD Chery Williams, Chapter AG

My life journey begins in the small Northeast Georgia town, Nicholson, following my birth on November 6, 1954 in Athens, Georgia. I grew up on our family poultry farm, learning early in life and by the example exemplified by my parents, grandparents, and extended family the importance of faith, family, a noble work-ethic, community, and civic duty.

I was active in 4-H achieving the recognition of Master 4-Her upon being named Georgia 4-H State Girls Achievement winner. As a senior 4-H'er I organized The Be Wise, Be Safe 4-H club in Jackson County,



Georgia. The program assisted in the organization of a local 4-H chapter at the New Dawn Workshop for special needs individuals. This was one of the first 4-H programs in the Southeast for special needs individuals. The Be Wise, Be Safe club also organized and introduced the "Buckle Up for Safety" seatbelt campaign as a Georgia statewide 4-H program. I continued with the program throughout my college years. The Be Wise, Be Safe 4-H Club was recognized by the National Safety Council for our work.

I received my Associate degree in Agriculture from Abraham Baldwin Agricultural College (ABAC) in Tifton, Georgia in 1974. While a student at ABAC I was involved in the Student Government Association as secretary. I was one of the first female delegates to the International Poultry and Egg Fact-Finding Expo. I received my Bachelor of Science degree in Agriculture (Poultry Science) from the University of Georgia in 1976.

I married Robert M. Williams, DVM (whom I met in an undergraduate poultry disease class while we were students at the University of Georgia) on December 31, 1976. Family is extremely important to Robert and I. We have six wonderful children and seven awesome grandchildren. Our time with family is so very special to us, we are so very fortunate to have each other in our life endeavors.

I was employed by the USDA from 1976-1991. My work with the USDA was instrumental in the development of chicken nuggets and patties for the United States Military and United States School Lunch Program. I earned four licenses in the poultry industry and one in the beef industry.

When my family lived in Albertville, Alabama, I was involved in the Albertville City School System as an ESL aid, substitute teacher, class volunteer, and Odyssey of the Mind coach. I was instrumental in starting a tutoring center for 6th, 7th, and 8th graders. I was president of the local PTA City School Council and served on the state PTA committees. These last several years I have volunteered at the Baldwin County South Baldwin Literacy Council as a youth and GED tutor.

I am a member of Saint Paul's Episcopal Church in Foley, Alabama, serving as a member of the church choir, flower guild, and ECW (Episcopal Church Women).

Robert and I love to travel, especially to America's national parks. Our goal is to visit all of the national parks. We were delighted to introduce our three children to the national parks during their youth. We are avid University of Georgia football fans and look forward each fall to tailgating with family and friends. We also follow UGA baseball. A highlight of our present life is following our grandchildren's various athletics, fine arts, and 4-H activities.

One of the most significant adventures of my life was becoming a PEO in Chapter AG on April 21, 2016. I was so fortunate to join a wonderful group of ladies that have become family, that I now call sisters. In the words of PEO's Objects and Aims, *"To seek growth in charity toward all with whom we associate, and a just comprehension of, and adherence to the qualities of Faith, Love, Purity, Justice, and Truth."*

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, the Finance Committee submits the following report:

The budgets for the current P.E.O. year 2024-2025, retroactive to April 1, 2024, have been prepared after careful study and evaluation of the receipts and disbursements for the past year and the expected receipts and expenses for the coming year and is submitted to the convention for adoption.

The committee recommends a transfer of \$6000.00 from the General Fund to the Convention Fund.

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

Janice Alcorn, AN, PSP, Chair
Susan Richardson, C
Julia Naefe, AL

REPORT OF THE 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, 2023 to March 31, 2024 and have determined to our satisfaction, the following to be correct:

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

Based on our examination, the financial statements for Alabama State Chapter prepared from those records, reporting assets and fund balances on March 31, 2024, and revenue and expenditures for the year April 1, 2023 to March 31, 2024; present such items fairly, in all material respects.

Audit Committee of Alabama Chapter

Signed Mary Wiley
Mary Wiley, AJ, PSP, Chairman

Carol Westbrook
Carol Westbrook, D, PSP

Martha Hocutt
Martha Hocutt, I

Date April 16, 2024

Alabama State Chapter P.E.O. Sisterhood									
GENERAL FUND BUDGET FOR APRIL 1, 2023, THROUGH MARCH 31, 2024									
						ADOPTED	AT 3/31/24	PROPOSED	
						BUDGET	ACTUAL	BUDGET	
						2023-2024	2023-2024	2024-2025	
RECEIPTS									
			State Chapter Dues			\$ 12,701.50	\$ 19,785.00	\$ 19,785.00	
			Interest, BS Prime Account			\$ 15.00	\$ 94.44	\$ 1,000.00	
			Charter Fees			\$ 100.00	\$ 100.00	\$ 100.00	
TOTAL RECEIPTS						\$ 12,816.50	\$ 19,979.44	\$ 20,885.00	
DISBURSEMENTS									
			Administrative						
			Insurance through International			\$ 213.00	\$ 224.00	\$ 300.00	
			Web Site			\$ 200.00	@ \$ -	\$ 200.00	
			Technology			\$ 300.00	\$ 299.80	\$ 300.00	
			New Chapter Expense			\$ 1,500.00	\$ 439.14	\$ 1,000.00	
			Charter Fee & Supplies			\$ 200.00	\$ 132.75	\$ 200.00	
			Executive Board						
			Organizer / Proxy Travel			\$ 1,200.00	\$ 1,541.46	\$ 1,500.00	
			Travel			\$ 4,500.00	\$ 3,776.63	\$ 5,000.00	
			Office Expense			\$ 1,800.00	\$ 1,877.87	\$ 2,000.00	
			Honorarium/Memorial			\$ 100.00	\$ 75.00	\$ 100.00	
			Committee						
			Expenses			\$ 300.00	\$ -	\$ 300.00	
			Administrative Subtotal			\$ 10,313.00	\$ 8,366.65	\$ 10,900.00	
			International Convention						
			Delegates+Board (Trvl, St Dinner, Hotel, Incidentals)			\$ 4,000.00	@ \$ 3,002.51	# \$ 4,000.00	
			Registration Fees			\$ 240.00	@ \$ 300.00	# \$ 240.00	
			Int'l Convention Subtotal			\$ 4,240.00	\$ 3,302.51	\$ 4,240.00	
			Miscellaneous						
			LEAD			\$ 500.00	\$ 457.49	# \$ 500.00	
			Cotley Seminar			\$ 650.00	@ \$ 650.00	\$ 650.00	
			State/RMR Membership Summit			\$ 200.00	@ \$ 200.00	\$ 200.00	
			Local Chapter Workshops			\$ 1,000.00	@ \$ 1,000.00	\$ 1,000.00	
			State Membership Workshop			\$ 1,000.00	@ \$ 1,000.00	\$ 1,000.00	
			Miscellaneous Subtotal			\$ 3,350.00	\$ 3,307.49	\$ 3,350.00	
TOTAL DISBURSEMENTS						\$ 17,903.00	\$ 14,976.65	\$ 18,490.00	
SURPLUS or (DEFICIT)						\$ (5,086.50)	\$ 5,002.79	\$ 2,395.00	
@	Indicates accrued amount, appropriate reserves are set								
#	Indicates accrued amount +/- true up to actual bill								

Alabama State Chapter P.E.O. Sisterhood									
STATE CONVENTION BUDGET FOR APRIL 1, 2023, THROUGH MARCH 31, 2024									
						ADOPTED	AT 3/31/24	PROPOSED	
						BUDGET	ACTUAL	BUDGET	
						2023-2024	2023-2024	2024-2025	
RECEIPTS									
					Convention Assessment	\$ 3,870.00	\$ 3,870.00	\$ 3,957.00	
					Registration Fees	\$ 2,000.00	\$ 2,000.00	\$ 2,050.00	
					Interest	\$ -	\$ 76.97	\$ 100.00	
					State Fundraiser/Marketplace	\$ 1,500.00	\$ 3,840.71	\$ 2,500.00	
TOTAL RECEIPTS						\$ 7,370.00	\$ 9,787.68	\$ 8,607.00	
DISBURSEMENTS - State Responsibilities									
					Executive Board				
					Lodging	\$ 1,800.00	\$ 688.16	\$ 1,800.00	
					Meals	\$ 1,300.00	\$ 1,232.10	\$ 1,500.00	
					Travel	\$ 400.00	\$ 848.50	\$ 600.00	
					Travel - President's Convention Inspection	\$ 100.00	\$ 207.33	\$ 300.00	
					Office Expenses	\$ 250.00	\$ 543.98	\$ 300.00	
					Printing and Copying - incl convention program	\$ 600.00	\$ 1,174.05	\$ 800.00	
					Committee				
					Lodging (Ch A & R, Fin, Nom, Memb, ImPP for COL, Phil,	\$ 1,200.00	\$ 250.30	\$ 1,200.00	
					Meals - Committees above & speaker lunch. NOT Hist)	\$ 2,000.00	\$ 1,757.86	\$ 3,600.00	
					Travel (A & R, Fin, Nom, Memb, ImPP for COL, Phil, Hist)	\$ 670.00	\$ 530.50	\$ 700.00	
					Printing and Copying			\$ 100.00	
					Postage and Stamps		\$ -		
					Other Office Expenses (incl \$50 display tables)	\$ 300.00	\$ 50.00	\$ 300.00	
					Celebration of Life (Printing Program)	\$ 100.00	\$ 40.83	\$ 100.00	
					Meeting Room Fee and AV Equipment Fee	\$ 3,000.00	\$ 3,661.48	\$ 5,000.00	
					New Chapter Housing		\$ -	\$ 200.00	
					Past President's Meals - Convention only NOT PSP dinner	\$ 500.00	\$ 1,758.86	\$ 4,000.00	
					Proceedings				
					Printing	\$ 150.00	\$ 167.24	\$ 250.00	
					Postage	\$ -	\$ -		
					Miscellaneous Expenses		\$ 932.27	\$ 1,000.00	
					Hostess Chapter Allotment	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	
TOTAL DISBURSEMENTS						\$ 18,370.00	\$ 19,843.46	\$ 27,750.00	
SURPLUS or (DEFICIT)						\$ (11,000.00)	\$ (10,055.78)	\$ (19,143.00)	

SUMMARY OF RECEIPTS AND EXPENDITURES BY FUNDS

FUND	BALANCE 4/01/2023	RECEIPTS	DISBURSEMENTS	Transfers	BALANCE 3/31/2024
General Fund	\$32,252.08	\$195,691.11	\$191,660.28	-\$13,000.00	\$23,282.91
Convention Fund	\$16,822.93	\$19,816.75	30,902.64	+\$13,000.00	\$18,737.04
Alabama Cotter Scholarship Fund (ACSF)	\$63,352.35	\$6,391.90	\$6000.00	\$0.00	\$63,744.25
Reserve Fund	\$9,688.03	\$84.12	\$0.00	\$0.00	\$9,772.15
Total Assets	\$122,115.39	\$221,983.88	\$228,562.92	\$0.00	\$115,536.35

TOTAL CHAPTER GIVING TO P.E.O. PROJECTS 2023-2024
TOTAL GIVEN: \$154,705.67

Cotter	ELF	IPS	PCE	PSA	STAR	Foundation	ACSF
\$18,108.38	\$16,263.38	\$14,513.38	\$23,458.38	\$15,523.38	\$15,810.38	\$44,604.59	\$6423.80

ALABAMA STATE CHAPTER ANNUAL REPORTS TO INTERNATIONAL

2023-2024 Annual Report of Membership

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



Annual Report to International Chapter of Membership March 1, 2024

Secretary Alabama State Chapter

1. Number active members March 1, 2023 (see last year's report)	1,337
Increase since March 1, 2023	
2. By Initiation	69
3. By Transfer	34
4. By Reinstatement	11
5. Total Active membership during year	1,451
Decrease Since March 1, 2023	
6. By Transfer	28
7. By Death of active member	31
8. By expulsion of active member	0
9. By becoming inactive March 1, 2024	73
10. Total decrease in active membership during year	132
11. Number active members March 1, 2024	1,319
12a. Number classified lost contact or	
12b. Inactive members lost by death since March 1, 2023	17
Summary	
13. Total number initiated from date of organization	2,988
14. Total enrollment from date of organization	4,891
15. Total number of inactive March 1, 2024	1,014
Total Chapters Active March 1, 2023	40
Number chapters organized since March 1, 2023	1
Number chapters disbanded since March 1, 2023	0
Number chapters merged together since March 1, 2023	0
Chapters created due to merge since March 1, 2023	0
Number chapters active March 1, 2024	41

Secretary released on

March 22, 2024

Arline A. Suppe

Executive Director, P.E.O. Sisterhood

Condy Fey
President
Shirley Bishop Hewson
Secretary

2023-2024 Annual Report of State Treasurer to International

STATE/PROVINCE/DISTRICT DUES FORM

Page 1 of 1

MARCH 1,

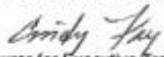
STATE: Alabama

NUMBER OF ACTIVE CHAPTERS REPORTING MARCH 1, 41
NUMBER OF ACTIVE MEMBERS MARCH 1, 1319

I. Amount of dues payable to International Chapter per active member International Chapter dues of \$31.00 (includes \$6.00 for Cottey College)	\$40,889.00
II. Initiation and Reinstatement Fees \$15 for each 69 members initiated to \$15 for each 11 members reinstated to	\$1,035.00 \$165.00
III. Supply/Resource/Technology Payment	\$2,050.00
IV. Liability Insurance, \$1.00 per active chapter as of 3/1/ (41 active local chapters + 1 Alabama State chapter)	\$42.00
V. Directors & Officers Insurance Premium	\$82.00
VI. Fidelity Bond Insurance Officers covered: Treasurer	\$100.00
VII.	\$0.00
VIII.	\$0.00
IX. TOTAL AMOUNT DUE INTERNATIONAL CHAPTER	\$44,363.00

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

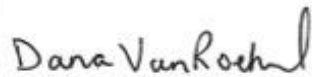
Cindy Fry, President



Paige R. McCormick, Treasurer (or Executive Treasurer)



Approved by International Chapter and released on April 15, 2024



Treasurer, International Chapter

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

*(Page numbers refer to the 2023 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 the Alabama State Chapter.

(page B-4) Amend ARTICLE V, Section 2, bullet 1, by striking out the words “residing in the state” so that if adopted the bullet will read:

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

EXPLANATION: Would require each local chapter to send annually with dues, a state convention fee of three dollars (\$3.00) per active member; and would remove the exemption for members living outside of the state.

RATIONALE: Online annual reporting no longer has the capability to separate sisters residing in or out of state for collection of a convention fee.

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

(page B-5) Amend ARTICLE V, Section 6, paragraph 1, by inserting a new sentence 4, so that if adopted it will read:

The state chapter will incur the cost of housing, at a half room rate, when it is necessary for entitled members of convention to arrive the day before the start of convention activities.

EXPLANATION: Would provide that the state chapter will incur the cost of housing, at half-room rate, when it is necessary for entitled members of convention to arrive the day before the start of convention activities.

RATIONALE: Voting members of Convention of International Chapter are required to attend a Credentials dinner the night before convention starts.

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

(page B-8) Amend Article IX, Section 1, bullet 1, sentence 3, by inserting the word “absent” following the words “sent to” so that if adopted the subsection will read:

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 absent members.

EXPLANATION: Would remove the requirement that all members shall be sent the local chapter president’s annual letter; and would stipulate that absent members shall be sent a copy of the local chapter president’s annual letter.

RATIONALE: Members of a chapter in attendance at the February meeting will hear the President’s letter. By sending the annual president’s letter to absent sisters, they will be more connected with the activities of the chapter.

EDITORIAL RESOLUTION

Resolved, That the 2024-2025 Executive Board of Alabama State Chapter be authorized to correct article and section designations, punctuation and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of Alabama State Chapter.

ADDENDUM

The following changes are to be made in the Bylaws and Standing Rules of Alabama State Chapter in order to conform with the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, as amended at the 2023 Convention of International Chapter. These changes require no vote by convention.

1. Each s/p/d chapter shall increase annual dues to International Chapter from twenty-six dollars (\$26.00) to thirty-six dollars (\$36.00) with the proviso to implement the increase in two steps.

(page B-4) ARTICLE V -- FINANCE, Section 1—DUES will now be stated as:

Section 1—DUES. The annual dues of Alabama State Chapter shall be fifty-one dollars (\$51.00) per active member, which shall be allocated as follows: Thirty-six dollars (\$36.00)* for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College; and fifteen dollars (\$15.00) for state chapter dues.*

**PROVISO: The increase of International Chapter dues to thirty-six dollars (\$36.00) shall be implemented in two steps; an increase of five dollars (\$5.00) to thirty-one dollars (\$31.00) for the 2024-2025 fiscal year; and an increase of five dollars (\$5.00) to thirty-six dollars (\$36.00) beginning the 2025-2026 fiscal year. The total annual dues of Alabama State Chapter shall be forty-six dollars (\$46.00) for the 2024-2025 fiscal year and fifty-one dollars (\$51.00) beginning the 2025-2026 fiscal year.*

2. Each s/p/d chapter shall remove the words “resident” and “nonresident” when reference is made to active local chapter members.

(page B-8) ARTICLE IX -- SPECIAL DUTIES OF LOCAL CHAPTER OFFICERS, Section 1—PRESIDENT, bullet 1, sentence 3 will now be stated as:

A copy of this letter and report shall be retained in the local chapter president’s box and copies shall be sent to members.

NOTE: This change will only take place if amendment #3 is defeated.

(page B-9) ARTICLE XIV -- AMENDMENTS, Section 1—PROCEDURE, sentence 2 will now be stated as:

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 members notified that a vote will be taken at the next regular meeting.

At the direction of the Executive Board of International Chapter based on the opinion of legal counsel, the following change is to be made in the Bylaws of Alabama State Chapter. This change requires no vote by convention.

1. No s/p/d shall have provisions in their bylaws that conflict with applicable governmental laws. All s/p/d chapter bylaws shall include an article stating that the bylaws shall comply with governmental laws applicable to the operation of the s/p/d chapter.

(page BL-9) A new ARTICLE XIV will be inserted in the bylaws and will be stated as:

ARTICLE XIV -- GOVERNING LAW

These bylaws shall comply with governmental laws applicable to the operation of the state chapter.

NOTE: The subsequent article will be renumbered to conformed

CERTIFICATION OF MINUTES AND APPROVAL OF PROCEEDINGS

I, Nancy Newton, secretary of the Alabama State Chapter of P.E.O. Sisterhood, do hereby certify that the foregoing record is a correct copy of Proceedings of the Alabama State Chapter assembled in Auburn, Alabama, April 26, 2024.

Witness my hand and seal of Alabama State Chapter, P.E.O., Sisterhood at Madison, Alabama, this 19th day of July, 2024.



Nancy Newton
Secretary

Cindy Fry
President

The minutes of convention were read and approved.

by the Committee to Approve Minutes

Date: July 7, 2024

Nancy Sites Sizemore, PSP, Chapter AG

Luann Rice, Chapter C

Barbara Tonn, Chapter AD

NOTE: Due to an error in calculations the final credentials report was corrected and the total members meeting #1 was 112.

DEVOTION

As Sisters of PEO, Are We Living and Embracing a Life of Adventure?

“Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom.” (II Corinthians 3:17)

Adventure. Living with wild abandon. Spontaneity. Embracing the journey. These are all words and phrases many of us know and love. Do they describe us? Maybe, at times. Do we live like those particular words matter to us? Maybe, at times. Then why do we love these particular words so much?

These words and phrases reflect the ways so many of us wish we could live. We love the sound and the images they conjure, but so many people are not spontaneous and adventurous in life. So much of our lives are controlled by our schedules, checklists, and to-the-point carefully made plans. If we cling too tightly to our schedules, checklists, and carefully made plans we can most definitely miss out on God’s adventure for our lives.

Are We Living an Adventure?

We can get so consumed with day-to-day responsibilities that we forget we are actually supposed to be *enjoying* life. It may depend upon a season or circumstances, but at some point, as adults, we all seem to experience a lack of joy. Life has its ups and downs, and we will not be happy all of the time, but there is Freedom in the Lord, if we will only accept it. Life is not meant to be a series of mindless, mundane tasks.

In our individual lives, going on adventures is vastly different for each person. While we may look forward with excitement for an upcoming task or trip and what we will encounter or accomplish, we should go with a sense of excitement and anticipation. In our preparation, many of us do not stray from a set path of preparation; we generally do what needs to be done as we prepare for our task or trip.

There are many times we look forward to adventure with open hearts and minds. We look to explore and see what happens. We wander off the path in search of different experiences and opportunities. We seek enjoyment. How can we apply this perspective to our everyday lives?

The Joy of the Lord Is Our Strength

“And Nehemiah continued, ‘Go and celebrate with a feast of rich foods and sweet drinks, and share gifts of food with people who have nothing prepared. This is a sacred day before our Lord. Don’t be dejected and sad, for the joy of the Lord is your strength!’” (Nehemiah 8:10)

The Lord wants us to be joyful and content. The only way we can achieve this is through Him. He wants us out there, enjoying his creation, connecting with people, and spreading his love to those around us.

The Lord has given us *strength* and *power* and *joy* through the Holy Spirit. These are just a few of his many gifts to us. We need to accept them and use them. Tackle our daily tasks with a sense of purpose, and do not close the door on the opportunity for adventure.

From PEO's Objects and Aims, *"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."*

"For the Spirit God gave us does not make us timid, but gives us power, love and self-discipline." (II Timothy 1:7)

"You make known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand." (Psalm 16:11)

Dear PEO Sisters, In closing remember the words of the Apostle Paul to the church at Ephesus can be our guide as we live and embrace our lives of adventure,
"Finally, be strong in the Lord and in his mighty power." (Ephesians 6:10)

Dear Lord, Help us to embrace and love our lives as the adventure you have planned for us. Help us to accomplish our daily responsibilities with a sense of your purpose and adventure. Guide us as we lean on your strength to achieve your purpose for us. May you most holy God order our days and make them acceptable in Your sight. Blessed be the Lord always, our strength and our redeemer. We pray in the name of our God. Amen.

*Chery Williams
Chapter AG*

2024 PHILANTHROPY SPEAKERS

Cottey College



Elena Adams is from Prattville, Alabama. Her parents are Kim and Phil Adams, and she is the third of six siblings. She attended public school until her last two years, spent at Edgewood Academy, a private school in Elmore County. She is a freshman at Cottey College, working on her undergraduate degree in health and biomedical sciences, with an expected graduation in May 2027. Elena enjoys helping others and is passionate about her future in healthcare. Having always loved school, she wants to get a great education that she can apply to the rest of her life in order to help others. Her goal is to obtain her master's and become a Physician Assistant, after which she hopes to work in an emergency room and assisting in surgeries. Elena plays volleyball at Cottey, but also enjoys clubs like the

Pickleball club and STEM club. She loves lifeguarding at the YMCA and being part of the community, both at home and in Nevada. Elena loves meeting new people and bringing smiles to people's faces. One of her favorite things now is coming back home to warm weather to see her friends and family.

P.E.O. Educational Loan Fund



Morgan Graves was born in Atlanta, Georgia, and moved to Mobile, Alabama, early in her childhood. The majority of her family (parents, grandparents, aunts, and uncles) live in Mobile as well, so this is where she calls home. She has one younger brother, Andrew, who recently moved to Houston, Texas. She went to UMS-Wright Preparatory School from elementary school through high school. After this, she received her Bachelor of Science in Nursing at the University of Alabama. Following graduation in 2020 during the Covid-19 pandemic, she started her first job in the cardiac ICU. While in this role, she served in several leadership positions: preceptor, charge nurse, and a member of the code blue and rapid response team. These roles have led her to pursue critically ill patient populations in her current nursing endeavors.

After 22 months as an ICU nurse, she quit her job to obtain her Doctor of Nursing Practice in Nurse Anesthesia at the University of Alabama at Birmingham. This is a nine-semester program, which she will finish in May of 2025. During this last year of the program, she is completing her senior specialty anesthesia rotations. She will be able to participate in a trauma/transplant internship in May of 2024 at UAB Hospital, focusing on the type of anesthesia that she wants to pursue following graduation. Outside of school, she enjoys baking any type of desert, running long distance, hanging out with friends, and reading to participate in her local book club.

P.E.O. Program for Continuing Education



After spending much of her life pursuing an education, **Andrea Daniel** graduated from Auburn University at Montgomery in December of 2023 at the age of 62. Her bachelor's degree in interdisciplinary studies with a focus on education/counseling has led Andrea to work for a non-profit organization helping set up literacy programs for adults and children from all cultures. Andrea has worked in early education all her life and feels she has a God-given gift for working with children. In her free time Andrea enjoys spending time with her family, including five grandchildren and one great-grandchild. They love to sing gospel music together, a tradition passed down from her parents. Andrea also enjoys gardening and spending time outdoors.

P.E.O. International Peace Scholarship



Hello, I am **Taeko Yoshimura** from Fukuoka, Japan. I received an IPS scholarship in 2023. I am currently pursuing my master's degree in international public policy at Johns Hopkins University School of Advanced International Studies in Washington DC. I'll be graduating in May 2024. I have a passion for sustainability, and my goal is to work for a multilateral organization and contribute to climate change efforts and create sustainable societies in developing countries. In my free time, I love exploring museums in Washington, DC, and going to the gym. I also love travelling, and I visited El Salvador and Brazil this year and went hiking in the national parks.

P.E.O. STAR Project



Maddie Bemby is originally from Homewood, Alabama, just outside Birmingham. She has three older brothers, two sisters-in-law, a nephew, and another nephew on the way! She attended Homewood High School, and was an honor graduate, receiving a seal of distinction diploma. She was very involved in many activities in high school, and after graduation she attended the College of Charleston for one semester, earning a 4.0 GPA. After that one semester, she transferred to Auburn University, where she is active in many academic and extracurricular activities. Although she is not certain where her life will take her, she does know that her purpose is to spread the gospel everywhere she goes.

P.E.O Scholar Awards



As part of NASA Marshall's Artemis risk assessment team, **Holly Dinkel** watched the Artemis program develop from a unique vantage. During one review, she realized a design modification risked mission loss and presented her assessment to the Chief Safety Officer, causing the system to be tested for reliability and inspiring her goal of advancing space technology for human space exploration. With a magna cum laude, Phi Beta Kappa B.S. in chemical engineering and a B.A. in music, both from the University of Missouri, Columbia, Holly now pursues a PhD. in aerospace engineering from the University of Illinois at Urbana-Champaign. She was nominated and is supported by Chapter AL in Huntsville.

ADDITIONAL DELEGATE INFORMATION

Summary of the 2023-2024 Alabama State Chapter Star Goals

1. **Embrace the Adventure of Fun and Fellowship.** Hold at least one social and invite potential sisters. 39 chapters
(A,B,C,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z,AA,AB,AC,AD,AE,AF,AG,AH,AJ,AK,AL,AM,AN,AO)
2. **Embrace the Adventure of Growing.** Increase membership in your chapter with at least two new sisters by initiation and/or reinstatement. 22 chapters
(C,D,E,F,J,L,Q,T,U,V,W,X,Z,AB,AC,AE,AF,AG,AJ,AK,AL,AO)
3. **Embrace the Adventure of Joy.** No inactive sisters. 12 chapters
(I,K,N,O,Q,R,T,Y,AC,AD,AL,AO)
4. **Embrace the Adventure of Leadership.** Elect and install one sister who has never served as an officer. 24 chapters (A,C,G,I,J,L,M,P,Q,T,U,V,X,Z,AB,AC,AE,AG,AH,AJ,AK,AL,AM,AO)

2024 Milestone Birthday Chapters

30 Years

Chapter AA – Birmingham

35 Years

Chapter Y - Montgomery

45 Years

Chapter S – Florence

50 Years

Chapter Q – Decatur

75 Years

Chapter C – Mobile

2024 Silver Sisters 25 Years

Julie Commander, Chapter A
Barbara Diers, Chapter A
Carole McIntyre, Chapter D
Ann Birchall, Chapter F
Kay Johnson, Chapter F
Cindy Fultz, Chapter H
Lisa Whisenant, Chapter I
Joyce Smith, Chapter J
Margaret Boss, Chapter J
Holly Vinson, Chapter L
Julia Hawk, Chapter M

Cynthia Weaver, Chapter O
Reita Rawson Hall, Chapter R
Shirley Paramore, PSP, Chapter V
Betty Smith ,PSP, Chapter V
Cecilia Williamson, Chapter V
Kay Kelly, Chapter AA
Sharon Lee, Chapter AB
Maxine Miller, Chapter AB
Sandra Keiser, Chapter AI
Mavis Smith, Chapter AO

2024 Golden Girls

50 Years

Frances Pick Dillard, Chapter A
Patricia Carter, Chapter F
Judith Palmer, Chapter G
Lorna Schrier, Chapter O
Genie Sparks, Chapter Q
Marilyn Mooneyham, Chapter Q
Jane Searcy, Chapter R
Gayle Gorham, Chapter AB
Anne Quinn, Chapter AG
Martha Tack, Chapter AI
Marilyn Wallace, Chapter AJ

55 Years

Tasha Worden, Chapter A
Mary Dalrymple, Chapter E
Annette Blake, Chapter F
Anna Adams, Chapter I
Cindy Payton, Chapter P
Luann Caskey, Chapter T
Ann Gervin, Chapter T
Marilyn Mancini, PSP, Chapter AC

60 Years

Louise Mc Coy, Chapter S
Virginia Mae Minetree, Chapter S
Brenda Atkins, Chapter AA

65 Years

Helen Ley, Chapter E
Peggy Schlemmer, Chapter M
Patricia Atha, Chapter M
Marilyn Kaup, Chapter T

70 Years

Mary Ottensmeyer, Chapter J

Special Gifts, Honoraria and Memorial

[illegible]

Closing Remarks of the Outgoing President

P.E.O. has played a very important role in my life. I had never heard of the organization prior to moving to Alabama. I married into the military and moved all over the world, yet had not heard of this sisterhood which carried with it the ideals of servanthood, love, mentoring, and grace; a place to grow in leadership and confidence; a place to find women who accept you for who you are and want only the best things for you; offering encouragement when it is needed and support when times are tough. Friendship and love are the foundation of our group.

Some of you are brand new P.E.O.'s. Some of you have been a sister for some time but this is your first convention. Some of you have been a P.E.O. since you were 18 and have been to more conventions than you wish to share. How do you find yourself, at this point in time? For me, I find myself smiling, my heart filled with love and gratitude for all of you who came this weekend to celebrate each other. As I said yesterday, conventions are required to perform the business of our state but they are more importantly, in my mind, the time to celebrate each of you. It is not about myself or this board, for we only preside over the time we have together. It is about connecting with each other, making new friends, laughing, sharing a glass of wine, being proud at how Alabama grew in chapters and membership, and celebrating chapters who struggle and yet persevere because they love this sisterhood.

I believe in and love this sisterhood. I pray that you have seen that in me over the past 5 years. As I look at you today, I see a determination to continue growing Alabama's membership. I see your minds at work with grasping the joy of P.E.O. that you are feeling and maybe don't yet truly understand. I also see those who have come to realize that they can make a difference in P.E.O. and want to share that.

Adventures await each of you. Embrace them. My P.E.O. adventures include you giving me unconditional love, understanding, and forgiveness. You have shared your joys and your sorrows with me. You have prayed with me. You have made my life busier, just ask my husband, but you have also filled me with encouragement and the deepest bonds of friendship that anyone could receive. I was so proud of our state as Elaine and I represented you at the Convention of International Chapter this past September and I stand proud today as I see and feel the love and joy that is P.E.O. I am so grateful that I said yes to this adventure!

I applaud you for joining me in this. In reading your president letters, I found the spirit of P.E.O. alive and well. You took to heart the caring for our Southeastern Suite at Cotley by supporting the special campaign to replace their asbestos flooring. You grew the membership in Alabama because of the love you have for our sisterhood and the belief in our mission. And, when the times got tough in your chapter, you didn't decide to give up. No, you asked for help from your board buddy, the board and/or from each other. Life is not always easy and P.E.O. is no different. We need each other for encouragement, strength and prayers. The loving spirit that we feel and share is just as real today as it was for our Founders so many years ago.

Your delegate packets include a copy of the P.E.O. Creed. I wanted each of you to have this handy so that you can see the beliefs and ideals we strive for on a daily basis. I encourage you to place it somewhere that you will see it often. These make us better women and better sisters.

I leave the board in good hands. The women you see here work very hard, and tirelessly, for you. They love our sisterhood and have you in their hearts as they decide what is best for Alabama P.E.O. I know that you will continue to support them with growth in your chapters. I cannot be prouder, to leave this office, knowing that you grew Alabama by 69 initiates and 11 reinstatements as well as inviting 34 P.E.O. sisters who moved into Alabama.

I would be remiss if I did not thank my husband, Chris. Thank you for standing with me as I joined P.E.O. in 2006 and brought you into this world that helps women reach their educational goals. Thank

you for telling me, in 2014, that you didn't think I would be complete until I reached out and charted Chapter AL in Madison. Thank you, in 2019, for agreeing to support me as I shared PEO with others, and changed into a more independent woman through accepting a position on the state board. Thank you for being my rock this weekend, sharing your wit and love of me with all of my sisters. But mostly, thank you for sharing your heart with mine through P.E.O.

I am very proud to have been asked to serve as a state officer. I knew it would be an adventure which would pull me in every direction but all for good. I have grown through the support and prayers of these ladies on the dais, the wisdom of our past state presidents, as well as all of you. I thank you for this exceptional adventure.

I leave you with a quote from Elise Hicks. "The journey matters more than the destination." I encourage you to always look to **Embrace the Adventure** before you, for the journey IS worthwhile.

*Lovingly,
Cindy Fry, AD*

Acceptance Speech of the Incoming President

If any of you know me at all, you probably know that I have a five-year-old grandson named Ben (who is the joy of my heart), son of my daughter/Sister Katie. When Ben was about two years old, he loved for his aunt Lala (my daughter/Sister Mellie) to draw him pictures. Now his very favorite picture was of monsters, preferably buck-toothed monsters. His second favorite picture was hearts, which Mellie would draw in all sizes and with many decorations. Someone would always ask him what a heart stands for, and in his little two-year-old voice, he would always answer, "Looooove!"

I'm so glad Ben knew about love as such a young child. I am convinced that love is the greatest power we will ever know. God himself is love. Jesus told his disciples that only two commandments exist: LOVE God with all our heart, soul, and mind and LOVE our neighbor as ourselves. Even the apostle Paul says that, of all the gifts we have, love is the greatest. He also tells us that we can do all the good things we want, but, if we do not have love, our good deeds are for naught.

These ramblings about love tell all there is to know about P.E.O. What holds our local chapters together? Our love for each other. Why do we want to raise money to help women with their education? Because we love them and want good for them. Why do we invite other women to join our group, to give them the gift of P.E.O.? Because we want them to share in the love of our sisters. We even call each other sisters because we don't just come together out of shared interests or mere friendship; when our friends join our chapters, they become a loved sister. And the love we share among us is evident in the local chapter, in the state, and even all across the country! And in Canada! We are bound together by "loooooove." It is love that allows us to overlook each other's faults, to work together in peace and harmony, to come to the rescue and support of any of our sisters in need.

For these reasons, and with Ben's young experiences in mind, I have chosen for my theme this year "Sisters of the Heart." And just ask Ben, that means "Sisters of Looooove!" I would love for our focus this year to be on drawing on that love to heal any hurts, to soften hard feelings, to grow our local chapters, to serve the greater organization of P.E.O., and to increase our efforts to help other women by supporting their education and offering them this special gift of P.E.O. To help achieve that outcome, I offer these goals for 2024-2025:

- Show your love for the sisters in your chapter by doing something special for one of your non-participating members. Let her know that she is not forgotten.
- Show your love for your friends and family by inviting at least two to join your chapter. Or maybe try to get an inactive sister to join you again!
- Show your love for the women who benefit from our financial support in the form of scholarships, grants, and loans by increasing the amount your chapter donates to the philanthropies AND by identifying and sponsoring a woman for one of the philanthropies.
- Show your love for the Alabama State P.E.O. by having at least one member of your local chapter volunteer for a position on a state committee or the state executive board.
- Show your love for your own local chapter by increasing the number of sisters who are involved in chapter activities, such as coffees, lunch meetings, service projects, home visits to shut-ins, etc.

I invite you to open your heart and share the love. Together we can make a great difference in this world because we are **“Sisters of the Heart!”**

*Lovingly,
Elaine Bassett, AF
President, Alabama State Chapter*



Elaine Bassett, President; Cel Bailey, Vice President; Paige McCormick, Organizer; Nancy Newton, Treasurer, Chery Williams, Secretary

ALABAMA STATE CHAPTER 2024-2025



Goals for 2024-2025

- ♥ Show your love for the sisters in your chapter by doing something special for one of your non-participating members. Let her know that she is not forgotten.
- ♥ Show your love for your friends and family by inviting at least two to join your chapter. Or maybe try to get an inactive sister to join you again!
- ♥ Show your love for the women who benefit from our financial support in the form of scholarships, grants, and loans by increasing the amount your chapter donates to the philanthropies AND by identifying and sponsoring a woman for one of the philanthropies.
- ♥ Show your love for the Alabama State P.E.O. by having at least one member of your local chapter volunteer for a position on a state committee or the state executive board.



**P.E.O. Alabama State Chapter Officers
And State Committees
2024-2025**

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July 2024

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SCHEDULE OF ALABAMA STATE CHAPTER CONVENTIONS

2025 Convention

66th Alabama State Chapter

**The Capstone Hotel
320 Paul W. Bryant Drive
Tuscaloosa, AL 35402**

April 24-26, 2025

Hostess Chapters: F, I, N, AI

2026 - 67th Alabama State Convention, Huntsville, Hostess Chapters J, T, Z, AN

2027 - 68th Alabama State Convention, Birmingham/Tuscaloosa, Hostess Chapters, D, R, AJ, AK

2028 - 69th Alabama State Convention, Huntsville, Hostess Chapters M, Q, AD, AF

2029 - 70th Alabama State Convention, Mobile, Hostess Chapters L, P, AB, AO

SCHEDULE OF CONVENTIONS OF INTERNATIONAL CHAPTER

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



CIC Delegate chapters for the future conventions will be:

2027 – Kissimmee, Florida Chapters G, L, M, R, X, AG

2029 – Location TBD Chapters P, S, Z, AA, AH , AO

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

BYLAWS & STANDING RULES

April 27, 2024

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 fifty-one dollars (\$51.00) per active member, which shall be allocated as follows: Thirty-six dollars (\$36.00)* for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College; and fifteen dollars (\$15.00) for state chapter dues.

***PROVISO:** The increase of International Chapter dues to thirty-six dollars (\$36.00) shall be implemented in two steps; an increase of five dollars (\$5.00) to thirty-one dollars (\$31.00) to for the 2024-2025 fiscal year; and an increase of five dollars (\$5.00) to thirty-six dollars (\$36.00) beginning the 2025-2026 fiscal year. The total annual dues of the Alabama State Chapter shall be forty-six dollars (\$46.00) for the 2024-2025 fiscal year and fifty-one dollars (\$51.00) beginning the 2025-2026 fiscal year.

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.
- 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 housing, at a half-room rate, when it is necessary for entitled members of convention to arrive the day before the start of convention activities. 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 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 absent 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 -- GOVERNING LAW

Section 1. These bylaws shall comply with governmental laws and applicable to the operation of the state chapter.

ARTICLE XV -- 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.

EDITORIAL RESOLUTION

Resolved, That the 2024-2025 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.

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.

