

How to Nurture New Members!

Pre-Counseling a Prospective Sister is Important

- ▶ P.E.O. Requires a personal commitment.
- ▶ We need to be open and explain to a prospective members our
 - ▶ Values
 - ▶ Responsibilities
 - ▶ Customs
 - ▶ Care for each other

1. Tell Her

- ▶ P.E.O. (Philanthropic Educational Organization) has been celebrating women helping women reach for the stars for more than 150 years.
- ▶ We've helped women by providing over \$432 million in grants, scholarships, awards and loans, and the stewardship of Cottey College.
- ▶ We've brought together more than half a million women in the United States and Canada who are passionate about helping women advance through education while supporting and motivating them.

2. More

- ▶ The P.E.O. Sisterhood provides a framework of support and community for all members.
- ▶ What started with a bond of friendship among seven women in Mount Pleasant, Iowa, is now one of the oldest women's organizations in North America with nearly 5,500 chapters.

3. The Committee and Process

- ▶ The committee includes members who have sponsored the candidate or other members who are familiar with the prospective new sister. The president will usually act as committee chair.

3. Process

- ▶ Use the Pre-acceptance PowerPoint presentation, a handy visual resource which helps the presenter comprehensively cover key benefits and responsibilities of membership, can be downloaded from the P.E.O. International website.

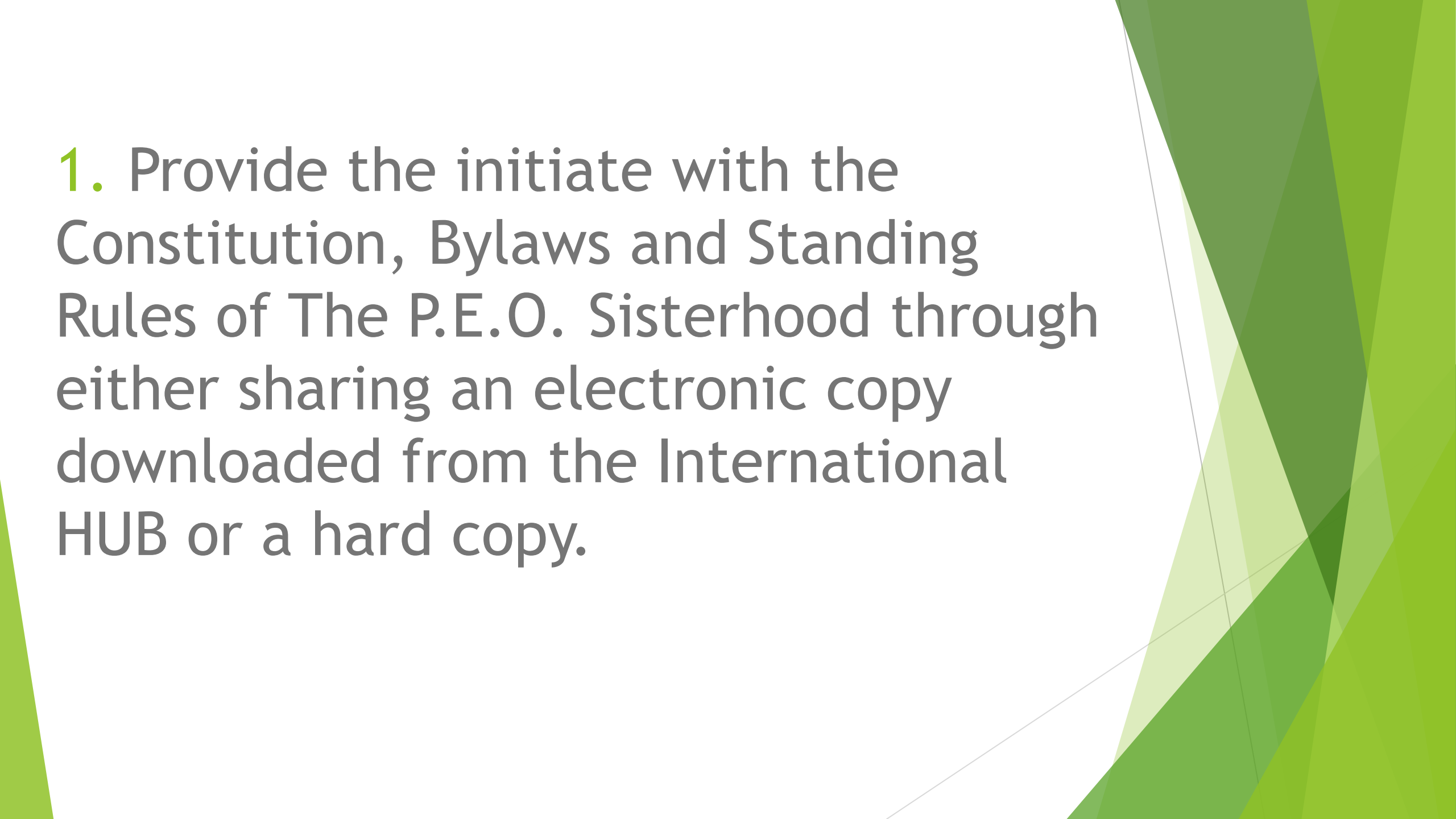
4. Take along these documents

- ▶ Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood
- ▶ Current issue of The P.E.O. Record
- ▶ Local chapter yearbook and bylaws
- ▶ P.E.O. philanthropies literature
- ▶ Anything else that will help her to get a sense for the Sisterhood and your local chapter.

5. Help Her Understand What Happens at Initiation

- ▶ A date will be set for the Ceremony of Initiation.
- ▶ Since P.E.O.'s founding in 1869, each new member has entered the Sisterhood by participating in an initiation ceremony.
- ▶ Explain who is involved and their uniform for the event.
- ▶ Let her know she has the option to either raise her hand or place her hand upon the Bible when taking her vows.
- ▶ Responses are important “I do” or “I will”
- ▶ Tell her about our emblem and when she will get hers.

Things to Do at the Initiation Meeting

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1. Provide the initiate with the Constitution, Bylaws and Standing Rules of The P.E.O. Sisterhood through either sharing an electronic copy downloaded from the International HUB or a hard copy.

2. Ensure the treasurer provided the initiate with her membership card at the meeting when she was initiated. If not, ask the treasurer to do it as soon as possible.



3. Give your new member's contact information to your chapter members so they can reach out and make her feel welcome.

Be sure to update your chapter's yearbook with her information, too.

Things to Do Following the Initiatory Meeting

1. Confirm that the corresponding secretary reported the initiation via the online Member Update form on the P.E.O. International site. This step is important so that the new member receives new member emails from International Chapter and copies of 'The P.E.O. Record'.

This form must be filled out before treasurer may order an emblem!

2. Confirm that the treasurer ordered an emblem for the new member through the P.E.O. International supply department.

Optional new member kits are also available for purchase to add to the welcoming experience.

3. Post-initiation counseling is to happen after the initiation meeting and before the next chapter meeting. Go to the P.E.O. International website to view the Post initiation Counseling presentation for local chapters to use when counseling new members.

The Counsel for Membership booklet and the Guide for a New Member brochure are also helpful printed resources.

4. Once again share that The P.E.O. Record is the official publication of P.E.O. and ask her if she'd prefer to receive it digitally, or if she'd like the printed version mailed to her. Report this preference to the corresponding secretary so she can indicate it when she reports the initiation of the new member.

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5. Assign her to a committee.
Getting involved on a committee
is a great way to feel connected
to your chapter.

6. Invite your new sister to follow your local chapter's and International Chapter's social media pages and give her a copy of your chapter's yearbook.

7. Let her know she will receive monthly new member emails from International Chapter for her first year of membership that contain helpful information to enhance her membership experience.

8. Let her know about our etiquette in conducting meetings-no phone calls, no sidebar conversations and (if able) stand when addressing the President.

Use This Checklist

Found on the
HUB!



Name of Initiate _____

Postinitiation Checklist

Things to Do at the Initiation Meeting

- ☐ Provide the initiate with the Constitution, Bylaws and Standing Rules of The P.E.O. Sisterhood through either sharing an electronic copy downloaded from the P.E.O. Hub or a hard copy.
- ☐ Ensure the treasurer provided the initiate with her membership card at the meeting when she was initiated. If not, ask the treasurer to do it as soon as possible.
- ☐ Give your new initiate a copy of your chapter's yearbook. Give her contact information to your chapter members so they can reach out and make her feel welcome. Be sure to update your chapter's yearbook with her information, too.
- ☐ Share that The P.E.O. Record is the official publication of P.E.O. and ask her if she'd prefer to receive it digitally, or if she'd like the printed version mailed to her. Report this preference to the corresponding secretary so she can indicate it when she reports the initiation.

Things to Do Following the Initiatory Meeting

- ☐ Confirm that the corresponding secretary reported the initiation via the P.E.O. Hub. This step is important so that the new member receives new member emails from International Chapter and copies of The P.E.O. Record. This must be reported so that the treasurer may obtain an emblem.
- ☐ Confirm that the treasurer ordered an emblem for the new member through the P.E.O. International supply department. Optional new member kits are also available for purchase to add to the welcoming experience.
- ☐ Postinitiation counseling should be conducted after the initiation meeting and before the next chapter meeting. Go to the P.E.O. Hub to view the Postinitiation Counseling presentation for local chapters to use when counseling new members. The Counsel for Membership booklet and the Guide for a New Member brochure are also helpful printed resources.
- ☐ Assign her to a committee. Getting involved on a committee is a great way to feel connected to this chapter.
- ☐ Invite your new sister to follow your local chapter's and International Chapter's social media pages.
- ☐ Let her know she will receive monthly new member emails from International Chapter for her first year of membership that contain helpful information to enhance her experience.
- ☐ Use the Three-Year Mentoring Program found on the P.E.O. Hub to guide the nurturing of your new member for the first three years of her P.E.O. membership.

Post Initiation Counseling

- Each member strives to live up to her initiation vows and to the Objects and Aims.
- Private P.E.O. business is not discussed with nonmembers
- The Ceremony of Initiation is not to be quoted or copied.
- A P.E.O. meeting or function should be considered a standing appointment.
- Members address each other by first names.
- P.E.O. is always written with periods between the letters.
- Chapter letters do not have periods.

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QUESTIONS?