

# Proceedings



## 7<sup>th</sup> Annual Convention P.E.O. Alaska State Chapter

April 26-27, 2024  
ChangePoint Alaska  
6689 Changepoint Drive  
Anchorage, Alaska



**ALASKA STATE CHAPTER  
EXECUTIVE BOARD  
2023-2024**



*She was indeed a woman who was worthy of high admiration: in character, noble generous, kind; in personality, of dignified but genial charm, not beautiful but comely, with a glance that registered the lofty intelligence of a mind which keenly appreciated the rarest talents of mankind; in purpose, steadfast in her desire to foster all efforts that inclined to uplift her fellow beings; in the discharge of her duties, capable and conscientious.*

*She radiated upon her world **a love always loyal**, an enrichment of the cultural life of her community, a hopeful courage, a tender and helpful sympathy for distress, and an abiding confidence in the nobility of human destiny.*

Excerpt from **Alice Virginia Coffin: A Biographical Sketch**  
by Stella Skiff Jannotta



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# The P.E.O. Sisterhood

Founded January 21, 1869

Iowa Wesleyan College at Mt. Pleasant, Iowa

## Founders

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

## 2023-2025 International Executive Board

President	Cathy Moss
First Vice President	Alix Smith
Second Vice President	Kay Ebert
Organizer	Jennifer Mitchell
Recording Secretary	Kathryn Bayne

## Representative of International Chapter

Alix Smith

First Vice President, International Chapter

Past State President, Arizona State Chapter

## Past Alaska State Presidents

Dean Nordtvedt	Chapter H, Ketchikan
Donna Steinfort	Chapter Q, Chugiak
Joan Braddock	Chapter FJ, Sunriver, Oregon (formerly of F, Fairbanks)
Neala Pierce	Chapter N, Juneau
Kristen Dyson	Chapter K, Anchorage
Barbara Simpson Kraft	Chapter L, Anchorage

## Executive Board of Alaska State Chapter

### 2023-2024

President	Lynne Krizek, Chapter B, Fairbanks
Vice President	Barbara Burnett, Chapter N, Juneau
Organizer	Susan West, Chapter C, Anchorage
Treasurer	Marcia Eskridge, Chapter P, Anchorage
Secretary	Alida Bus, Chapter D, Juneau

# Alaska State Chapter Committees 2023-2024

## Amendments and Recommendations

Cindy Tobias, Chapter C, Anchorage  
Carole Moore, Chapter B, Fairbanks  
Holly Zumbro, Chapter L, Anchorage

## Finance

Theresa Jones, Chapter I, Fairbanks  
Marci Everson, Chapter E, Anchorage  
Peggy Hamner, Chapter Q, Chugiak

## Audit Committee

Marci Everson, Chair, Chapter E, Anchorage  
Theresa Jones, Chapter I, Fairbanks  
Peggy Hamner, Chapter Q, Chugiak

## Membership

Laura Bender, Chapter I, Fairbanks  
Kathy Haghighi, Chapter C, Anchorage  
Laura Doogan, Chapter G, Juneau  
Robbie Stell, Unaffiliate Coordinator, Chapter N, Juneau

## Nominating

Barbara Kraft, Chapter L, Anchorage  
Teri Spires, Chapter B, Fairbanks  
Kathy Ford, Chapter H, Ketchikan

## P.E.O Projects

Jackie VanDaff, Chapter C, Anchorage  
Amy Lujan, Chapter D, Juneau  
Marci Ward, Chapter I, Fairbanks

Let us ever be proud  
Of our beautiful Star:  
May we guard it with care  
And may nothing e're mar  
It's bright rays.



Hold sacred our ensign  
Ever keep it in view.  
To the oath and our pledge  
May we ever prove true  
All our days.

by Ella Stewart, Founder, the P.E.O. Sisterhood  
Spoken during a presentation to the  
5<sup>th</sup> Annual Convention of P.E.O. Grand Chapter  
October 1887 in Albia, Iowa

## Members of Convention

### Officers of Alaska State Chapter

President:	Lynne Krizek, Chapter B, Fairbanks
Vice President:	Barbara Burnett, Chapter N, Juneau
Organizer:	Susan West, Chapter C, Anchorage
Treasurer:	Marcia Eskridge, Chapter P, Anchorage
Secretary:	Alida Bus, Chapter D, Juneau

### Delegates to Alaska State Chapter Convention 2024

Chapter A, Ketchikan	Dorene Chartier
Chapter B, Fairbanks	Beth Julig
Chapter C, Anchorage	Kathy Haghighi
Chapter D, Juneau	Toren Bus
Chapter E, Anchorage	Kristin Parsons
Chapter F, Fairbanks	Samantha Royer
Chapter G, Juneau	Karen Rehfeld
Chapter H, Ketchikan	Rhonda Pickrell
Chapter I, Fairbanks	Bonnie Gordon
Chapter J, Anchorage	Sydney Reed
Chapter K, Anchorage	Jaimini Reeve
Chapter L, Anchorage	Jill Gould
Chapter M, Kenai	Carolyn Potter
Chapter N, Juneau	Gillian Hays
Chapter P, Anchorage	Kristin Jost
Chapter Q, Chugiak	Katy Howard
Chapter R, Seward	Jena Petersen
Chapter S, Palmer	Sue Turquette

### Standing Committee Chairs

<b>Amendments &amp; Recommendations:</b>	Cindy Tobias, Chapter C, Anchorage
<b>Finance:</b>	Theresa Jones, Chapter I, Fairbanks
<b>Membership:</b>	Laura Bender, Chapter I, Fairbanks
<b>Nominating:</b>	Barbara Kraft, Chapter L, Anchorage
<b>Projects:</b>	Jackie VanDaff, Chapter C, Anchorage

### Past State Presidents

Dean Nordtvedt, Chapter H, Ketchikan  
Donna Steinfort, Chapter Q, Chugiak  
Joan Braddock, Chapter FJ, Sunriver, Oregon  
(formerly of Chapter F, Fairbanks)  
Neala Pierce, Chapter N, Juneau  
Kristen Dyson, Chapter K, Anchorage  
Barbara Simpson Kraft, Chapter L, Anchorage

## **Convention Committees and Appointments**

### **Hostess Chapters and Committees**

Chapter M, Kenai; Chapter P, Anchorage; Chapter R, Seward

### **2024 Convention Steering Committee**

Lori Landstrom, Chair, Chapter R, Seward  
Sue Magyar, Co-chair, Chapter R, Seward  
Carolynn Reinsel, Treasurer, Chapter P, Anchorage  
Nelma Treider, Secretary, Chapter M, Kenai  
Casady Herding, Chapter M, Kenai  
Dorea Sun, Chapter P, Anchorage

### **Registration Committee**

Amanda Adams, Chair, Chapter R, Seward  
Sara Pate, Chapter P, Anchorage  
Adviser: Marcia Eskridge, Treasurer, Alaska State Chapter, Chapter P, Anchorage

### **Guards**

Casady Herding, Head Guard, Chapter M, Kenai  
Judith Shields, Chapter M, Kenai; Mary Janis, Chapter P, Anchorage;  
Nickole Lyon, Chapter R, Seward  
Adviser: Neala Pierce, Chapter N, Juneau

### **Assistant Guards**

Georganna Derrick, Chapter J, Anchorage  
Mary Britton, Chapter J, Anchorage

### **Tellers**

Wendy Anderson, Chapter B, Fairbanks; Bruce Kakel, Chapter E, Anchorage;  
Elaine Loopstra, Chapter N, Juneau  
Adviser: Barbara Kraft, Chapter L, Anchorage

### **Credentials Committee**

Kristen Dyson, Chair, Chapter K, Anchorage; Chris Carte, Chapter G, Juneau

### **Convention Audit Committee**

Cathy Crew, Chair, Chapter S, Palmer; Peggy Hamner, Chapter Q, Chugiak;  
Jodee Jones, Chapter K, Anchorage

### **Committee to Approve Minutes**

Kathy Haghighi, Chapter C, Anchorage; Beth Julig, Chapter B, Fairbanks;  
Gillian Hays, Chapter N, Juneau  
Chair, Alida Bus, Secretary, Alaska State Chapter, Chapter D, Juneau

### **Musicians**

Robin Hopper and Caitlin Hopper, Chapter Q, Chugiak  
Kristen Stanton, Chapter DS, Bradenton, Florida

### **Audio/Visual Technicians**

Carolynn Reinsel, Chapter P, Anchorage; Amanda Adams, Chapter R, Seward

**Boutique Committee & Contributors**

Casady Herding, Chair, Chapter M, Kenai  
Rebecca Absher-Hall, Chapter M, Kenai; Sara Pate, Chapter P, Anchorage;  
Kim Kain, Chapter R, Seward

**Catering**

Jamie Hall, Chapter R, Seward

**Decorations Committee**

Members of Chapter P, Anchorage

**Housing**

Dorea Sun, Chapter P, Anchorage

**Transportation**

Dorea Sun, Chapter P, Anchorage and Sue Magyar, Chapter R, Seward

**Convention Logo**

Alice DeJong, Chapter Q, Des Moines, Iowa  
Designed with permission from a quilt pattern by Barbara Persing

**Theme Design**

Lynne Krizek, Chapter B, Fairbanks



As we look out from the morning dawn of the year 1919,  
let us not too much dwell on what we have been, but with  
open vision, and large anticipation.....let us face the year  
with the purpose to be our best, and to do our best for  
ourselves, our Sisterhood and humanity.

Mary Allen Stafford, Founder, P.E.O. Sisterhood  
*The P.E.O. Record*, February 1919





## Rules of Convention

### Admission:

1. Delegates and visitors must register before attending convention business meetings.
2. Admission to convention will be by official badge.

### General:

3. Music will precede the opening of each meeting. Members are requested to be in their seats for the processional. Please sit in designated seats and remain seated for the processional and recessional.
4. Use of cameras, camera phones, and other recording devices is prohibited during business meetings. The president will announce when this rule is suspended.
5. Place cell phone and electronic devices on silent mode.
6. Laptops and tablets (with the exception of the laptops of the secretary, presenter(s), and the projectionist) may not be used during the business meeting.
7. Convention assistants (or "pages") and guards will distribute necessary communications 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 and remarks given by the Representative of International Chapter shall not be recorded, duplicated or distributed.

### Speaking and Voting:

11. A member addressing the presiding officer shall give her name and chapter letter(s) before being recognized.
12. When speaking to an amendment or resolution, no member shall speak more than once or for more than one (1) minute. Total time clock on a proposed amendment or resolution shall be limited to six (6) minutes. Items considered seriatim shall be limited to four (4) minutes per amendment within the group with an additional two (2) minutes allowed for the group as a whole.  
Groups of proposed amendments presented as a whole shall be limited to six (6) minutes per group considered.  
A question asked under a request for information is not counted as individual debate time but does count toward the total time clock for the amendment. The clock for an individual to answer will pause for the time required to respond to a request for information and as ordered by the president.
13. All amendments to an amendment must be submitted in writing. Two copies of a motion shall be written on the official P.E.O. motion form and given to the president and secretary.
14. Amendments adopted at convention will take effect at the close of convention and as instructed in state bylaws.

# Agenda

## 7<sup>th</sup> Annual Convention of Alaska State Chapter April 26-27, 2024 - Anchorage, Alaska

### Friday, April 26, 2024

<u>Time</u>	<u>Event</u>	<u>Location</u>
8:30 a.m.	Registration begins for all attendees	Commons
8:30-9:30 a.m.	Continental breakfast - <i>pre-registration required</i>	Commons
8:45-9:30 a.m.	Training for Credentials, Guards and Tellers	Denali
9:30-11:00 a.m.	<i>Early Bird</i> table topics	Commons
11:00-11:30 a.m.	<i>Birds of a Feather</i> activity	Commons
11:30 a.m.-12:45 p.m.	Boutique open for sales / Committee displays <i>Flock Together</i> Meet & Greet Light Lunch - <i>pre-registration required</i>	Commons
12:45 p.m.	Members of Convention and International Representative assemble for Processional Musical Prelude begins All attendees proceed to Denali Room	Commons Denali
12:55 p.m.	Doors close to business meeting room	Denali
1:00 p.m.	Processional	Denali
1:05 p.m.	Call to Order – First Business Meeting Recognition of Indigenous Peoples and Lands Invocation – Jean Tsigonis, Chapter F Pledge of Allegiance – Nancy Gibson, Chapter I National Anthems of Canada & USA – Robin Hopper <i>Alaska’s Flag</i> – Robin Hopper Welcome from the President Greetings and Announcements - Convention Chair Report of Guards First Credentials Report Adoption of Rules of Convention Adoption of Convention Program Formal Opening <i>Opening Ode</i> – Alice DeJong and Wendy Nesmith Objects and Aims –Carolynn Reinsel, Chapter P Devotions – given by Kathy Haghighi, Chapter C Introductions: International Representative, Guest of Honor, Members of Honor, Past State Presidents, Alaska State Chapter Executive Board, Committee Chairs, Unaffiliate Coordinator,	Denali

Convention Chair & Co-chair, Convention Hostess  
 Chapters, Delegates, and Visitors  
 Appointments: Committee to Approve Minutes  
 Parliamentarian  
 Correspondence  
 Keynote, Representative of International Chapter  
*Stretch / brain break – Robin Hopper*  
 Report of Nominating Committee  
 Election of Officers  
 Announcements  
*Break (15 minutes)*  
 Report of Guards  
 Period of Instruction – *Getting to Yes* – Presented by Susan West  
 and the state Membership Committee  
 Charm string and Love Always Loyal moments  
 Announcements - Lori Landstrom  
 Adjournment

<b>4:00-5:30 p.m.</b>	Boutique open for sales / Committee displays <i>Spread Your Wings</i> - informal discussions Set up for Time of Remembrance - Barbara Burnett	Commons Denali Denali
<b>5:30-6:30 p.m.</b>	Banquet Buffet Commons	
<b>6:30-7:30 p.m.</b>	Projects Night presentations Commons	

## Saturday, April 27, 2024

<u>Time</u>	<u>Event</u>	<u>Location</u>
<b>7:45-8:15 a.m.</b>	Coffee and tea service for all attendees Boutique and displays open (close at 8:15)	Commons Commons
<b>8:15-8:30 a.m.</b>	Musical prelude for Time of Remembrance	Denali
<b>8:30-9:15 a.m.</b>	Time of Remembrance honoring sisters entering Chapter Eternal – Barbara Burnett	Commons
<b>9:15 a.m.</b>	Prepare dais for business meeting	Denali
<b>9:20 a.m.</b>	Musical prelude for Second Business Meeting	
<b>9:30-11:30 a.m.</b>	Second Business Meeting convenes Report of Guards Second Credentials Report State Officer Reports (in program) Report of Disbanded Chapter (in program) Standing Committee Reports (in program)	Denali

	Proposed Amendments - Cindy Tobias <i>Stretch / Brain Break</i> – Robin and Caitlin Hopper Proposed Amendments - Cindy Tobias Love Always Loyal moment Announcements – Lori Landstrom Adjournment	
<b>11:30 a.m.-Noon</b>	Boutique open	
<b>11:30 a.m.-12:15 p.m.</b>	Recognition Luncheon Buffet <i>(pre-registration required)</i>	Commons
<b>12:00-12:45 p.m.</b>	Recognition program Golden Girls and Chapter Anniversaries	Commons
<b>12:50 p.m.</b>	Musical Prelude – Robin and Caitlin Hopper <i>The P.E.O. March</i> by C.L. Barnhouse, c1900 Performed by Kristen Stanton, Chapter DS, Florida	
<b>1:00-3:30 p.m.</b>	Third Business Meeting Report of Guards Final Credentials Report Proposed Amendments, if needed Report of Finance Committee and Adoption of Budget Love Always Loyal moment and charm string thoughts <i>Meeting open for Guests</i> Appreciation to hostess chapters Outgoing President's remarks Installation of Officers Presentation of Past State President's Credentials Presentation of Past President's Pin Remarks by Barbara Burnett, President Introduction of Guests Invitation to 2025 Convention Acceptance of Invitation <i>Guests escorted out of the convention hall</i> Closing Remarks by Alix Smith, International Representative Report of Visitor Registration – Lori Landstrom Unfinished Business Committee Appointments Final Announcements Formal Close of Convention Recessional	Denali
<b>3:30 p.m.</b>	Receiving Line	Commons
<b>3:30-4:30 p.m.</b>	Boutique open for sales	

**Minutes of Convention  
Alaska State Chapter - P.E.O. Sisterhood  
April 26-27, 2024**

**PROCEEDINGS**



7<sup>th</sup> ANNUAL CONVENTION  
2024 ALASKA STATE CHAPTER  
P.E.O. SISTERHOOD  
CHANGEPOINT ALASKA, RASPBERRY CAMPUS  
6689 CHANGEPOINT DRIVE  
ANCHORAGE, ALASKA  
APRIL 26-27, 2024

Friday, April 26, 2024

- |                    |   |
|--------------------|---|
| 8:30 – 9:30 a.m.   | Continental Breakfast   |
| 9:30 – 11:00       | Early Bird table topics sessions<br>Free-flowing visits to tables, each with a specific discussion topic facilitated by executive board members, state committee members, past state presidents, and representatives from International Chapter and Cottey College. |
| 11:00 – 11:30      | “Birds of a Feather” activity   |
| 11:30 – 12:45 p.m. | “Flock Together” Meet & Greet Lunch   |

**MINUTES**

**OPENING MEETING  
Friday, April 26, 2024**

The seventh Annual Convention of Alaska State Chapter of the P.E.O. Sisterhood convened at 1:00p.m. Friday, April 26 at the ChangePoint in Anchorage. Chapters M, P and R served as hostesses.

A piano recording of Alice Virginia Coffin composed by Jill Kremer was performed by Kristen Stanton, Chapter DS\FL during the processional for the executive board, Representative of International Chapter, members of honor and past state presidents.

The meeting was called to order by President Lynne Krizek, Chapter B, at 1:01 p.m.

Jean Tsigonis, Chapter F, delivered the invocation.

Nancy Gibson, Chapter I, led the Pledge of Allegiance, after which Robin Hopper, Chapter Q, led the singing of "O Canada," "The Star-Spangled Banner" and the "Alaska Flag Song."

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

The assistant guards took their places and Head Guard Casady Herding, Chapter M, gave the report of the guards.

The first report of the Credentials Committee was given by the chair, Kristen Dyson, Chapter K, who first presented the other member of the committee: Chris Carte, Chapter G, Juneau.

Chair Kristen Dyson reported 32 members of convention entitled to vote. On behalf of the committee, Kristen Dyson moved the report be adopted. There being a majority in the affirmative the report was adopted. (Reports pg. 36)

Alida Bus, Chapter D, secretary, moved that the Rules of Convention, as printed in the program, be adopted. The motion was seconded and adopted.

Alida Bus, secretary, moved the adoption of the printed program with necessary changes. The motion was seconded and adopted.

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

Alice DeJong, Chapter Q, Iowa and Wendy Nesmith, Chapter GM, Texas, led the singing of the Opening Ode, followed byCarolynn Reinsel, Chapter P, leading the reciting of the Objects and Aims.

Katherine Haghighi, Chapter C, gave the devotions.

President Lynne Krizek introduced and welcomed Alix Smith as the Representative of International Chapter.

Alix Smith is a member of Chapter AY, Arizona, past president of Arizona State Chapter and currently serves as 1<sup>st</sup> Vice President of International Chapter.

Guest of Honor, Dr. Stefanie Niles, Chapter DW, Nevada, is president of Cottey College.

Member of Honor, Joan Braddock, Chapter FJ, Oregon, is a past president of Alaska State Chapter and currently serves International Chapter on the Cottey College Board of Trustees.

Barbara Simpson Kraft, Chapter L, is a past president of Alaska State Chapter and currently serves International Chapter on the International Study and Research Committee.

President Lynne Krizek, introduced the three other Alaska past presidents in attendance.

President Lynne Krizek introduced the members of the executive board: Barbara Burnett Chapter N, Vice President; Susan West, Chapter C, Organizer; Marcia Eskridge, Chapter P, Treasurer; Alida Bus, Chapter D, Secretary.

The chapter delegates were welcomed and encouraged to enjoy the experience of convention, to go away refreshed with the spirit of P.E.O. and to be ready to pass it along to others. Those delegates attending their first s/p/d convention were asked to stand.

Past presidents from other s/p/d chapters were welcomed: Susan Harber, Chapter AE, Washington, past president from Washington D.C. district chapter and member of the International Membership Committee.

Officers and visitors from other s/p/d chapters were recognized.

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

Musician recognized: Robin Hopper, vocal and guitar accompaniment, member of Chapter Q.

The members of the Committee to Approve Minutes were authorized by the Rules of Convention. The president introduced Katherine Haghighi, Chapter C, Beth Julig, Chapter B, and Gillian Hays, Chapter N and thanked the committee for assisting the secretary.

The president announced that Alix Smith, Representative of International Chapter, would serve as parliamentarian.

Alida Bus, secretary, read a letter from Cathy Moss, president of International Chapter of the P.E.O. Sisterhood.

Following the introduction by President Lynne Krizek, the Representative of International Chapter, Alix Smith, presented the keynote address titled "There is a Need". The president thanked her for her inspiring message.

The report of the Nominating Committee was given by the chair, Barbara Kraft, Chapter L, as follows:

President	Barbara Burnett, Chapter N, Juneau
Vice President	Susan West, Chapter C, Anchorage
Organizer	Marcia Eskridge, Chapter P, Anchorage
Treasurer	Alida Bus, Chapter D, Juneau
Secretary	Katherine Haghighi, Chapter C, Anchorage

The president thanked the committee for its work.

The next order of business was election of officers.

There being no further nominations from the floor, the nominations were declared closed. There being no objection, the written ballot was dispensed with and a voice vote taken. Election of officers was completed and the following members declared elected as officers of Alaska State Chapter for the ensuing year.

President: Barbara Burnett

Vice President: Susan West

Organizer: Marcia Eskridge

Treasurer: Alida Bus

Secretary: Kathy Haghighi

The president announced the installation of new officers would take place during the third meeting of convention on Saturday, April 27<sup>th</sup> and announced a short break.

President Lynne Krizek reconvened the meeting at 2:38 p.m. following a short break.

The assistant guards took their places and Head Guard Casady Herding gave the report of the guards.

Organizer Susan West presented the period of instruction entitled "Getting to Yes". She was assisted by the members of the Membership Committee: Katherine Haghighi, Chapter C, Laura Doogan, Chapter G, Laura Bender, Chapter I; and Robbie Stell, Chapter N, Unaffiliate Coordinator. The president thanked Susan West for presenting an informative Period of Instruction.

President Lynne Krizek made comments about the You Add to P.E.O. initiative.

Announcements were made by Convention Chair Lori Landstrom.

The president declared convention adjourned at 3:40 p.m. until Saturday, April 27<sup>th</sup> at 9:30 a.m. She announced that special music would begin at 9:15 a.m.

## **ADJOURNMENT**

- |                   |   |
|-------------------|---|
| 4:00 – 5:30 p.m.  | Spread Your Wings<br>An optional time for informal connections, share ideas, and exchange thoughts on the meaning of P.E.O. |
| 5:30 – 6:30 p.m.  | Banquet Buffet  |
| 6:30 – 7:30 p.m.  | Projects Night<br>Speech by Dr. Stefanie Niles, President, Cottey College a Presentation by the state Projects Committee    |
| 8:30 -- 9:15 a.m. | Time of Remembrance<br>Memorial service honoring sisters who entered Chapter Eternal March 2023 -February 2024              |

## **SECOND MEETING Saturday, April 27, 2024**

President Lynne Krizek called the second meeting of the seventh Convention of Alaska State Chapter to order at 9:35 a.m.

The assistant guards took their places and the head guard, Casady Herding, gave the report of the guards.

The second report of the Credentials Committee was given by the chair, Kristen Dyson. 32 members of convention were reported. On behalf of the committee, Kristen Dyson moved the report be adopted. There being a majority in the affirmative the second report was adopted.

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

The president announced that committee reports could be found in the delegates' packets and were filed with the secretary to be included in the proceedings of convention.



By general consent, the Annual Report of Membership of Disbanded Chapter O was not read but will be included in the proceedings of convention.

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

The report of the Amendments and Recommendations (A&R) Committee was given by the chair, Cindy Tobias, Chapter C, who first introduced the other members of the committee: Carole Moore, Chapter B, Fairbanks and Holly Zumbro, Chapter L, Anchorage.

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

### **1. Submitted by the Executive Board of Alaska State Chapter**

(page BL-4) Amend ARTICLE IV, by striking out Section 5 and inserting a new Section 5 so that if adopted the section will read:

**Section 5. TREASURER.** *The duties of the treasurer shall be:*

- A. *To provide the executive board and the Finance Committee with information necessary to perform their duties.*
- B. *To utilize the accounting software and forms as prescribed by the executive board.*
- C. *To serve as adviser to the Finance Committee.*
- D. *To have the books audited at the end of the fiscal year.*
- E. *To serve as proxy organizer for official visits as assigned.*
- F. *As outgoing treasurer, to deliver to her successor all papers, electronic files and supplies of the office, to transfer signatory authority for bank accounts and to fully instruct her successor in the responsibilities of her office.*

The amendment was adopted by a two-thirds vote.

### **2. Submitted by the Executive Board of Alaska State Chapter**

(page BL-6) Amend ARTICLE V, Section 2, subsection B, by striking out item 5 and inserting a new item 5 and a new item 6 so that if adopted the items will read:

- 5) *To audit Alaska State Chapter funds annually;*
- 6) *To perform other duties as assigned by the president and/or executive board.*

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

The amendment was adopted by a two-thirds vote.

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

(page BL-7) Amend ARTICLE VI, by striking out Section 3 and inserting a new Section 3 so that if adopted the section will read:

**Section 3. GENERAL FUND.**

- A. *The General Fund shall be used to pay:*
  - 1) *Expenses incurred by the executive board in the transaction of official state business;*
  - 2) *Necessary expenses of the standing committees and special committees as authorized by the executive board;*
  - 3) *The cost of additional items listed in the approved General Fund budget.*

*B. The fund shall also be used to pay the following expenses of Convention of Alaska State Chapter as specified in the Convention of Alaska State Chapter policy handbook:*

- 1. Hall rental;*
- 2. Housing, meals and registration fee for delegates, state committee chairs and the state executive board;*
- 3. Time of Remembrance;*
- 4. Golden Girls celebration and recognition of chapter anniversaries;*
- 5. Projects Night;*
- 6. Guards and convention assistants;*
- 7. Printing of Convention of Alaska State Chapter program, proceedings and necessary reports;*
- 8. Required audiovisual equipment;*
- 9. Other necessary expenses of Convention of Alaska State Chapter.*

The amendment as amended was adopted by a two-thirds vote.

#### **4. Submitted by the Executive Board of Alaska State Chapter**

(page BL-7) Amend ARTICLE VI, Section 4, subsection B, by adding a new item 6 and a new item 7 as follows:

- 6. A one-time, in-person meeting for the vice president to view and approve the next convention venue*
- 7. In-person meetings of the executive board*

The amendment was adopted by a two-thirds vote.

#### **5. Submitted by the Executive Board of Alaska State Chapter**

(page BL-7) Amend ARTICLE VI, by inserting a new Section 4 so that if adopted the section will read:

##### **Section 4: CONVENTION FUND**

- A. The fund shall be administered by the executive board which shall follow the financial policies of Alaska State Chapter.*
- B. The fund shall be used for hostess chapter expenses, as approved by the president of Alaska State Chapter and by the convention committee chair.*
- C. The fund shall be funded by:*
  - 1. Transfers from the General Fund to the State Convention Fund as recommended by the state Finance Committee with approval by the executive board and as approved by a vote of the Convention of Alaska State Chapter*
  - 2. Sponsorships and gifts*
  - 3. State chapter dues if allocated as recommended by the Finance Committee with the approval of the executive board and as approved by a vote of the Convention of Alaska State Chapter.*
- D. An audit of the hostess chapters' expenditures shall be done within thirty days of the completion of convention or the clearance of all checks, whichever is later.*

*PROVISO: Hostess chapter expenses for state convention being paid from the Convention Fund shall not take effect until April 1, 2025.*

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

A written ballot was taken with the following results: 32 votes cast, 22 votes necessary for adoption by two-thirds, 17 affirmative, 15 negative and 0 illegal. The amendment was defeated.

**6. Submitted by the Executive Board of Alaska State Chapter**

(page BL-9) Amend ARTICLE VIII, Section 3, by striking out the word “treasurer” and inserting the word “organizer” so that if adopted the section will read:

*Section 3. RECORDING SECRETARY. The duty of the local chapter recording secretary shall be to send in March to the organizer of the state chapter an electronic copy of the chapter bylaws and standing rules if they have been amended during the fiscal year. If they have not been amended, the organizer of the state chapter shall be so notified.*

The amendment was adopted by a two-thirds vote.

The following five amendments were considered as a block.

**8. Submitted by the Executive Board of Alaska State Chapter**

(page BL-3) Amend ARTICLE IV, Section 2, subsection A, by inserting the words “or in the event of a vacancy” following the word “office” so that if adopted the subsection will read:

*A. To appoint at the beginning of her term of office or in the event of a vacancy, with approval by the executive board, necessary members to each of the following standing committees: Amendments and Recommendations, Finance, Membership, and P.E.O. Projects.*

**9. Submitted by the Executive Board of Alaska State Chapter**

(page BL-4) Amend ARTICLE IV, Section 2, subsection L, by inserting the words “as necessary” following the word “visits” so that if adopted the subsection will read:

*L. To serve as proxy organizer for official visits as necessary.*

**10. Submitted by the Executive Board of Alaska State Chapter**

(page BL-4) Amend ARTICLE IV, Section 3, subsection C, by inserting the words “as assigned” following the word “visits” so that if adopted the subsection will read:

*C. To serve as proxy organizer for official visits as assigned.*

**11. Submitted by the Executive Board of Alaska State Chapter**

(page BL-5) Amend ARTICLE IV, Section 6, subsection C, by inserting the words “as assigned” following the word “visits” so that if adopted the subsection will read:

*C. To serve as proxy organizer for official visits as assigned.*

**12. Submitted by the Executive Board of Alaska State Chapter**

(page BL-5) Amend ARTICLE V, Section 1, subsection A, by adding a new sentence as follows:

*The president of the state chapter shall be the liaison to this committee.*

The amendments were adopted by a two-thirds vote.

By request, amendment #7 was considered separate from the block.

**7. Submitted by the Executive Board of Alaska State Chapter**

(page BL-3) Amend ARTICLE III, Section 4, subsection A, sentence 3, by striking out the word “These” prior to the word “members”, and by inserting the words “, if possible,” following the words “of the state” so that if adopted the sentence will read:

*Members shall be selected from different geographical areas of the state, if possible, and shall serve for a term of one (1) year.*

The amendment was defeated by less than two-thirds vote.

A&R Chair Cindy Tobias presented the 2024 proposed amendment to the Standing Rules of Alaska State Chapter.

**13. Submitted by the Executive Board of Alaska State Chapter**

(page BL-10) Amend Standing Rule 3, by inserting the words “and executive board members” following the word “committees”; by striking out the word “any” prior to the word “correspondence”; and by inserting the word “all” prior to the word “local” so that if adopted the standing rule will read:

*3. All state committees and executive board members shall obtain approval from the president of the state chapter before sending correspondence to all local chapters.*

The amendment was adopted.

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 Alaska 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 Alaska State Chapter.*

The editorial resolution was adopted.

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

**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 BL-7) ARTICLE VI, FINANCE, Section 1. DUES, sentence 1 will now be stated as follows:

*The annual dues of Alaska State Chapter shall be fifty-five dollars (\$55.00)\* per active member which shall be allocated as follows: thirty-six dollars (\$36.00)\* for International Chapter dues, which includes six dollars (\$6.00) for Cottey College and nineteen dollars (\$19.00) for state chapter dues, which includes seven dollars and fifty cents (\$7.50) for a state travel fund.*

*\*PROVISO: The increase of dues to International Chapter 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 Alaska State Chapter shall be fifty dollars (\$50.00) for the 2024-2025 fiscal year and fifty-five dollars (\$55.00) 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 BL-9) ARTICLE VIII, SPECIAL DUTIES OF LOCAL CHAPTER OFFICERS, Section 2. PRESIDENT, subsection C, sentence 2 will now be stated as follows:



There being a majority in the affirmative the final report was adopted. (Reports, pg. 36) The president thanked Kristen Dyson and her committee for their work during convention.

President Lynne Krizek called attention to the copy of the budget provided to each member of convention. (Reports, pg. 53) She introduced the Finance Committee chair, Theresa Jones, Chapter I, who introduced the other members of her committee: Marci Everson, Chapter E, Anchorage and Peggy Hamner, Chapter Q, Chugiak. The chair presented the committee's report (Reports, pg. 43), including information regarding review of accounts, study of audit, preparation of the budget and recommendation for the allocation of dues.

The chair presented the 2024-2025 allocation of dues:

Alaska State General Fund - \$11.50 per member

Alaska State Travel Fund - \$7.50 per member

The majority vote was favorable and the allocation of dues as presented by the committee was adopted.

The chair moved the adoption of the report. By general consent, the vote was divided into two parts and a majority voted in favor of each of the following:

- (1) Adoption of the budget.
- (2) The remainder of the report.

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

The president thanked the members of the Finance Committee for their careful attention to the financial details of Alaska State Chapter this past year. She announced the audit report was posted on the state chapter website.

President Lynne Krizek recognized the hostess chapters and thanked them for the outstanding planning, organization and work for this convention.

By general consent, guests were admitted into convention hall and the president suspended convention rule 4 to allow photographs during remarks by the outgoing president, the installation ceremony, the presentation of the past president's credentials and pin, remarks by the incoming president and the invitation to convention.

President Lynne Krizek made her closing remarks to convention.

The next order of business was the installation of officers.

Alida Bus, called the roll of the newly elected officers of Alaska State Chapter.  
Alix Smith, Representative of International Chapter, installed the officers.

President: Barbara Burnett.

Vice President: Susan West

Organizer: Marcia Eskridge

Treasurer: Alida Bus

Secretary: Katherine Haghighi

Barbara Burnett, newly elected Alaska State Chapter president, accepted the gavel and asked the Representative of International Chapter to present the past president credentials to Lynne Krizek.

Barbara Kraft, past president, presented the past president's pin to Lynne Krizek and escorted her to her seat with the other past presidents.

Alaska State Chapter President Barbara Burnett gave her incoming remarks and announced her theme: "Sisters – the Heart of P.E.O."

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

An invitation to the 2025 Convention of Alaska State Chapter to be held in Fairbanks on April 24-26, 2025 was extended by hostess chapters B, F and I.

President Barbara Burnett accepted the invitation to the 2025 state convention on behalf of the Alaska State Chapter.

The president announced that rule 4 was back in effect and photographs were not permitted.

Representative of International Chapter Alix Smith gave a few closing remarks.

Convention Chair Lori Landstrom gave the following report:

Number of P.E.O. visitors to convention: 73

Number of non-member guests in attendance: 13

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

There was no unfinished business.

President Barbara Burnett announced committee appointments, which had been approved by the newly elected executive board. She explained that the committee lists would be posted on the state website. The delegates were asked to have the president or tech sister of each chapter provide the list of appointments to the yearbook committee.

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

The president gave the closing and the seventh Annual Convention of Alaska State Chapter of the P.E.O. Sisterhood was closed at 2:44 p.m.

Alida Bus, Secretary

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

# **Bylaws and Standing Rules of Alaska State Chapter of the P.E.O. Sisterhood**

AS AMENDED May 28, 2024

## **BYLAWS**

### **ARTICLE I CONVENTION OF ALASKA STATE CHAPTER**

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

- Executive Board of Alaska State Chapter

- Past presidents of Alaska State Chapter

- Resident past presidents of International Chapter

- One (1) delegate from each local chapter, the president being the delegate when feasible

- Chair, or acting chair of the following committees:

  - Amendments and Recommendations Committee

  - Finance Committee

  - Membership Committee

  - Nominating Committee

  - P.E.O. Projects Committee

**Section 2. TIME AND PLACE/FORMAT.** The convention shall be held annually between April 15 and May 31 at a place determined by the hostess chapters with the approval of the executive board. The executive board may change the time and/or place in case of necessity. 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.** Hostess chapters shall identify housing and meal options for members of Convention of Alaska State Chapter.

**Section 4. QUORUM.** Delegates from a majority of all chapters entitled to representation at Convention of Alaska State Chapter shall constitute a quorum.

**Section 5. REPORTS.** Delegates shall give a report of convention business within six (6) weeks following Convention of Alaska State Chapter or at their next regular meeting.

**Section 6. FORMAL ACTION.** Any item adopted by Convention of Alaska State Chapter shall become effective as ordered by Convention of Alaska State Chapter and must be implemented by local chapters upon receipt of an official notice from the state executive board.



**ARTICLE II**  
**REPRESENTATION IN CONVENTION OF INTERNATIONAL CHAPTER**

**Section 1. DELEGATES.** Delegates from Alaska State Chapter to the Convention of International Chapter shall be chosen in rotation from groups of seven (7) local chapters or major fraction thereof. These groups shall be designated by the executive board, with consideration for geographical location and included annually in the Proceedings of the Convention of Alaska State Chapter.

**Section 2. NOMINATION AND ELECTION OF DELEGATES.**

- A. In the year of Convention of International Chapter, a local chapter entitled to representation shall nominate a delegate and an alternate at the time of annual election.
- B. Names of nominees for delegates and alternates shall be submitted as required by International Chapter. They shall be submitted to the following Convention of Alaska State Chapter for election.
- C. Only those nominees who are, or previously have been, members of a Convention of Alaska State Chapter shall be eligible.

**Section 3. PAST PRESIDENTS OF ALASKA STATE CHAPTER.** Housing and meals at Convention of International Chapter are provided by International Chapter for past presidents of Alaska State Chapter on the basis of one (1) for every eight (8) or major fraction thereof of those holding past president's credentials and active membership status. If a state has fewer than thirteen (13) such past presidents, housing and meals are paid for two (2). Designation of those for whom housing and meals are to be paid is determined by the past presidents' group.

**Section 4. VACANCY IN DELEGATION.**

- A. A vacancy in the delegation shall be filled by the local chapter's alternate. If the alternate is unable to serve, the President of Alaska State Chapter shall seek an appointee in the following sequence:
  - 1. a member of the chapter entitled to representation;
  - 2. a member of the executive board;
  - 3. a current member of a state committee selected by the president.
- B. A chapter unable to send a delegate is ineligible to nominate a delegate until the next regular rotation.
- C. A vacancy in the delegation of entitled past presidents shall be filled as designated by the past presidents' group.

**ARTICLE III**  
**NOMINATION AND ELECTION OF OFFICERS**

**Section 1. ELIGIBILITY.** Any member of Alaska State Convention who has been a member of the P.E.O. Sisterhood for at least five (5) years, and has been duly installed and served at least one (1) year as president of any local chapter of the P.E.O. Sisterhood shall be eligible for election to an office in the Alaska State Chapter.

**Section 2. TENURE.** Each state officer shall hold office until her successor is elected and

installed.

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

**Section 4. NOMINATION OF OFFICERS.**

- A. Nomination of officers shall be by a Nominating Committee of three (3) members appointed by the president of Alaska State Chapter at the beginning of her term with approval by the executive board. The member first named shall be chair. These members shall be selected from different geographical areas of the state and serve for a term of one (1) year.
- B. A local chapter wishing to recommend an eligible member shall submit, with the candidate's consent, her name and qualifications to the chair of the Nominating Committee by February 1.
- C. The Nominating Committee shall present the name of one (1) person for each office at the Convention of Alaska State Chapter and shall perform duties assigned by the president and/or executive board.
- D. At the time of election, opportunity shall be given for nominations from the floor for each office.
- E. Consent of all nominees shall be obtained prior to nomination.

**Section 5. ELECTION OF OFFICERS.** Election shall be by written or electronic ballot. If there is but one (1) nominee for each office called for in sequence, the ballot may be dispensed with by general consent and a voice vote taken for the entire ticket. If there are nominations from the floor for any office, separate elective ballots for such office shall be taken. A majority of votes cast shall elect.

**Section 6. VACANCY.** A vacancy occurring during the year in office, except that of president, shall be filled by appointment made by the president and approved by a majority of the executive board. The appointee shall have served as president of a local chapter for at least one (1) year.

#### **ARTICLE IV DUTIES OF STATE OFFICERS**

**Section 1. GENERAL DUTY.** The executive board shall consult and advise during the interval between annual meetings and shall transact necessary business. Appointments for the new term shall be made and approved after election. In addition to the duties described in the Constitution, Part II, Article VIII, and in Instructions to Officers of S/P/D Chapters, the officers shall have the following responsibilities.

**Section 2. PRESIDENT.** The duties of the president shall be:

- A. To appoint at the beginning of her term of office or in the event of a vacancy, with approval by the executive board, necessary members to each of the following standing committees:  
Amendments and Recommendations, Finance, Membership, and P.E.O. Projects.
- B. To appoint a Nominating Committee and serve as liaison to this committee.
- C. To serve as liaison to the Amendments and Recommendations Committee.

- D. To appoint such special committees as may be authorized by the executive board or a Convention of Alaska State Chapter.
- E. To serve as ex-officio member of all committees, except nominating.
- F. To notify local chapters of items adopted by Convention of Alaska State Chapter that must be implemented.
- G. To communicate with local chapters regarding information and plans.
- H. To proofread the proceedings of the Convention of Alaska State Chapter at which she presides and the updated bylaws and standing rules of Alaska State Chapter prior to distribution.
- I. To appoint a webmaster and to serve as adviser to that position.
- J. To appoint an Unaffiliate Coordinator.
- K. To preside over the Convention of Alaska State Chapter.
- L. To serve as proxy organizer for official visits as necessary.

**Section 3. VICE PRESIDENT.** The duties of the vice president shall be:

- A. To serve as adviser to the P.E.O. Projects Committee.
- B. To serve as adviser to the hostess chapters of Convention of Alaska State Chapter for the year in which she will preside.
- C. To serve as proxy organizer for official visits as assigned.

**Section 4. ORGANIZER.** The duties of the organizer shall be:

- A. To group local chapters for the purpose of official visits.
- B. To visit or direct her proxy to visit local chapters every three (3) years, giving chapters at least a sixty (60) day notice.
- C. To visit or direct her proxy to visit new chapters annually for three (3) years following organization and to place them in rotation for official visits.
- D. To serve as adviser to the Membership Committee and Unaffiliate Coordinator.
- E. To review local chapter yearbooks and bylaws at the beginning of her term.
- F. To prepare a display of local chapter yearbooks for Convention of Alaska State Chapter.

**Section 5. TREASURER.** The duties of the treasurer shall be:

- A. To provide the executive board and the Finance Committee with information necessary to perform their duties.
- B. To utilize the accounting software and forms as prescribed by the executive board.
- C. To serve as adviser to the Finance Committee.
- D. To have the books audited at the end of the fiscal year.
- E. To serve as proxy organizer for official visits as assigned.
- F. As outgoing treasurer, to deliver to her successor all papers, electronic files and supplies of the office, to transfer signatory authority for bank accounts and to fully instruct her successor in the responsibilities of her office.

**Section 6. SECRETARY.** The duties of the secretary shall be:

- A. To notify local chapters entitled to representation in Convention of International Chapter by February 1 of the year such convention is to be held.
- B. To serve as historian.
- C. To serve as proxy organizer for official visits as assigned.
- D. As outgoing secretary:
  - 1. To have the proceedings of Convention of Alaska State Chapter and the

- updated bylaws and standing rules of Alaska State Chapter compiled and distributed within three (3) months following Convention of Alaska State Chapter.
2. To furnish copies of the proceedings and updated bylaws and standing rules to those named in the Constitution, Part II, Article VIII, Section 6.
  3. To furnish electronic copies of the proceedings and updated bylaws and standing rules to local chapters and to all Alaska State Chapter standing committee members.

## **ARTICLE V STANDING COMMITTEES**

### **Section 1. AMENDMENTS AND RECOMMENDATIONS.**

- A. Appointment. The Amendments and Recommendations Committee shall consist of three (3) members, each of whom shall serve three (3) years. One (1) member shall be appointed each year by the president at the beginning of her term with approval by the executive board. The senior member in point of service shall be chair. If an entirely new committee must be appointed, the president shall designate the chair and succession of members. The president of the state chapter shall be the liaison to this committee.
- B. Duties. The duties of the Amendments and Recommendations Committee shall be:
  1. To review the bylaws and standing rules of the state chapter.
  2. To receive and consider proposed amendments and recommendations.
  3. To prepare, in proper parliamentary form, these proposed amendments and recommendations and additional amendments deemed advisable by the committee.
  4. To confirm with the executive board the distribution of a copy of all proposed amendments and recommendations in accordance with Article X.
  5. To present all proposed amendments and recommendations at Convention of Alaska State Chapter.
  6. To perform duties assigned by the president and/or executive board.
  7. To present amendment process workshops when requested by the president.

### **Section 2. FINANCE.**

- A. Appointment. The Finance Committee shall consist of three (3) members, each of whom shall serve three (3) years. One (1) member shall be appointed each year by the president at the beginning of her term with approval by the executive board. The senior member in point of service shall be chair. If an entirely new committee must be appointed, the president shall designate the chair and succession of members. The treasurer of the state chapter shall be the adviser to this committee.
- B. Duties. The duties of the Finance Committee shall be:
  1. To become familiar with the finances of the state chapter and consult with and advise the executive board on financial matters.
  2. To prepare a budget for the state chapter for the ensuing year and present this proposed budget to the Convention of Alaska State Chapter for consideration.
  3. To prepare and present to the Convention of Alaska State Chapter a

proposed allocation of state chapter dues and to recommend any necessary transfer of funds.

4. To review monthly reports and financial statements.
5. To audit Alaska State Chapter funds annually.
6. To perform other duties as assigned by the president and/or executive board.
7. To present financial workshops when requested by the president.

### **Section 3. MEMBERSHIP.**

- A. Appointment. The Membership Committee shall consist of three (3) members, each of whom shall serve three years. One (1) member shall be appointed each year by the president at the beginning of her term with approval by the executive board. The senior member in point of service shall be chair. If an entirely new committee must be appointed, the president shall designate the chair and succession of members. The organizer of the state chapter shall be the adviser to this committee.
- B. Duties. The duties of the Membership Committee shall be:
  1. To provide membership guidance to local chapters.
  2. When requested, to assist the Unaffiliate Coordinator in the performance of her duties related to unaffiliates.
  3. To perform duties assigned by the president and/or executive board.
  4. To present workshops when requested by the president.

### **Section 4. NOMINATING.** See ARTICLE III, Section 4

### **Section 5. P.E.O. PROJECTS.**

- A. Appointment. The P.E.O. Projects Committee shall consist of three (3) members, each appointed by the president of the state chapter for a three-year term with approval by the executive board. One (1) member shall be appointed each year by the president at the beginning of her term with approval by the executive board. The senior member in point of service shall be the chair and be responsible for Program for Continuing Education (PCE) and Cottey College. The next member in point of service shall be responsible for Educational Loan Fund (ELF) and P.E.O. STAR Scholarship (STAR) and the newest member shall be responsible for International Peace Scholarship Fund (IPS) and P.E.O. Scholar Awards (PSA). If the appointment of more than one (1) member is necessary, the president shall designate the point of service. The vice president of the state chapter shall be the adviser to this committee.
- B. Duties.
  1. To represent and promote the assigned project.
  2. To serve as the liaison between the project staff at P.E.O. Executive Office and the local chapters.
  3. To prepare the project displays at Convention of Alaska State Chapter.
  4. To perform duties assigned by the president and/or executive board.
  5. To present workshops when requested by the president.

## **ARTICLE VI FINANCE**

**Section 1. DUES.** The annual dues of Alaska State Chapter shall be fifty-five dollars (\$55.00)\* per active member which shall be allocated as follows: thirty-six dollars (\$36.00)\* for International Chapter dues, which includes six dollars (\$6.00) for Cottey College and nineteen dollars (\$19.00) for state chapter dues, which includes seven dollars and fifty cents (\$7.50) for a state travel fund.

The state chapter dues shall be allocated annually as recommended by the Finance Committee with the approval of the executive board and presented to and adopted by the Convention of Alaska State Chapter.

**\*PROVISO:** The increase of dues to International Chapter 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 Alaska State Chapter shall be fifty dollars (\$50.00) for the 2024-2025 fiscal year and fifty-five dollars (\$55.00) beginning the 2025-2026 fiscal year.

**Section 2. ASSESSMENTS.** Assessments for necessary sums may be levied by the state chapter upon local chapters in case of emergency.

### **Section 3. GENERAL FUND.**

- A. The General Fund shall be used to pay:
  - 1. Expenses incurred by the executive board in the transaction of official state business;
  - 2. Necessary expenses of the standing committees and special committees as authorized by the executive board;
  - 3. The cost of additional items listed in the approved General Fund budget.
- B. The fund shall also be used to pay the following expenses of Convention of Alaska State Chapter as specified in the Convention of Alaska State Chapter policy handbook:
  - 1. Hall rental;
  - 2. Housing, meals and registration fee for delegates, state committee chairs and the state executive board;
  - 3. Time of Remembrance;
  - 4. Golden Girls celebration and recognition of chapter anniversaries;
  - 5. Projects Night;
  - 6. Guards and convention assistants;
  - 7. Printing of Convention of Alaska State Chapter program, proceedings and necessary reports;
  - 8. Required audiovisual equipment;
  - 9. Other necessary expenses of Convention of Alaska State Chapter.

### **Section 4. STATE TRAVEL FUND**

- A. The fund shall be administered by the executive board which shall follow the financial policies of Alaska State Chapter.

- B. Funds may be used for transportation of the following:
  - 1. Delegates to Convention of Alaska State Chapter, state committee chairs and the state executive board
  - 2. State president, vice president, entitled past state presidents and local chapter delegates to Convention of International Chapter
  - 3. Cottey Seminar
  - 4. Membership Summits, if held
  - 5. Organizer or her proxy to attend official visits and the organization of a new chapter
  - 6. A one-time, in-person meeting for the vice president to view and approve the next convention venue
  - 7. In-person meetings of the executive board
- C. If by a three-fourths vote of delegates present and voting at the Convention of Alaska State Chapter it is determined that the State Travel Fund shall be discontinued, all assets of the fund shall be distributed to the Alaska State Chapter General Fund.

**Section 5. CONVENTION OF INTERNATIONAL CHAPTER.** The Alaska State Chapter shall pay the amount determined by the executive board in consultation with the finance committee for:

- A. Transportation of the president, vice president, entitled past state presidents and local chapter delegates.
- B. Lodging for the night prior to the opening of Convention of International Chapter for the president, vice president, entitled past presidents and chapter delegates, if recommended by the Finance Committee.
- C. A past president entitled to housing and meals residing outside of Alaska shall be reimbursed for transportation from her present city of residence or from her former city of residence in Alaska, whichever is the lesser amount.
- D. Original receipts or other documentation for expenses must be submitted for reimbursement within three (3) months after being incurred.
- E. The state executive board may establish limits and issue advances to the delegates of Convention of International Chapter. Any advances or reimbursements must be substantiated with receipts or other documentation and must be submitted to the treasurer of the state chapter within three (3) months after being incurred.

**Section 6. EXECUTIVE BOARD AND COMMITTEES.**

- A. The state chapter shall pay reasonable and necessary expenses incurred by the executive board in transacting official business.
- B. The state chapter shall pay reasonable and necessary expenses of state committees as authorized by the executive board.

## **ARTICLE VII ORGANIZATION AND OFFICIAL VISITS**

**Section 1. ORGANIZATION OF NEW CHAPTERS.**

- A. Requirements. The following requirements are in addition to those listed in the Constitution, Part III, Article I:
  - 1. Any person desiring to organize a new chapter shall contact the organizer

of the state chapter. After a request to organize a new chapter has been received and consent given by the organizer, the group shall meet regularly until organization. The period of time before organization shall be determined by the organizer with the approval of the president of the state chapter.

2. No new chapter shall be organized within thirty (30) days preceding the Convention of Alaska State Chapter.
3. The state chapter shall make provisions for housing and meals of the organizer or her proxy at the time of organization.

**Section 2. OFFICIAL VISITS TO LOCAL CHAPTERS.**

- A. Each local chapter shall have an official visit by the organizer or her proxy every three (3) years.
- B. A new chapter shall be visited by the organizer or her proxy annually for three (3) years and shall then be placed in rotation for official visits.
- C. A chapter may request an official visit at any time.
- D. The local chapter(s) being visited shall arrange housing and meals for the organizer or her proxy at the time of an official visit.

**ARTICLE VIII  
SPECIAL DUTIES OF LOCAL CHAPTER OFFICERS**

**Section 1. GENERAL DUTY.** In addition to those listed in the Constitution, Part III, Article V, and in Instructions to Officers of Local Chapters, the officers shall have the responsibilities set forth in this article.

**Section 2. PRESIDENT.** The duty of the local chapter president shall be to write an annual letter to the president and secretary of the state chapter.

- A. The letter shall include information such as increase or decrease in membership, average attendance, contributions to and promotion of P.E.O. projects and other philanthropic work, program features, social activities, interest in chapter life and special recognition and honors awarded chapter members.
- B. The letter shall be read and approved at a chapter meeting in February and sent no later than March 1.
- C. A copy of this letter shall be retained in the local chapter president's supplies. Chapters are also encouraged to send copies of the letter to members who are unable to attend meetings regularly, and inactive members when possible.

**Section 3. RECORDING SECRETARY.** The duty of the local chapter recording secretary shall be to send in March to the organizer of the state chapter an electronic copy of the chapter bylaws and standing rules if they have been amended during the fiscal year. If they have not been amended, the organizer of the state chapter shall be so notified.

**Section 4. CORRESPONDING SECRETARY.** The duty of the local chapter corresponding secretary shall be to provide annually, immediately after publication of the chapter yearbook, hard copies of the yearbook to each member of the Alaska State Chapter executive board.

**Section 5. TREASURER.** The duty of the local chapter treasurer shall be to send



chapter contributions to P.E.O. projects to the treasurer of the state chapter.

## **ARTICLE IX 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 and standing rules or the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.

## **ARTICLE X GOVERNING LAW**

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

## **ARTICLE XI AMENDMENTS**

Amendments to the Bylaws of Alaska 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 by January 1. 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. Such proposed amendments shall be adopted by a two-thirds vote of members present and voting in Convention of Alaska State Chapter, provided that copies of the proposed amendments shall have been sent at least thirty (30) days before convention to each local chapter, members of the state executive board, past state presidents, and chairs of all standing committees.

## **STANDING RULES**

1. The requirements for local chapter bylaws, standing rules and yearbooks shall be provided by the executive board.
2. If the state chapter is notified after March 1 that a member has entered Chapter Eternal, the executive board will determine the appropriate year for that member to be recognized at the Time of Remembrance.
3. All state committees and executive board members shall obtain approval from the president of the state chapter before sending correspondence to all local chapters.
4. Amendments to the Standing Rules of Alaska 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 by January 1. Such proposed amendments shall be adopted by a majority vote of members present and voting at Convention of Alaska State Chapter, provided that copies of the proposed amendments shall have been sent at least thirty (30) days before Convention of Alaska State Chapter to each local chapter, members of the state executive board, past state presidents, and chairs of all standing committees.

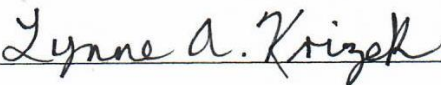
## Certification of Minutes and Proceedings

I, Alida Bus, Secretary of the Alaska State Chapter of the P.E.O. Sisterhood, do hereby certify that the foregoing record is a true and correct copy of the Proceedings of the Alaska State Chapter assembled in Anchorage, Alaska, on April 26-27, 2024.

By: 

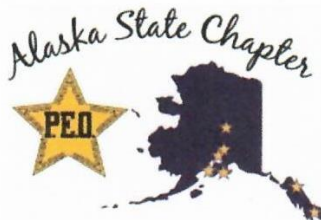
Alida Bus, Secretary  
Alaska State Chapter, P.E.O. Sisterhood



By: 

Lynne Krizek, President  
Alaska State Chapter, P.E.O. Sisterhood

The minutes of convention were read and approved by the Committee to Approve Minutes on April 27, 2024.



Kathy Haghghi, Chapter C, Anchorage  
Beth Julig, Chapter B, Fairbanks  
Gillian Hays, Chapter N, Juneau

**Final Credentials Report  
Alaska State Chapter  
Convention 2024**

	<b>Opening Meeting First Report</b>	<b>Second Meeting Second Report</b>	<b>Third Meeting Third Report</b>
Number of chapters In Alaska	18	18	18
Number of chapters with delegates necessary to establish quorum (majority)	10	10	10
Number of chapters represented at convention	18	18	18
Number of local chapter delegates	18	18	18
Alaska State Chapter officers	5	5	5
Past Presidents of Alaska State Chapter	5	5	5
Past President(s) of International Chapter	0	0	0
Chair of Amendments and Recommendations Committee	1	1	1
Chair of Finance Committee	1	1	1
Chair of Membership Committee	1	1	1
Chair of Nominating Committee <i>(included with Past State Presidents)</i>	0	0	0
Chair of Projects Committee	1	1	1
<b>TOTAL MEMBERS OF CONVENTION</b>	<b>32</b>	<b>32</b>	<b>32</b>
Chair: <u><i>Kristen Dyson</i></u> Kristen Dyson Past State President 2021-2022			

**Annual Report of the President  
Lynne Krizek - Alaska State Chapter  
2023-2024**

To the best of her ability, this officer met the requirements and duties of her office this past year as outlined in the P.E.O. Constitution, the Instructions to Officers of State Chapters, the Alaska State Bylaws and Standing Rules, and policies of the Alaska State Chapter Executive Board. Duties accomplished include:

- Completed officer transition meeting and transferred / received all document files.
- Prepared agendas for and presided over all meetings of the Executive Board.
- Regularly assessed progress of state chapter SMARTI cascading goals.
- Prepared agendas for and presided over quarterly Zoom sessions with local chapter presidents.
- Attended LEAD conference in July 2023.
- Led state delegation to Convention of International Chapter in Pittsburgh Sept. 2023. Planned the state dinner and created information packets for delegates.
- Attended most ZOOM sessions with Class of 2024 S\PD officers.
- Signed warrants for all checks issued.
- Served as board adviser to the Amendments & Recommendations Committee.
- Supplied recommended revisions to state chapter bylaws, policies, and board duties.
- Filled one vacancy in a state committee.
- Prepared board Google Drive and granted all necessary permissions for shared folders.
- Submitted files to webmaster of state chapter website for upload.
- Kept abreast of updates on single sign on (SSO) requirement for website log in and shared information with state chapter webmaster.
- Alerted the membership to several online phishing scams and informed them of the proper procedure to report incidences.
- Fielded answers to questions that were received from Board Buddy chapters.
- Created and distributed 12 issues of the Daisy Dispatch monthly newsletter.
- Regularly posted information on the state chapter Facebook page.
- Attended Membership portal training with Regional Membership Representative.
- Sent welcome cards to new initiates, transfers and reinstatements.
- Met with the 2024 state convention planning committee regularly throughout the year.
- Created a plan for discussion / resource sharing for all P.E.O.s at state convention.
- Arranged for Dr. Stefanie Niles, President of Cottey College, to attend state chapter convention and present at Projects Night banquet.
- Made state convention appointments for duties of guards, tellers, credentials, and committee to approve minutes.
- Completed the required documents for state convention, forwarding all to International Representative for review and approval.

**Annual Report of the Vice President**  
**Barbara Burnett - Alaska State Chapter**  
**2023-2024**

To the best of her ability, this officer met the requirements and duties of her office this past year as outlined in the P.E.O. Constitution, the Instructions to Officers of State Chapters, the Alaska State Bylaws and Standing Rules, and policies of the Alaska State Chapter Executive Board. Duties accomplished include:

- Compiled and turned over files to the incoming Organizer;
- Collected, compiled and distributed results of Convention 2022 evaluations.
- Reviewed the duties of the office of the State Vice President and the training materials, videos and power points for officers on the International website;
- Reviewed goals of the State Chapter as presented by the State President;
- Attended membership portal training with Regional Membership Representative;
- Sent sympathy and birthday cards as appropriate during the year.
- Served as liaison for Projects committee, sharing information on Zoom meetings;
- Participated in all Executive Board Zoom meetings and hosted in-person meeting;
- Attended an official visit of one Board Buddy chapter;
- Reviewed directives from International;
- Participated in training webinars (state officers, state vice presidents, projects liaisons)
- Attended Convention of International Chapter (CIC); gave reports to three chapters;
- Reviewed and extensively updated policies, committee duties and state officer duties, Committee Interest Form, and Guide to Serving on the State Executive Board flyer;
- Drafted bylaw amendments for the Executive Committee's consideration;
- Initiated first meeting of members of 2025 convention planning committee, made visits to potential venues and assisted committee with convention plans and details;
- Planned theme for 2025 and logo design;
- Joined Class of 2025 Zoom sharing gatherings;
- Developed the Time of Remembrance for the 2024 state convention with help from local chapters, gathered information on sisters who entered Chapter Eternal during the past P.E.O. year, and utilized the Membership portal for updated information;
- Assisted Project committee with planning for 2024 convention responsibilities;
- Ordered Cottey College materials for 2024 convention delegate bags;
- Updated list of past committee members and future candidates for committee service;
- Served as a resource for "Buddy Chapters" and communicated monthly;
- Developed state goals for 2024-2025, planned post-convention executive board meeting, created Daisy Dispatch format and drafted first Daisy Dispatch;
- Contacted sisters to request their service on state committees for 2024-2025;
- Reviewed the proposed 2024-2025 budget with the finance committee;
- Submitted needed information for Gallery of Presidents for THE RECORD;
- Prepared acceptance speech for 2024 Convention;
- Reviewed meeting minutes, committee reports and Daisy Dispatch monthly.

**Annual Report of the Organizer**  
**Susan M. West - Alaska State Chapter**  
**2023-2024**

To the best of her ability, this officer met the requirements and duties of her office this past year as outlined in the P.E.O. Constitution, the Instructions to Officers of State Chapters, the Alaska State Bylaws and Standing Rules, and policies of the Alaska State Chapter Executive Board. Duties accomplished include:

- Reviewed the duties of state organizer and became familiar with goals of Alaska State Chapter. Reviewed information on the P.E.O. website regarding duties of organizer.
- Participated in all meetings of Alaska State Chapter executive board.
- Worked with Regional Membership Representative to set up training on P.E.O. membership portal for the executive board and state membership committee in May 2023. Arranged for and participated in additional portal training for membership committee and unaffiliate coordinator in August 2023.
- Attended the in-person LEAD conference for organizers in Iowa in July 2023; drafted summary of conference highlights.
- Distributed updates to and answered inquiries from Board Buddy chapters G, K, P, and S.
- In the fall, completed in-person officer meetings and official visits with Chapters A, D, G, H, N, Q and S. Drafted cover letters to chapter presidents confirming dates of official visits and sent instructions to local chapter officers, including list of supplies for each office and retention policies. Each chapter received a follow-up report. Submitted official documentation on official visits to Executive Board members and shared an inspirational message with all past state presidents.
- Served as board liaison to the state membership committee, attended all meetings of the membership committee, and assisted with membership committee webinar in November 2023 on attracting and engaging the next generation of P.E.O.s.
- Prepared video informercial to encourage service on executive board and state committees.
- Worked with P.E.O. Executive Office to revise and update Unaffiliates Setup for Alaska P.E.O. chapters.
- Participated in Class of 2026 monthly Zoom gatherings and email discussions.
- Attended Zoom sessions with local chapter presidents whenever possible.
- Attended Zoom training on Virtual Ceremony of Initiation in February 2024.
- Assisted with extensive revisions to Alaska State Chapter officer duties and policies.
- Drafted updated convention evaluation form.
- Extensive revisions to a Period of Instruction regarding membership development and chapter vitality to be presented at Convention of Alaska State Chapter.
- Developed an “early bird” table topic for Convention of Alaska State Chapter.
- Followed up on the status of names received via Introduction of a Woman Who is Not a P.E.O. and Notice of a Member in Your Area.

**Annual Report of the Treasurer**  
**Marcia Eskridge - Alaska State Chapter**  
**2023-2024**

To the best of her ability, this officer met the requirements and duties of her office this past year as outlined in the P.E.O. Constitution, the Instructions to Officers of State Chapters, the Alaska State Bylaws and Standing Rules, and policies of the Alaska State Chapter Executive Board. Duties accomplished include:

- Completed Onboarding Training for both treasurer and secretary.
- Downloaded and stayed current on changes to official documents of authority.
- Reviewed files and materials inherited from past treasurer, including all historic files.
- Participated in all meetings of Alaska State Chapter Executive Board (EB).
- Assisted with extensive revisions to Alaska State Chapter officer duties and policies.
- Participated in all required and recommended online training and webinars on membership portal, QBE – P.E.O. accounting software, state treasurer duties, annual reports and virtual ceremony of initiation.
- Attended Zoom sessions with local chapter presidents whenever possible.
- Participated P.E.O. SPD Treasurer Class of 2027 Zoom meetings and discussions.
- Shadowed official visits by organizer - Chapters G and Q, including officers' meeting.
- Served as board buddy to three chapters (A, C, and L), attended some meetings.
- Board liaison to the finance committee, attended committee meetings as needed.
  - Outlined their goals to the EB to keep funds liquid yet maximizing returns.
  - Consolidated funds at Northrim Bank to streamline access with all signatories.
  - Coordinated on all certificates of deposit to maximize returns based on interest.
  - Assisted in developing of 2024-2025 Budget, separating out convention budget.
- Researched and acquired a treasurer's laptop to house QBE following EB approval.
- Maintained QBE files, including generating monthly reports with clean reconciliation.
  - Processed donations from local chapter; sent monthly to International Chapter.
  - Paid all bills and gifts to the projects once warrants were approved.
  - Streamlined reports process for EB and finance committee for review and audit.
- Consulted with International offices on move of records to electronic storage thereby minimizing need for paper archives, while improving access for EB and committees.
- Completed seven-year look back of Alaska State Chapter finance since convocation.
  - Revised categories in QBE for greater clarity – helped by Mary Schwartz.
  - Prepared detailed spreadsheets showing historic spending, status of funds and coming years outlook - specific focus on travel expenses and financial reserves.
  - Created detailed historic look for simplify budget planning for coming years.
- Worked with Dana at International to identify options for handling convention funds.
- Revised Alaska State Chapter Convention finance process regarding budgeting, receipts tracking, reimbursements and disbursements for hostess chapters.
- Worked on convention fund bylaws proposal to provide greater fiscal transparency.
- Reviewed/approved electronic chapter annual reports, compared membership roster, processed dues and chapter release letters.
- Completed all end of year reports for International Chapter and state convention.

**Annual Report of the Secretary**  
**Alida Bus - Alaska State Chapter**  
**2023-2024**

To the best of her ability, this officer met the requirements and duties of her office this past year as outlined in the P.E.O. Constitution, the Instructions to Officers of State Chapters, the Alaska State Bylaws and Standing Rules, and policies of the Alaska State Chapter Executive Board. Duties accomplished include:

- Attended the 2023 Convention of Alaska State Chapter and participated as a member of the Committee to Approve the Minutes. Assisted the outgoing secretary with review of convention proceedings.
- Participated in all meetings of the Alaska State Chapter Executive Board (EB). Drafted and circulated meeting minutes.
- Maintained archives of Alaska State Chapter.
- Reviewed Alaska State Chapter policies, bylaws, officer duties, and Instructions to Officers of State Chapter and provided comments on revisions to these.
- Completed virtual membership portal training with regional membership representative and became familiar with the membership portal.
- Corresponded with, distributed information to and answered queries from assigned Board Buddy presidents of Chapters B, D, J and M.
- Attended 2023-2024 State/Provincial/District Secretary Training.
- Participated in Class of 2028 group.
- Shadowed the state organizer on an Official Visit in Juneau.
- Prepared and sent executive board holiday cards.
- Scripted and recorded an infomercial to be posted to the website to encourage service on the executive board.
- Reviewed monthly the Daisy Dispatch and provided feedback.
- Planned the Recognition Luncheon at state convention honoring Golden Girls and chapter anniversaries, including contacting local chapter presidents to gather information and photos, and preparing program and presentation.
- Received and filed local chapter president's letters.
- Attended Virtual Ceremony of Initiation training.
- Completed virtual annual report training and supported local chapters in submitting annual reports, coordinating with the state treasurer and confirming completion of the chapter membership report with corresponding secretaries.
- Submitted the ARCS and Report of Disbanded Chapter to International.
- Prepared draft minutes for 2024 Convention of Alaska State Chapter.



## **Amendments and Recommendations Committee Report 2023-2024**

The Amendments and Recommendations committee communicated primarily by email, with one videoconference meeting held on August 16, 2023 attended by members Cindy Tobias, Carol Moore, Holly Zumbro and the Alaska State Chapter President Lynne Krizek who served as the adviser to the committee. The meeting served to foster cohesion as a committee and review the main purposes and duties of the A&R committee as follows:

1. Accepting and reviewing proposals for revisions of the Alaska State Chapter bylaws and standing rules and preparing any such proposals to be presented at our state convention for voting.
2. If proposed amendments are brought to convention for voting, to provide a training session for voting delegates on the proposed amendments and the convention voting procedures.

The committee members independently watched the training materials available on the P.E.O. International website for A&R committee members. The committee also contributed to the update of the state board policy concerning duties of the A&R committee for 2024.

We received proposed changes to the Bylaws and Standing Rules of the Alaska State Chapter from the Executive Board of Alaska State Chapter prior to the January 1 deadline. No proposed amendments were received from any local chapters. Working with our International Study & Research Committee (S&R) representative; the chair of the S&R Committee; and their parliamentarian, the proposed 13 amendments were prepared and presented for voting at the 2024 Alaska State Convention. These amendments were distributed by the Alaska State Chapter President to all local chapters 30 days prior to convention as prescribed by our state chapter bylaws. Delegate training was provided prior to Convention of Alaska State Chapter via videoconference on April 3, 2024 and was repeated, as well as recorded, so that all members of convention could attend.

**Submitted by the Amendments and Recommendations Committee:**

Cindy Tobias, Chair, Chapter C, Anchorage  
Carol Moore, Chapter B, Fairbanks  
Holly Zumbro, Chapter L, Anchorage

## **Finance Committee Report 2023–2024**

In accordance with the duties defined in the P.E.O. Constitution and the bylaws and standing rules of Alaska State Chapter, the Finance Committee submits the following report:

- Throughout the fiscal year the committee met via Zoom and performed mini quarterly audits on the state financial accounts and bank statements to ensure their accuracy.
- The committee prepared the 2024-2025 budget with assistance from the state treasurer and vice president.
- The committee recommended to the executive board consolidation of funds at Northrim Bank for ease of access to the different accounts while capitalizing on the interest rates provided to the savings account.
- The committee recommended to move excess funds not needed in this fiscal year to high interest-bearing CDs.
- The committee reviewed the previous 7-year look back of Alaska State Chapter finances provided by the treasurer. A thorough analysis was done on all income and expenses because the state chapter will be fully responsible for all expenses beginning in fiscal year 2024-2025.
- Advised the executive board on the 3 options given to the treasurer from International on how to handle convention funds. Recommended a creation of a separate convention fund for ease and handling of convention finances. Also recommended using a separate budget for each convention as opposed to the current way of blending the convention budget within the state general operating budget. This will assist in a better transparency of convention funds.
- The committee recommended that the reimbursed costs paid by Alaska State Chapter for convention be raised to \$5,000. Food and building rental costs have gone up considerably since 2020.
- The committee conducted the audit of the 2023 convention and found that receipts and expenditures agree with the reports of the hostess chapters.
- The committee, which included Theresa Jones, Marci Everson and Peggy Hamner, conducted the annual audit of the books of the treasurer. The results of the audit show that the financial statements for Alaska State Chapter prepared from these records, reporting assets and fund balances on March 31, 2024, and revenue and expenditures for the year April 1, 2023 to March 31, 2024, are accurate and in order.

Respectfully submitted,  
Theresa Jones, Chair, Chapter I, Fairbanks  
Marci Everson, Chapter E, Anchorage  
Peggy Hamner, Chapter Q, Chugiak

## **Membership Committee Report 2023-2024**

The State Membership Committee (SMC) welcomed the addition of Laura Doogan in 2023. She replaced Robbie Stell whose 3-year term on the committee had ended. However, Robbie, in her new role as “Unaffiliate Coordinate” remained a vital part of the Membership Committee. Along with returning committee members, Kathy Haghghi and Laura Bender, we were thankful to have Susan West, Organizer, as the State Board Liaison on the committee. Her insight and direction, not to mention her Zoom skills, were invaluable.

The SMC held an organizational meeting on June 27, 2023, via ZOOM. At that meeting, liaison chapters were assigned with each SMC member in charge of 5-6 chapters. The goal was to reach out monthly to the Membership Committee Chairs and Presidents, providing guidance to strengthen membership and promote active participation of members, with suggestions for chapter health, ideas for socials, funny antidotes, etc.

The SMC held monthly meetings in July, August, and October via Zoom. These meetings focused on membership issues, as well as organizing the workshop on “Engaging the Next Generation of P.E.O.s.” The workshop was offered twice by Zoom on November 2<sup>nd</sup> and 3<sup>rd</sup>. The workshops were open to any P.E.O. member to attend but the focus was on chapter membership chairs and/or chapter presidents. Between the two workshops, we had 28 participants and 14 chapters represented. At the end of each of the SMC presentations, we had great discussions sharing ideas and information.

On August 28, our committee had a membership portal training session with Susan Harber, Alaska Regional Representative, P.E.O International. Along with portal training, Susan also introduced us to the P.E.O. mapping tool. We all benefited (and will continue to benefit) from additional training.

After a holiday break, we continued to meet in January, February and March via Zoom. Each of these meetings focused on what more we could be doing regarding increasing membership, welcoming transfer members, mentorship, and re-engaging inactive members.

We also worked on what we would be presenting as a table topic for the SMC table at the State Convention. Our table theme will be “Need to lure them back or they will disappear” with the information being centered around mentoring, inactive prevention and aging members.

We will have a “New Sisters” welcome table at the convention that will be similar to last year’s table featuring each new sister’s picture along with a short statement.

Respectfully submitted,

Laura Bender, Chair, Chapter I, Fairbanks

Kathie Haghghi, Chapter C, Anchorage and Laura Doogan, Chapter G, Juneau

## **Unaffiliate Coordinator Report 2023-2024**

The Unaffiliate Coordinator is appointed by the President of Alaska State Chapter and reports to the State Membership Committee. The Unaffiliate Coordinator serves as a liaison between active unaffiliates and recent (two years) inactive unaffiliates residing in the State to determine their interest in joining a chapter in their vicinity.

From the extensive database maintained by P.E.O. International, the names and contact information is extracted by location and Chapter liaisons are provided information to make contact. The goal is to connect with unaffiliated sisters to meet Alaska Sisters and transfer to an Alaska Chapter.

Chapters located in Anchorage, Fairbanks, Juneau, Ketchikan, Kenai/Seward, and Palmer/Wasilla have received the names/contact for Active or Inactive Unaffiliates in their areas. P.E.O. sisters are invited to attend social events and if an active unaffiliate to attend meetings. These invitations have resulted in several transfers this spring. The Unaffiliate Coordinator keeps a record of responses in cases where an unaffiliate chooses no further contact.

It has been a privilege to serve in this position to communicate with P.E.O. Sisters around the State, but also, to face the challenge of utilizing the extensive database to keep in communication with Sisters to encourage them to find a new home Chapter. The advent of hybrid meetings/events has opened the door to Sisters who are not able to attend in person to keep connected to their sisterhood. There are two P.E.O. Sisters on Prince of Wales Island with no close Chapter. However, contact with the Ketchikan Chapters enabled them to find each other and to visit over lunch on occasion.

Robbie Stell, Chapter N, Juneau

## **Nominating Committee Report 2023-2024**

The responsibility of the Nominating Committee is to provide a slate of officers for the Alaska State Chapter Executive Board. A nominee must meet the requirements of the state Constitution and Bylaws: she must have been a P.E.O. for at least 5 years, she must have served at least one year as President of her local chapter, and she must be a Member of Convention the current year of her nomination.

The committee sought to find nominees who would represent all sisters in the state and would continue the work towards the success of the state chapter. After the president of the state chapter appointed this committee, we:

- Participated in P.E.O. International training for Nominating Committees and reviewed other materials related to the performance of our duties available on P.E.O. International's website.
- Communicated with all local chapters, through e-mails sent by the state president in the Fall and winter to all local chapter presidents, regarding the upcoming need for officers to serve on the State Board.
- Attending Zoom meetings to which all chapter presidents or representatives were invited to discuss the process of the nominating committee.
- Requested recommendations for potential nominees from the current state Executive Board, Past State Presidents, committee chairs, chapter presidents, and chapter members.
- Sent letters to current Board members confirming their agreement to continue to serve on the State Board in January. Once responses were received, it was determined that one Board position was open for the coming year.
- Met with recommended nominees via Zoom to interview them regarding their experience and desire to serve on the State Board.
- Held nominating committee meetings throughout the process.

This committee is pleased to present the following slate of officers for the P.E.O. Alaska State Executive Board:

President	Barbara Burnett, Chapter N, Juneau
Vice President	Susan West, Chapter C, Anchorage
Organizer	Marcia Eskridge, Chapter P, Anchorage
Treasurer	Alida Bus, Chapter D, Juneau
Secretary	Kathy Haghghi, Chapter C, Anchorage

### **Nominating Committee:**

Barbara Simpson Kraft, Chapter L, Anchorage, Chair  
Teri Spires, Chapter B, Fairbanks  
Kathy Ford, Chapter H, Ketchikan

## **Projects Committee Report 2023-2024**

This year the State Projects Committee met regularly by Zoom. We have encouraged Alaskan chapters to identify and recommend candidates for ELF, PCE, PSA, and STAR support, plus find prospective students to attend Cottey College. The State Committee has answered project questions from the Alaskan chapters and connected them with International sources to get more information.

### Alaska State Project Goals

- Encourage Alaskan chapters to reach President Lynne's goal of recommending at least one woman for an International project.
- Support Alaska's Cottey College student.
- Share ideas for successful recommendations.

### Tasks Completed

- Webinar on the STAR process
- Cottey Care Package schedule for Alaskan Cottey student
- Items submitted monthly for Daisy Dispatch
- Reminders of deadlines for recommendations and applications
- Reports to State Executive Board when requested
- Notified Partners in Peace Chapters about their assigned IPS student
- STAR, ELF/PCE webinars on the State Website
- Answered questions from chapters and contacted International for more information
- Requested notes from past project recipients and Cottey alumni for Projects Night
- Planned Convention Projects Night with keynote speaker Dr. Niles, Cottey College President

### Project Candidates and Recipients:

For 2023-2024:

PCE: one candidate was nominated by Chapter C and awarded \$2,500;

PSA (Scholar): one candidate was nominated by Chapter L, not awarded;

STAR: four candidates were nominated by Chapters B, R, C and J; two were awarded, sponsored by Chapters B and R;

ELF: one candidate was sponsored by Chapter E and approved.

For 2024-2025:

PSA (Scholar): four candidates were nominated by Chapters G, H, N and C, none were awarded.

### Total Gifts to the Projects

The total donations given to projects from Alaskan chapters were \$47,249, for a per capita contribution of \$66.08 from 715 members. In addition, individual gifts to Cottey were \$11,462.29 and direct gifts to International were \$23,606.42, for a total of \$35,038.71 in gifts from individuals. The grand total of funds donated to the Projects from Alaska were \$82,287.71 for FY 23-24.

The Alaska State Projects Committee will encourage and assist Alaskan chapters to identify and recommend women to receive support from our projects. We will continue Finding Our Stars.

Jackie VanDaff, Chair, Chapter C, Anchorage; Amy Lujan, Chapter D, Juneau; Marci Ward, Chapter I, Fairbanks; and Barbara Burnett (Board Liaison), Chapter N, Juneau

# Alaska State Chapter Dues Form

## STATE/PROVINCE/DISTRICT DUES FORM

Page 1 of 1

MARCH 1, 2024

**STATE: Alaska**

<b>NUMBER OF ACTIVE CHAPTERS REPORTING MARCH 1, 2024</b>	<b>18</b>
<b>NUMBER OF ACTIVE MEMBERS MARCH 1, 2024</b>	<b>686</b>
<b>I. Amount of dues payable to International Chapter per active member</b>	
International Chapter dues of \$31.00 (includes \$6.00 for Cottey College)	\$21,266.00
<b>II. Initiation and Reinstatement Fees</b>	
\$15 for each 23 members initiated 03/01/2023 to 02/29/2024	\$345.00
\$15 for each 1 members reinstated 03/01/2023 to 02/29/2024	\$15.00
<b>III. Supply/Resource/Technology Payment</b>	<b>\$900.00</b>
<b>IV. Liability Insurance, \$1.00 per active chapter as of 3/1/2024</b>	<b>\$19.00</b>
(18 active local chapters + 1 Alaska State chapter)	
<b>V. Directors &amp; Officers Insurance Premium</b>	<b>\$43.00</b>
<b>VI. Fidelity Bond Insurance</b>	<b>\$150.00</b>
Officers covered: President and Treasurer	
<b>VII. QuickBooks Usage Fee</b>	<b>\$300.00</b>
<b>VIII.</b>	<b>\$0.00</b>
<b>IX. TOTAL AMOUNT DUE INTERNATIONAL CHAPTER</b>	<b>\$23,038.00</b>

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

Lynne Krizek, President

Marcia S. Eskridge, Treasurer (or Executive Treasurer)

Approved by International Chapter and released on April 15, 2024



Treasurer, International Chapter

## Statement of Assets and Fund Balances March 31, 2024

### ASSETS

Cash, Checking and Savings	\$	39,960.79
Investments		
Certificates of Deposit	\$	88,006.94

**TOTAL ASSETS** \$ 127,967.73

### FUND BALANCES

Unrestricted, General Fund	\$	72,932.66
Restricted, Travel Fund	\$	41,982.07
Annual Reports Process Funds	\$	13,053.00

**TOTAL FUND BALANCES** \$ 127,967.73

Assests come from QBE 110

Fund Balances come from QBE 112

## Summary of Receipts and Expenditures by Funds April 1, 2023 to March 31, 2024

	Fund Balance 4/1/2023	Receipts	Expenditures	Fund Balance 3/31/2024
<b>General Fund</b>	<b>\$86,766.46</b>	<b>\$113,413.50</b>	<b>\$114,194.30</b>	<b>\$85,985.66</b>
<b>Travel Fund (CD)</b>	<b>\$35,170.33</b>	<b>\$6,811.74</b>	<b>\$0.00</b>	<b>\$41,982.07</b>
<b>TOTALS</b>	<b>\$121,936.79</b>	<b>\$120,225.24</b>	<b>\$114,194.30</b>	<b>\$127,967.73</b>



# Annual Report to International Chapter of Membership March 2024

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



## Annual Report to International Chapter of Membership March 1, 2024

Secretary Alaska State Chapter

1. Number active members March 1, 2023 (see last year's report)	715
Increase since March 1, 2023	
2. By Initiation	23
3. By Transfer	2
4. By Reinstatement	1
5. Total Active membership during year	741
Decrease Since March 1, 2023	
6. By Transfer	13
7. By Death of active member	9
8. By expulsion of active member	0
9. By becoming inactive March 1, 2024	33
10. Total decrease in active membership during year	55
11. Number active members March 1, 2024	686
12a. Number classified lost contact or	
12b. Inactive members lost by death since March 1, 2023	9
Summary	
13. Total number initiated from date of organization	2,000
14. Total enrollment from date of organization	2,787
15. Total number of inactive March 1, 2024	430
Total Chapters Active March 1, 2023	18
Number chapters organized since March 1, 2023	0
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	18

Secretary released on

April 05, 2024

\_\_\_\_\_  
*Dorothy A. Soren*  
Executive Director, P.E.O. Sisterhood

*Lynne A. Krizak*  
\_\_\_\_\_  
President  
*ABLJ*  
\_\_\_\_\_  
Secretary

# Annual Report of Membership of Disbanded Chapters

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




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**Alaska State Chapter**  
**ANNUAL REPORT OF MEMBERSHIP OF DISBANDED CHAPTERS**  
**March 1, 2024**

Secretary Alaska State Chapter

Number active members March 1, 2023 (see last year's report)	0
Increase since March 1, 2023	
By reinstatement	0
By disbandment of chapters	0
Total Active membership during year	0
Decrease Since March 1, 2023	
By transfer	0
By death of active member	0
By expulsion of active member	0
By becoming inactive March 1, 2024	0
Total decrease in active membership during year	0
Number active members March 1, 2024	0
Number classified lost contact or	
Inactive members lost by death since March 1, 2023	0
Total number of inactive March 1, 2024	1

## Report of the Audit Committee

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

We have examined, on a test basis, the accounting and other financial records of Alaska State Chapter for the year April 1, 2023 to March 31, 2024 and have determined to our satisfaction, the following to be correct:

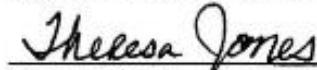
- Cash and investment balances agree with the appropriate bank and investment statements.
- Cash receipts have been recorded properly and deposited in a timely manner.
- Cash disbursements have been recorded properly and supported by warrants signed by the president.
- The proper amount of dues was collected from local chapters and remitted to the 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 Alaska State Chapter prepared from those records, reporting assets and fund balances at 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.

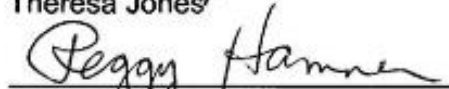
Audit Committee of Alaska State Chapter



Signed Marcia Everson, Chairman



Theresa Jones



Peggy Hamner

Date April 4, 2024

## 2024-2025 Alaska State Chapter Budget

P.E.O. Alaska State Chapter - General Operating Fund				
4/1/2024-3/31/2025 Budget PROPOSED - Info AS OF 3/31/24		2023-24	2023-24	2024-25
Chapters		18	18	18
Members		715	715	686
<b>INCOME</b>		<b>Adopted</b>	<b>Actual</b>	<b>Proposed</b>
<b>410 - State Chapter Dues</b>				
410.1 - General Operating Fund (\$11.50 per member)		\$8,222.50	\$8,222.50	\$7,889.00
410.2 - State Travel Fund (\$7.50 per member)		\$5,362.50	\$5,362.50	\$5,145.00
<b>420 - Interest Income</b>				
420.1 & 420.2 - Investments (Note 1)		\$500.00	<b>\$2,813.10</b>	<b>\$3,010.00</b>
<b>450 - Convention Income</b>				
<b>450.A - Convention Income by hostess chapters</b>		<b>\$14,206.00</b>	<b>\$16,983.52</b>	<b>\$13,325.00</b>
450.A.2 - Hostess Chapter Donations & Donations with Registration		\$1,200.00	\$3,321.00	\$0.00
450.A.5 - Meals		\$6,420.00	\$4,910.00	\$6,000.00
450.A.6 - Goods/Services Sold		\$5,600.00	\$7,330.00	\$3,000.00
450.A.7 - Ways and Means (M&G)		\$0.00	\$1,190.00	\$4,400.00
450.A.8 - Registration Fees (Visitors) ANC + KTN		\$986.00	\$1,230.00	\$1,125.00
450.A.9 - Other Income (CC fees, refunds of overpayment )		\$0.00	-\$997.48	-\$1,200.00
<b>TOTAL INCOME</b>		<b>\$28,291.00</b>	<b>\$33,381.62</b>	<b>\$29,369.00</b>
<b>DISBURSEMENTS</b>		<b>Adopted</b>	<b>Actual</b>	<b>Proposed</b>
<b>600 - Office Admin Expenses (paid 3/31 along with Dues to International)</b>		<b>\$200.00</b>	<b>\$423.25</b>	<b>\$212.00</b>
600.G Bonding		\$150.00	\$150.00	\$150.00
600.H Insurance		\$50.00	\$62.00	\$62.00
600.Z (Checkbook and bank fees)			\$211.25	\$0.00
<b>602 - State Officers' Expenses</b>		<b>\$1,740.00</b>	<b>\$3,709.76</b>	<b>\$1,030.00</b>
602.1 Printing/Copying		\$200.00	<b>\$0.00</b>	\$300.00
602.2 Postage		\$150.00	\$188.95	\$150.00
602.3 Supplies		\$240.00	\$646.86	\$340.00
602.3.Z - Past State President's Pin (Note 2)		\$0.00	\$840.00	\$10.00
602.4 - Travel/Mileage/Tolls - Venue Check x1		\$0.00	\$595.39	\$0.00
602.8.1 Computer for Treasurer Use		\$1,000.00	\$898.67	\$0.00
602.8.2 Software - QBE fee, Zoom fees & MS Office 365 (Note 3)		\$150.00	\$539.89	\$230.00
602.8.6 - Website template & domain hosting (Note 4)		\$0.00	\$0.00	\$0.00
<b>604 - State Board Meeting Expenses</b>		<b>\$1,090.00</b>	<b>\$1,265.85</b>	<b>\$1,200.00</b>
604.1 Printing/copying		\$90.00	\$0.00	\$50.00
604.4 - Travel/Mileage/Tolls (Note 5)		\$750.00	\$1,265.85	\$900.00
604.5 - Meals		\$250.00	\$0.00	\$250.00
<b>606.4 Organizer Visits (Note 6)</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$450.00</b>
604.4 - Travel/Mileage/Tolls		\$0.00	\$0.00	\$450.00
<b>610 - New Chapter Expenses (Note 7)</b>		<b>\$750.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>620 - Standing Committees Expense (Note 8)</b>		<b>\$600.00</b>	<b>\$155.43</b>	<b>\$600.00</b>
<b>698 - General Expenses</b>		\$40.00	\$0.00	\$0.00
<b>700 - State Convention Expenses</b>		<b>\$17,547.00</b>	<b>\$20,844.39</b>	<b>\$12,312.50</b>
700.1 - Printing/Copying		\$1,000.00	\$131.22	\$100.00
700.3 - Supplies		-	\$12.93	\$0.00
700.4 - Travel/Mileage/Tolls (Note 10)		\$300.00	\$0.00	\$1,047.50
<b>700.A Convention Expenses by Hostess Chapter</b>		<b>\$16,147.00</b>	<b>\$19,854.84</b>	<b>\$10,180.00</b>
700.A.1 - Meals (members of convention pd by ASC funds) (Note 9)		\$8,000.00	\$8,406.96	\$6,050.00
700.A.2 - Venue Expenses pd by AK State Chapter funds (Note 9)		\$0.00	\$3,535.00	\$1,800.00
700.A.3 - Other (Decorations, Meet & Greet, etc.)		-	\$5,631.08	\$1,080.00
700.A.5 - Cost of Good Sold		\$6,910.00	\$1,598.31	\$700.00
700.A.6 - Other Expenses (CC, Bank Fees)		\$1,237.00	\$683.49	\$550.00
700.O - Program Printing		-	\$474.80	\$500.00
700.P - Proceedings Printing/Postage		\$100.00	\$142.85	\$150.00
700.Z - Misc. (Formstack use fee, Golden Girls, TOR, Etc.)		-	\$227.75	\$335.00

(continued)

<b>710 - Convention of International Chapter (Note 11)</b>	<b>\$420.00</b>	<b>\$420.00</b>	<b>\$0.00</b>
710.7 - Registration	\$420.00	\$420.00	-
<b>720 - LEAD Conference Expense (every year) (Note 12)</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$200.00</b>
720.6 - Housing	\$0.00	\$0.00	\$200.00
<b>730 - Cottey Seminar Expense (even years)</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$3,450.00</b>
730.4 - Travel/Mileage/Tolls	\$0.00	\$0.00	\$3,000.00
730.7 - Registration	\$0.00	\$0.00	\$450.00
<b>790 - Travel Expense to Encumbered (\$7.50/member)</b>	<b>\$5,362.50</b>	<b>\$5,362.50</b>	<b>\$5,152.50</b>
	<b>DISBURSEMENTS</b>	<b>\$27,749.50</b>	<b>\$32,181.18</b>
	<b>SURPLUS/(DEFICIT)</b>	<b>\$541.50</b>	<b>\$1,200.44</b>
	<b>TOTAL DISBURSEMENTS + SURPLUS (DEFICIT)</b>	<b>\$28,291.00</b>	<b>\$33,381.62</b>

## Notes to 2024-2025 Alaska State Chapter Budget

Notes:	
1	Interest within the budget is inherently unpredictable so estimated low but based on locked in interest on CDs.
2	PSP Pin is its own category; pre-purchased 5 ahead of 45% price increase, future pins engraving @\$10 ea.
3	Covers both the annual Zoom basic fee and MS Office 365 family for all the EB along with assessed QBE fee.
4	Website hosting/design - one time Elegant Themes fee (\$249) + Blue Host 3 year renewal (\$285.36) + International 3 renewal (\$278.04). Renewal fees will be due again in September and November of 2025.
5	Board will hold meeting where most state officers reside. Budgeted amount is for two or three tickets.
6	Actual based on average while International paid travel. Beginning 24-25 state is responsible organizer travel.
7	Cost of New Chapter would be \$800; however, we don't anticipate forming a new chapter until 2025 or later.
8	Standing Committees basically \$100 each, plus \$100 for Unaffiliate Coordinator.
9	Expenses paid under the funds provided to Hostess Chapter.
10	Travel for EB/Delegates/Chairs after use of travel portion of annual dues. The estimated figure of \$6200 is based on airfare projections 30 days prior to convention
11	International pays travel for 7 reps to Convention of Int'l Chapter. We pay registration & one hotel night if needed.
12	International covers travel for the President & Organizer to attend LEAD; however, there can be extra expenses due to our distance and the need to travel a day early to arrive in time to attend all events.

The seven girls that founded the order had been friends for several years. They were about to be separated by graduation and longed, naturally for a bond that might hold them forever as inseparables and at the same time, disclose to others the beauty that accrued from their sisterhood.... They wanted something that should possess the potency of permanency. At the first meeting of the society, however, the earnest young women, despite their fond hopes, had no idea what a sweep their little flame would have later.

*Oskaloosa (Iowa) Daily Herald*  
October 4, 1909

## Chapter Rotation Schedules

**Convention of  
International Chapter  
(CIC) Delegate Rotation**

Convention of International Chapter (CIC) - 3 Delegates							
Chapter	Location Year	PA 2023	AZ 2025	FL 2027	OR 2029	TBD 2031	TBD 2033
A	KTN					X	
B	FAI				X		
C	ANC						X
D	JNU			X			
E	ANC					X	
F	FAI	X					
G	JNU	X					
H	KTN				X		
I	FAI		X				
J	ANC		X				
K	ANC				X		
L	ANC	X					
M	KEN						X
N	JNU		X				
P	ANC			X			
Q	CHU					X	
R	SWD			X			
S	PAL	-					X

**Future Convention  
Hostess Chapters**

Hostess Chapters - Alaska State Convention							
Chapters	Location Year	KTN 2023	ANC 2024	FAI 2025	ANC 2026	JUN 2027	ANC 2028
A	KTN	X					
B	FAI			X			
C	ANC				X		
D	JNU					X	
E	ANC				X		
F	FAI			X			
G	JNU					X	
H	KTN	X					
I	FAI			X			
J	ANC						X
K	ANC						X
L	ANC						X
M	KEN		X				
N	JNU					X	
P	ANC		X				
Q	CHU				X		
R	SWD		X				
S	PAL						X

**Schedule of  
Official Visits**

Official Visits to Local Chapters							
Chapter	Year	2023	2024	2025	2026	2027	2028
A	KTN	X			X		
B	FAI			X			X
C	ANC		X			X	
D	JNU	X			X		
E	ANC		X			X	
F	FAI			X			X
G	JNU	X			X		
H	KTN	X			X		
I	FAI			X			X
J	ANC		X			X	
K	ANC			X			X
L	ANC		X			X	
M	KEN		X			X	
N	JNU	X			X		
P	ANC			X			X
Q	CHU	X			X		
R	SWD		X			X	
S	PAL	X	X (mini)	X*			X

## Memorial List 2023-2024

SISTER	CHAPTER	DATE ENTERED CHAPTER ETERNAL	TRIBUTE READ BY
Dorothy Thynes	A	October 9, 2023	Dorene Chartier
Marlene Scanlon	A	February 8, 2024	Dorene Chartier
Judith Cooper	B	June 2, 2023	Beth Julig
Cathy Giacomazzi	B	August 3, 2023	Beth Julig
Mary Ellen Koeller	B	June 13, 2023	Beth Julig
Chotti Angst	C	July 5, 2023	Kathy Haghighi
Mary Quigg	D	February 19, 2024	Toren Bus
Doris Falconer	E	June 13, 2023	Kristin Parsons
Barbara Fleming	E	February 23, 2024	Kristin Parsons
Kathy Holmquist	G	December 4, 2023	Karen Rehfeld
Elaine Millard	I	November 16, 2023	Bonnie Gordon
Beverly Bronner	Q	May 7, 2023	Katy Howard
<b>SISTERS ENTERING CHAPTER ETERNAL PRIOR TO MARCH 1, 2023:</b>			
<i>These sisters were not previously honored in a Time of Remembrance service but were listed in the memorial service program.</i>			
Jean Galea	H	February 23, 2023	
Betty Wilson	H	September 23, 2022	
Cheryl McGrew	L	March 2, 2017	

In saying that P.E.O. ideals develop and beautify the character of one who tries to live by them, we do not mean that any member has sprouted wings, but we do mean that if a woman tries to be the sort who conforms to be standards of our Objects and Aims, she will be on her way in this process of education as an individual, and it gives her a capacity for steady growth.

There will not be a degree at the end, but maybe a word of commendation, a "Well done."

Winona Evans Reeves  
President, Supreme Chapter, 1909-1911, and editor of *The P.E.O. Record*, 1918-1949

# Members and Chapters Honored at Recognition Luncheon

## Golden Girls

### 50 Year Members

Susan Stone, Chapter A	Mary Lou Johnson, Chapter C
Paula Rae Johnson, Chapter C	Debra Berto, Chapter H
Georgia Gustafson, Chapter C	Gail Braten, Chapter L

### 55 Year Members

Mary Margaret Davis, Chapter F	Janelle Weaver, Chapter I
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### 60 Year Members

Louise Crawford, Chapter C	Sally Criswell, Chapter L
Jean Overstreet, Chapter D	Robyn Lauster, Chapter L
Louise Smith, Chapter E	

## Chapter Anniversaries

### 65 Years Anniversary

Chapter E, Anchorage Organized May 19, 1959	Chapter F, Fairbanks Organized May 23, 1959
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## Schedule of Official Visits of the Organizer 2024-2025

Chapter C, Anchorage	Chapter M, Kenai
Chapter E, Anchorage	Chapter R, Seward
Chapter J, Anchorage	Chapter S, Palmer (mini visit)
Chapter L, Anchorage	

## Hostess Chapters for 2025 Convention

Chapters B, F, and I (Fairbanks)



## **Alaska State Chapter Committees for 2024-2025**

### **Amendments & Recommendations (A&R)**

Carol Moore, Chair, Chapter B, Fairbanks

Connie Quinley, Chapter L, Anchorage

Chris Carte, Chapter G, Juneau

### **Finance Committee**

Marci Everson, Chair, Chapter E, Anchorage

Peggy Hamner, Chapter Q, Chugiak

Cathy Crew, Chapter S, Palmer

### **Membership Committee**

Tina Pasteris, Chair, Chapter D, Juneau

Laura Doogan, Chapter G, Juneau

Wendy Anderson, Chapter B, Fairbanks

Robbie Stell, Unaffiliate Coordinator, Chapter N, Juneau

### **Nominating Committee**

Lynne Krizek, Chair, Chapter B, Fairbanks

Tammy Howard, Chapter A, Ketchikan

Carolynn Reinsel, Chapter P, Anchorage

### **Projects Committee**

Amy Lujan, Chair, Chapter D, Juneau

Marci Ward, Chapter I, Fairbanks

Mary Britton, Chapter J, Anchorage



It is for us of this generation, for us who are here, to hold with great care that which we enjoy, not to hold it static, but to promote its growth in membership and in territory and definitely to increase its usefulness.

Winona Evans Reeves

President, Supreme Chapter, 1909-1911

Editor of *The P.E.O. Record*, 1918-1949

## Devotions by and Biography of Incoming State Secretary

Dear Sisters, as we gather in community as sisters at this 7<sup>th</sup> Annual Convention of the Alaska State Chapter of P.E.O., it is fitting to take a moment to recognize the energy that we collectively bring to this room, to this convention, to this sisterhood. It is truly something that is hard to describe in words, maybe more of a felt sense, an understanding, a knowing. I can't help but try though, we are human, words are what we have.

***When I see you,*** I know your hands will reach out, your arms will embrace, your mind will wonder.

***When I hear you,*** I know your heart sings the same songs, your aims share the same intent, your actions work toward the same goals.

***When I work alongside you,*** I know together we are stronger, together we are making a difference, together we change the lives of women.

***When I look out into this room of sisters,*** I know the sparkle in your eye, I know a love always loyal, I know I am home.

May this convention be blessed with patience and understanding, love and laughter, learning and wisdom all strengthening the bonds of sisterhood in the true spirit of P.E.O.

### **Katherine Haghghi, Chapter C, Anchorage**



Born and raised in Cleveland Ohio, Kathy Haghghi is a member of Chapter C, Anchorage. She was initiated into Chapter BQ, Berea in 1991, and then transferred to Chapter C after moving to Anchorage in 2007. Kathy received her Bachelor of Music Education and Music Therapy degree from the College of Wooster in 1990 completing her Music Therapy Internship at the University of Texas Medical Branch in Galveston. She completed her M.A. in Music Education at Case Western Reserve University.

Kathy spent 15 years working for Hospice of the Western Reserve in Cleveland caring for terminally ill adults and children. She also created an internship program to train future music therapists in hospice care. She went on to work in Professional Relations educating medical facilities and physicians about hospice care as well as Special Projects Consulting.

Kathy has family ties to the P.E.O. Sisterhood. Her mother and sister are members of Chapter BQ, Berea. Her mother has held various offices in the Chapter including President, attending many state conventions as well as two international conventions. While in Chapter BQ, Kathy served as Chaplain and Treasurer as well as serving on various chapter committees. She was also an ELF Loan recipient! Kathy was happy to find her P.E.O. home in Chapter C, Anchorage where she has served as Chaplain, Vice President and President. Kathy has also served on the Alaska State Membership Committee for the past two years.

Kathy and her husband, Doug, have been married since 1997. They moved to Anchorage with their 3 girls, Hannah, Elizabeth, and Ellen. Though the girls all grew up in Anchorage they are now all in school and graduate school on the east coast. Kathy enjoys writing, being outside, and watching great movies while snuggled up with her two pugs.

## Biography of Cottey College President



**Dr. Stefanie Niles** began her tenure as the 13th president of Cottey College on July 1, 2022. She is a national leader in her field and a compelling spokesperson for the liberal arts. She has been a successful strategic and innovative leader at multiple outstanding liberal arts institutions. Dr. Niles came to Cottey from Ohio Wesleyan University in Delaware, Ohio, where she served as the Vice President for Enrollment and Communications from 2018-22, overseeing the offices of admission, financial aid, and university communications. Prior to her tenure at Ohio Wesleyan, she was the chief enrollment officer at Dickinson College, Hollins University, Bryn Athyn

College, and DePauw University.

In 2018-19, Dr. Niles served as the president of the National Association for College Admission Counseling (NACAC), the leading national organization for college admission professionals with more than 23,000 members, completing a three-year term on the Board of Directors in 2020. In this role, she addressed national and international audiences on a variety of issues related to college admissions, financial aid, and marketing. She has been an active member of several state and regional associations for college admission counseling, including serving in the presidential cycle for Indiana Association for College Admission Counseling (ACAC). In 2017, Dr. Niles was the recipient of a Fulbright International Education Administrators (IEA) award and participated in a cross-cultural exchange examining the higher education systems in France and Belgium. She has completed the Harvard Institute for Educational Management, the Harvard Institute for New Presidents, and the Educational Leadership Academy co-sponsored by the Council of Independent Colleges (CIC) and the American Association of State Colleges and Universities (AASCU). Dr. Niles has also been an active peer reviewer for the Middle States Commission on Higher Education (MSCHE) and the Higher Learning Commission. She currently serves on the board of the Women's College Coalition and on the Tax Policy committee for the National Association of Independent Colleges and Universities (NAICU).

Dr. Niles holds a bachelor's degree in English from the University of Virginia, a master's degree in education from Indiana University-Bloomington, and a Doctor of Education degree in higher education management from the University of Pennsylvania.

Dr. Niles is a proud member of P.E.O. International, having been inducted into Chapter CW in Delaware, Ohio, before transferring her membership to Chapter DW, Nevada, Missouri after her move to Cottey. She enjoys spending time with her family, including her husband Chris, children Parker (22) and Alexa (20) and her pets – two cats, Sadie and Simon. She also enjoys both domestic and international travel and theatre, seeing local, regional and Broadway shows whenever she can.

Dr. Niles loves being Cottey's president as she has found the extended community to be welcoming and engaging. The faculty are dedicated to student success, staff members are supportive, and the Cottey students are inclusive and invested in developing life-long connections. Cottey is truly distinctive among institutions; not only is it one of only about 30 remaining women's colleges, but it is the only institution owned by women and exclusively for women – a terrific combination!



## Remarks by Outgoing President Lynne Krizek, Chapter B, Fairbanks

**President:** I have been taught that you give credit where credit is due – and I have a lot of credit accumulated. Please refer to the Acknowledgements on page 46 of the program for a list of persons and organizations that helped with this convention.

Firstly, to Lori Landstrom and Team 2024 of the convention planning committee; 22 months of Zooms, emails, texts, making plans and then revising them - and all of this accomplished by three of the smallest chapters in our state. What is the saying? The smallest birds have the biggest hearts. Well done, members of Chapter M, P and R! You put on a convention that passed with *flying* colors!

Alluding to the Period of Instruction's title, *Getting to Yes* – I had no problem getting appointments filled for this convention. I did not get a single "No" when filling appointments for credentials, guards, tellers. Thank you for being so willing and for fulfilling that age old P.E.O. tradition, when asked, say yes.

We did something new this year in the way of workshops. Instead of offering informative sessions for members of convention, the *Early Bird* table topics session was open to all attendees. I wish to thank all of the facilitators at the 12 topic stations for preparing and offering opportunities for discussion and resource sharing. In breaking from tradition and not scheduling a delegate pre-convention in-person workshop, the Early Bird session was able to be held. However, it created the question of how to instruct members of convention on the proposed amendments and voting procedures. Through the miracle of the internet and our new best friend, ZOOM, the delegate workshop was held several weeks before convention via video conference. I am so grateful to Cindy Tobias, chair of the Amendments and Recommendations Committee, for her willingness to offer the amendment instruction virtually through ZOOM. You may have just started something there, Cindy.

I need to give a show of appreciation to those affectionately referred to as the 'volun-tolds'. BILs Jerry Burnett, Rich Dyson, Mark Kraft, Gary Steinfort, Taylor West and Joe Krizek were our chief bottle washers, literally, so that we could all have clean cups, plates and tableware for our morning tea, coffee, snacks and light lunch. And to my BIL, Joe, you have accumulated SO MUCH credit during my five years of executive board service. Soon, with all my newly acquired free time, we will be able to hit the road, with very few looming deadlines, if any. And we can use my credit card.

Attention should also be given to my sisters, Alice and Wendy, who flew to Anchorage to be 'volun-told' to fetch, carry, lead a line dance, take photos, make a charm string, hold my hand. And to my sister, Kristen Stanton, whose musical talents were put to technological use through her recordings of the piano processional and preludes. As the song goes, *never were there such devoted sisters*.

And to Robin and Caitlin Hopper – It is always such a joy to have your musical talents grace our conventions. Rockin' Robin and Chirpin' Caiti, you both add so much to the ambience and good feeling of our conventions. Rock on and Chirp on!

To Dr. Niles, it has been an absolute pleasure to have you with us. We all feel so honored that you were able to visit our great state, especially when you were no doubt approached by many other states to attend their state conventions. As you return to Nevada, know that Cottey College has many supporters within our 18 chapters. In the words of the alma mater song, Cottey truly is a beacon bright in our eyes.

To all of the delegates and state committee chairs: On behalf of the Executive Board, I thank you for representing your chapter and committee. We realize that your participation was voluntary and that some of you even took personal leave from work to attend this convention. Whether your service to our state chapter was for this convention alone or for a 3-year term on a committee, we gratefully acknowledge your time, due interest and energy.

Past state presidents, you all know how much I admire you and cannot wait to be a part of your little group. It was never my plan to be in this spot today. All I wanted nearly ten years ago was to be Donna Steinfort's worker bee for the planning of our Convocation for a state chapter – and look where that got me.

Now, turning to those seated on the dais.

**Alix Smith**, you told me that you enjoy watching live webcams of eagles in nests. Thank you for being the eagle that watches over us from your high perch at International. We all feel your presence and know you are watching over us, wanting us to succeed. Thank you for your expert guidance during this convention, and always.

**Alida Bus**, you admire the Swainson's thrush, a shy songbird with a flute-like ascending song. Your quiet nature and level headedness have been a real asset to our board. Always quick and able to bring the conversation back to purposeful focus, your quiet way of saying, "Let's put a pin in that and move on," has been a true godsend. Keep on chirping those ascending melodious helpful thoughts.

**Marcia Eskridge**, your bird of choice is the Bohemian waxwing. This social species is known as the bird that greets and welcomes. When one is out and about with Marcia, she takes any opportunity to give her elevator speech about P.E.O. The waxwing gets its name from the waxy red spots on its feathers caused by eating red berries. You are what you eat, so to speak. Marcia, your love for our sisterhood is evident in the way you greet anyone and then offer a tale of P.E.O.

**Susan West**, you favor the American robin, a sociable bird that sings a warning song whenever a storm is approaching. You certainly can tell an entertaining yarn but you also are very protective of our membership and seek to keep P.E.O. procedures manageable and not tedious. And as one of two Cottey alums on this board, I sing to you, "United we to honor thee, Hail, Cottey C!"

**Barbara Burnett**, the hummingbird is your bird and maneuverability is its claim to fame. It can hover, fly upside-down and backward. Its wings beat at least 70 times a second. Give Barbara a task and it gets done in lightning speed. I could not have asked for a more efficient and speedier wing woman (pun intended). You give the expression, "Git 'er

done!” even more meaning. My best to you this next year as you flap those wings 200 times a second.

To all of you in the audience, you are looking at a row of different feathered birds, each unique in the way they produce results, but when they flock together, much good is accomplished.

The time has come. Wait for it. Your last bird metaphor from me! And the last bird to be highlighted is my personal favorite, the black-capped chickadee. What is it about these black, white and gray attired passerines that are so endearing to me? There are several characteristics of this bird that serve as symbols of what I believe P.E.O.s are meant to be. Here are seven of them.

1. **active and task-committed:** Chickadees flit down to the feeder, get their seed and move on with great speed and agility. They have proportionally larger hearts than most mammals so they are able to get 'er done. P.E.O.s are doers and want to bring their best effort to the task.
2. **adaptable:** Chickadees do not migrate south but remain in our harsh temperatures. They have learned to effectively deal with extremes by lowering their body temperature by 20 degrees so they do not waste energy by shivering. P.E.O.s meet challenges and do what is necessary to ensure harmony in the chapter.
3. **approachable:** It is observed that if you hold out a handful of seeds, a chickadee will approach and take the seed with little fear. That is, if you radiate an aura of trustworthiness. Women gravitate to P.E.O. because we carefully consider feelings and have a sincere regard for others.
4. **faithful:** Chickadees return to the same area after summer breeding and then rarely leave that neighborhood. They travel in family groups, sticking together throughout the seasons. Likewise, P.E.O.s are bonded together, like birds of a feather.
5. **flexible:** Chickadees hold sunflower seeds with their toes and then hammer out the seeds with their beaks. And with the grip of those *anisodactyl*, they can feed upside down. P.E.O.s know how to flip and fly, change course when needed, especially as times change.
6. **memorable:** Chickadees have a large hippocampus, the part of the brain that handles memory, learning, and emotion. They replace neurons daily and therefore can remember where they have cached their average of 5,000 seeds. Other bird species have learned to watch the chickadees because they know where things are. When a learned behavior needs changing, they quickly dump the old information and store away the new. P.E.O.s are tasked to keep up with a changing world yet remain true to our virtues, setting a good example for all.
7. **protective:** Do you know how the chickadee got its name? They are good communicators and use their calls to warn against dangers. The longer the number of “dees” on their call, the greater the nature of the threat. When you hear lots of dee-dee-dees, you know that chickadees are grouping tightly together for protection. P.E.O.s have a protective spirit that displays a strong bond of sympathy and loving concern for each sister.

Active – adaptable – approachable – faithful – flexible – memorable – protective. We should all strive to be like the chickadee.

I have in my hand the last of the penny rugs that have been featured in each issue of the *Daisy Dispatch* this P.E.O. year. Thank you for reading the quiz question each month and kudos to those who submitted an answer. I hope you became more familiar with our

Projects and feel better equipped to find Project resources on the International and Alaska State Chapter websites.

Alix Smith, will you draw a name from the names of all registered attendees at this convention? The winner will receive this last penny rug of the black-capped chickadee courtesy of my sister, Alice, who made all the penny rugs. (*drawing by Alix Smith, International Representative*)

Congratulations, Dr. Stefanie Niles! May this chickadee penny rug remind you that in P.E.O., we are active, adaptable, approachable, faithful, flexible, memorable, and protective.

Let's take one last look at this year's logo image of seven birds perched on a branch. For me, this image tells a story.

These birds are evenly spaced, no crowding, and allow enough room for one to slightly spread its wings and take off easily. Give your members space to find where they fit into your chapter dynamics.

This branch appears to have no more room for another bird to perch. Make room for new birds on the perch. Do not be content with a business-as-usual standard but be open to new ideas that come along with initiates, transfers and reinstatements. Embrace their ideas and thoughtfully consider implementing changes.

The birds have different coloring and are likely of different species. Allow for differences in your chapter. Make an effort to find potential initiates outside your familiar realm.

The tallest bird is likely in a leadership position, as is evident in her intent to watch over her flock. Be responsible for each member and continually take the pulse of the chapter so you can avoid any discontent or conflicts.

The bird in the middle is looking confident and wise. Look to the older members of your chapter for guidance and respectfully consider their views. There may be reluctance to change but there is also much wisdom to tap. Every member of the chapter wants to be seen and heard.

Left of the wise birds are two birds actively engaged in conversation, one could be the initiate being mentored by seasoned chapter member. The 3-year mentoring program is a valuable way to allow initiates to find their niche in your chapter and become an active participant in the life of the chapter.

The lone bird on the left is the reason many P.E.O.s consider inactive status. This bird is clearly not interested in engaging with the other birds and none of the birds are really looking her way. Put energy into bringing these sisters on the sidelines back into the flock.

And on the far right is the image that is perhaps the most disconcerting. Two birds are actively engaged with each other but not with the rest of the birds on the perch. Lessen any cliques that may exist in your chapter so that there is a definite unity in which all feel a loving loyalty from all members.

This past year I have learned much from observing birds, understanding more about their behavior and transferring their best attributes to my own.

I once asked my mom what she valued in our Sisterhood. She stated the obvious – friendships with women you otherwise may not have met, the chance to develop leadership skills, experiencing personal growth, and creating close bonds. But what I really appreciated from her responses was that in P.E.O. you bear a responsibility to the other members – to love, respect, understand, enjoy and be loyal to all sisters.

I urge you all to be as our founder, Alice Coffin, is described: to be steadfast in your desire to foster all efforts to uplift fellow beings, to be capable and conscientious discharging duties – and radiate upon your world a *love always loyal*.

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### **Remarks by Newly Installed President Barbara Burnett, Chapter N, Juneau**

This is our 7<sup>th</sup> Annual Convention, and during the past 7 years we have learned that P.E.O.'s in Alaska are many different things: We learned we were extra tough and we could grow P.E.O. in Alaska one daisy at a time. We worked to promote unity and we celebrated Alaska's stars. We found connections and formed meaningful constellations, and we visualized P.E.O. and worked to become it. Last year we celebrated the fact that P.E.O.'s embody a love that is always loyal. Wow. We are an amazing group of women!

To prepare for these remarks, I reread the last three year's Proceedings and was struck by some of the comments made by our recent presidents.

Kristen Dyson pointed out that P.E.O. connects us in many ways ... all the way from the local level to the International level. We are all connected as sisters by the mission of friendship, service and education that is P.E.O. Kristen's theme of "Connecting the Stars" emphasized that we are a meaningful connection to those sisters who may be lonely, or struggling with their lives, or are ill, or who need a pat on the back and encouragement, or who just need to talk or want the suggestion of a book or movie title.

Barbara Kraft pointed out that our ability to love each of our sisters, despite our differences, makes us stronger and is the mark of a true P.E.O. Barbara reminded us that when we were initiated, each P.E.O. promised to continue the Founders' legacy of inclusiveness, friendship and concern for our fellow sisters.

Last year, Lynne asked us to be contemplative – to lean in and dig, and to think about the degree we are being loving and loyal. And while we are doing this, to let each sister know that she has the power to love, energize and stimulate the chapter.

What kept going through my head as I re-read these comments was a quote by Founder Mary Allen Stafford: the spirit and purposes of our Sisterhood can be expressed as "love in action." Our founders carried this belief on to our Objects and Aims and another practice, where we proclaim that the greatest of our virtues is love. Cathy Moss, in her acceptance speech at last fall's Convention of International Chapter, noted that since love is still the greatest virtue, our chapters and membership will flourish when we recognize



and value every member and prospective member exactly as they are and let the P.E.O. star shine brightly for each of us.

With all of this talk about love and acceptance, I kept coming back to one of International's themes – "The Heart of P.E.O." And what exactly is the heart of P.E.O.? It boils down to us. So, I chose "Sisters - the heart of P.E.O." as my theme this year.

I have measurable and doable goals for this next year, dealing with strengthening chapter vitality, promoting philanthropic vitality, and championing the advancement of women. All of the chapter presidents will receive a copy of these goals, and I trust they will share them with everyone in their chapters. Basically, we want to increase our membership, we want to sponsor candidates for International projects, and we want to participate in community service and publicize our successes. And – we want to have fun with each other while we are doing this!

I came up with something new this year - an Alaska State Chapter Challenge bingo game. The idea is to strengthen the bonds of sisterhood, to help you reach out to friends who are not yet P.E.O.'s and to inspire you to connect with women who need to support of our projects. I encourage everyone to get involved and see how many of the squares can be checked off before the end of next February – the idea it to find the joy in P.E.O. And to help you remember that you are the heart of P.E.O., here is a visual example:

**Host at least one event with other chapters and promote P.E.O. by participating in community events.**

**Engage chapter sisters in fundraisers to support P.E.O. Projects.**

**Add two to your chapter membership through initiations and reinstatements.**

**Reach out and sponsor project candidates to help them "reach for the stars."**

**Target the tasks in the Alaska Chapter Challenge bingo game to strengthen the bonds of sisterhood with all chapter sisters.**



I'd like to close with a quote I read recently on the P.E.O. Positivity Facebook page – it was shared from Victory Today:

"When a flashlight grows dim or quits working, you don't throw it away, you change the batteries. When a person messes up and finds themselves in a dark place, do you cast them aside? Of course not, you help them change their batteries! Some need AA...attention and affection; some need AAA...attention, affection and acceptance; some need C...compassion; some need D...direction. And if they still don't seem to shine...simply sit with them and quietly share your light."

Let's all go out and shine our lights, and show that we are the heart of P.E.O. by helping, supporting, and loving each sister! Thank you.

## Acknowledgments

The Executive Board of Alaska State Chapter and the 2024 Convention Planning Committee gratefully acknowledge the assistance and support of the following:

The members of Chapter M, Kenai, Chapter P, Anchorage, and Chapter R, Seward

Pastor Rodman Putt, Facilities Manager, ChangePoint Alaska, Raspberry Campus

Devin Waddle, Administrative Assistant, ChangePoint Alaska, Raspberry Campus

Custodial staff at ChangePoint Alaska, Raspberry Campus

Audio-visual technicians at ChangePoint Alaska, Raspberry Campus

Chef David Sorensen of the Feed Me Hope Culinary Catering Program, Downtown Hope Center

Alaska Airlines and Horizon Air – Convention discount rate on air fares

The Dimond Center Hotel – Convention discount rate on accommodations

Girl Scouts of Alaska, Troop 532 and Kim Ballard, Scout Leader

Tim Meerstein, Scoutmaster, Boy Scout Troop 210 – Flag pole

Anchorage Chamber of Commerce – Registration supplies

Robin and Caitlin Hopper, Chapter Q, Chugiak, and Kristen Stanton (Chapter DS, Bradenton, Florida) – Musicians

Gretchen Day, Chapter C, Anchorage – Use of Airbnb for chapter delegates

Susan Harber, Past State President, District of Columbia and International Membership Committee

Alice DeJong, Chapter Q, Des Moines, Iowa and Wendy Nesmith, Chapter GM, Austin, Texas) – Convention assistants

Jerry Burnett, Rich Dyson, Mark Kraft, Joe Krizek, Gary Steinfort and Taylor West (BILs) – Kitchen assistants

Dorea Sun, Sue Magyar and Joe Krizek - Courtesy shuttle service from Dimond Center Hotel to ChangePoint Alaska.

**That seven girls at Iowa Wesleyan laid a foundation for the P.E.O. Sisterhood and laid it well and deep cannot be doubted; but what of those who have carried on? Never has a garden been better cared for than has that of P.E.O. So, in honoring the Seven, let us not forget the hosts of living who are successfully carrying forward a work so well begun.**

Miles Babb, son of Alice Bird Babb, Founder  
As printed in the January 1966 issue of *The P.E.O. Record*

***P.E.O. –  
Where women  
motivate, educate  
and celebrate women.***

**Websites:**

[www.peointernational.org](http://www.peointernational.org)

[www.peoalaska.org](http://www.peoalaska.org)

**Social Media:**

<https://www.facebook.com/groups/peoalaska>



*Watercolor by Carolynn Reinsel  
Chapter P, Anchorage*

**Remember that true loyalty to those gone before you in P.E.O.,  
to the Founders, if you will, lies in improving the unfinished structure  
they bequeathed to you, for P.E.O. is only yet in its beginning.**

Franc Roads Elliott

In an address to the Illinois Grand Chapter Convention, June 1907