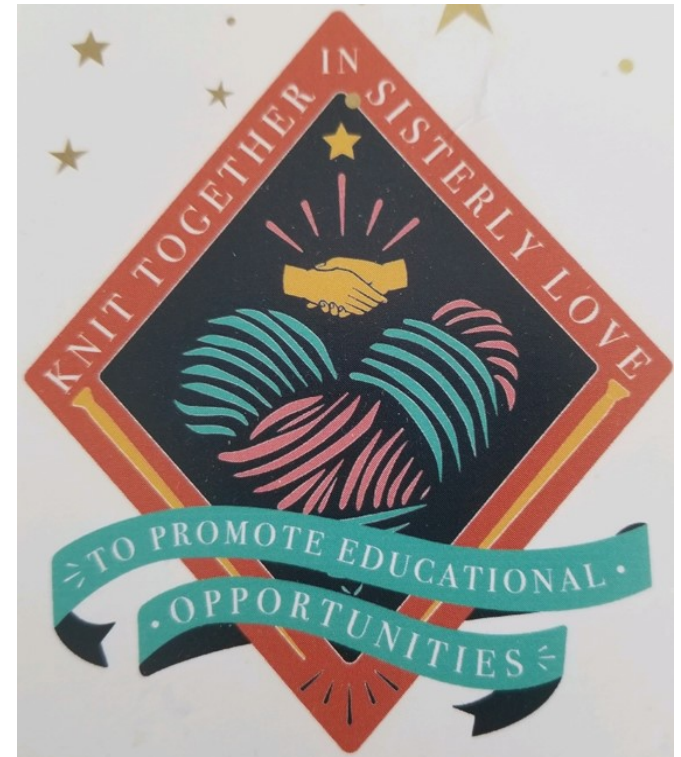


# Colorado State Chapter P.E.O. Sisterhood

Organized January 23, 1903  
Denver, Colorado



Convention Program for Delegates  
118th Annual Convention  
June 4-6, 2021  
Virtual Presentation

## Notes

**Spring 2021**  
**To members of State, Provincial and**  
**District Chapter Conventions,**

Thank you, dear sisters, for saying “Yes!” to participating in the historic virtual conventions in 2021 for each of our fifty-one state, provincial and district chapters. Indeed, history is being made and you are a part of building a legacy of continued strength for our sisterhood.

In 1875, when the first convention took place in Mt. Pleasant, Iowa, business was conducted that would shape our sisterhood including a vote to hold an annual convention. And so, here we are today, with thousands of local chapter delegates throughout the sisterhood considering amendments, approving budgets, and electing leaders through our historic virtual conventions of state, provincial and district chapters.

If this past year has taught me anything, I have learned that there are silver linings in the change that has been forced on our sisterhood due to the COVID-19 pandemic emergency. Our local chapters have continued to lift women up through sponsoring these bright stars for loans, grants, scholarships and awards, and they have poured love on their members. The bonds of sisterhood shone forth through loving concern in action. With masks on, we celebrated birthdays, P.E.O. anniversaries and still made sure to drop off those get-well chicken casseroles for our sisters in need.

Now is the time! The time to reach out to the inactive members and unaffiliates in your area that are longing for connection. The time to make sure each sister remembers that phrase “Once a P.E.O.; Always a P.E.O.!”

Now is the time! The time to initiate new sisters and build your legacy of inclusion and belonging. Now is the time to make history together!

My love to each of my sisters,



Brenda J. Atchison  
President, International Chapter

## **P.E.O. Sisterhood**

**Founded January 21, 1869**

**Iowa Wesleyan College, Mount Pleasant, Iowa**

### **Founders**

Mary Allen Stafford	Alice Virginia Coffin
Alice Bird Babb	Franc Rhodes Elliott
Hattie Briggs Bousquet	Ella Steward
Suela Pearson Penfield	

### **Guests of Honor**

Elizabeth McFarland, FV, PSPTSC  
Plano, Texas  
Study & Research Committee

Sarah Gage, BB Ohio

### **Member of Honor**

Cheryl Denslow, HY, PSPCSC  
Parker, Colorado  
Cottey College Board of Trustees

### **Colorado State Chapter Executive Board**

President	Shari Fox, AT-Ordway
Vice President	Kendy Cusick-Rindone, CP– Denver
Organizer	Paisley Huntoon, IF-Highlands Ranch
Treasurer	Cori Tanner, FT-Colorado Springs
Secretary	Patty Fry, IB-Dillon

JL	Jan Coons
JM	Janet Gingerich
JN	

Loveland  
Broomfield  
Windson

IE	Sherri Jo St. John	Grand Lake
IF	Kathryn Wateman	Highlands Ranch
IG		Vail
IH	Shawn Ringleman	Monument
IJ	Constance Brodt	Longmont
IJ	Dorothy Hensley	Littleton
IK	Janet Anderson	Fort Collins
IL	Kelly Kezeor	Woodland Park
IM	Marynell Larson	Loveland
IN	Amy Ludtke	Louisville
IO	Pamela Hill	Broomfield
IP	Sharon Temple	Battlement Mesa
IQ	Laura Piggott	Littleton
IR	Anna Taylor	Castle Rock
IS		Estes Park
IT		Durango
IU	Barbara Bailey	Estes Park
IV	Robin Kendrick	Greeley
IW	Debra Street	Battlement Mesa
IX	Jennifer Mirczak	Winter Park
IY	Sarah Davies	Estes Park
IZ	Karen Musser	Evergreen
JA	Pamela Hukill	Colorado Springs
JB	Denise Moreau	Monument
JC		Denver
JD	Karen Vasey	Broomfield
JE	Michelle Colburn	Centennial
JF	Melissa Miller	Centennial
JG	Beverly Dwire	Montrose
JH	Kathryn Pirie	Longmont
JI	Glynis Alkula	Lafayette
JJ	Donna Mallory	Rifle
JK	Colette Lambert	Evergreen

## 2021 CONVENTION SCHEDULE OF EVENTS

### Virtual Convention

### Colorado State Chapter of the P.E.O. Sisterhood

#### Friday, June 4

##### Time

Workshops and Project Speakers' pre-recorded speeches will be available beginning at NOON on Friday, June 4th. These will continue to be available for viewing a week following convention. Please watch at your leisure.

Workshops are:

*Card Making 101 – Presenters are mother/daughter duo: Laura Kowalski and Lindsay Phelan, Chapter IF.*

*Fabulous Frittata Brunch Made Easy by Chef Chas – Presenter is Charles Staples, BIL to Mary Staples, District 3 Membership Chair, Chapter CJ*

*Special Guest Speaker: Sarah G. Gage, Cottey graduate (2016 AA/2018 BA), Outstanding Young Alumna – 2021 and niece of Shari Fox, President, CSC.*

#### Saturday, June 5

##### Time Event

6:30 – 7:00 a.m. Log in time (music for listening)

7:00 a.m. 1st Business meeting (voting delegates only)

12:00 – 1:00 p.m. LUNCH BREAK

12:45 p.m. Log in time (music for listening)

1:00 p.m. CPCC Annual Meeting (voting delegates only)

## Sunday, June 6

7:30-8:00 a.m. Log in time (music for listening)

8:00 a.m. Formal opening of convention

8:30 a.m. Opening Devotions

8:45 a.m. Introductions and Thank You's

9:00 a.m. Keynote Address from International Representative  
Beth McFarland

9:30 a.m. Report of Action taken during opening business meeting

10:00 a.m. Video response from Chapter JN

10:10 a.m. Report of Disbanded Chapters CE and GX

10:15 a.m. Period of Instruction--Paisley Huntoon, Organizer

10:30 a.m. Celebration of Life, Kendy Cusick-Rindone, Vice President

11:00 a.m. Celebration of Golden Girls & Anniversary Chapters,  
Patty Fry, Secretary

11:30 a.m. QUICK LUNCH BREAK

12:00 p.m. Remarks by outgoing President, Shari Fox

12:15 p.m. Installation of Officers

12:30 p.m. Presentation of Past President's Credentials and  
Pin, IR, and Stephanie Oldland, PSCSC

12:35 p.m. Remarks by new President, Kendy Cuisick-Rindone

1:00 p.m. Introduction of Guests, Invitation to convention 2022,  
acceptance of invitation.

1:15 p.m. Closing remarks by International Representative, Beth  
McFarland

1:30 p.m. Convention Registration Report, Clarissa Trapp, and  
Dottie Ruth

1:40 p.m. Committee Appointments

1:45 p.m. Announcements and Benediction

GS	Ann Ainsworth	Fort Collins
GT	Kathy Kolman	Delta
GU	Frances Forsch	Loveland
GV	Janice Haley	Colorado Springs
GW	Patricia Lilliston	Arvada
GX		Greeley
GY	Margaret Eastman	Gunnison
GZ	Mary Burns	Littleton
HA	Nancy Steffen	Berthoud
HB	Catherine Jaquez	Englewood
HC	Bernadette Ossola	Carbondale
HD	Pat McCurry	Fort Collins
HE	Ann Balliet	Evergreen
HF	Linda Neuman	Estes Park
HG	Anna Helser	Broomfield
HH	Cynthia Stout	Littleton
HI	Christine Henderson	Denver
HK	Leila Calkins	Gunnison
HL	Julee Wolverton	Montrose
HM	Karen Hardy	Aurora
HN	DiAnna Harrison	Englewood
HO	Molly Sullivan	Denver
HP	Patricia Allen	Loveland
HQ	Elizabeth Shank	Monte Vista
HR		Colorado Springs
HT	Carol Demlo	Alamosa
HU		Grand Junction
HV	J Diane Farris	Littleton
HX	Patricia Jones	Westminster
HY	Emily Kilburn	Parker
HZ	Kathleen Gagliano	Estes Park
IA	Cindy Smith	Buena Vista
IB	Caren Redkey	Dillon
IC	Karen Johnston	Castle Rock
ID	Julie Benedict	Lafayette

FI		Denver
FJ	Ann Carr	Montrose
FK	Jeannie Haycraft	Lakewood
FL	Connie Heth	Loveland
FM	Pamela Peterka	Fort Collins
FN	Mary Ellen Anderson	Salida
FO	Jan Humphrey	Broomfield
FP	Janay Wilson	Wheat Ridge
FQ	Janet Combs	Littleton
FR	Judi Quackenboss	Evergreen
FS	M Eileen McCracken	Sterling
FT	Barbara Nordhausen	Colorado Springs
FU	Barb Cole	Breckenridge
FV		Denver
FW		Pueblo
FX		Durango
FY		Glenwood Springs
FZ	Karen Newens	Greeley
GA	Susan Baile	Boulder
GB	Peggy Livingston	Boulder
GC	Kimberly Summitt	Loveland
GD		Lamar
GE	Tanya Larson	Lakewood
GF	Mary Ellen Bradley	Grand Junction
GG	Alana Cline	Fort Collins
GH	Jan Shoemaker	Longmont
GI	Rebecca Harlin	Colorado Springs
GJ	Janet Boatman	Estes Park
GK	Ann Dixon	Littleton
GL	Victoria Wolfe	Denver
GM	Melissa Davis	La Junta
GO	Celia Olson	Pueblo
GP	Judith Storin	Denver
GQ	Kerry Lynk	Lakewood
GR	Charla Gee	Littleton

## **International Projects Committees**

### **Cottey College**

Rhonda Funston, IA, Chair

Nancy Eakings, DN

Martha Shuss, GT

### **P.E.O. Educational Loan Fund**

Helen Parks, HP, Chair

Robin Kendrick, IV

### **P.E.O. International Peace Scholarship**

KT Taylor, FO, Chair

Anne Rogers, HF

### **P.E.O. Program for Continuing Education**

Marilyn Thompson, FW, Chair

Carol Krutzke, AU

### **P.E.O. Scholar Awards**

Melissa Davis, GM, Chair

Tana Foote, DY

### **P.E.O. Star Scholarship**

Sarah Kilboun, JL, Chair

Ericha Loosbrock, DP.

**Colorado State Projects  
Committees**

**Colorado P.E.O. Charitable Corporation (CPCC)**

**Board of Directors**

Cheryl Burnside, ES, Chair  
Susan Strain Miller, W  
LJ Van Belkum, JA, PSPCSC  
Jill Hyde, JL

**Colorado P.E.O. Chapter House (CH) Trustees**

Elizabeth (Liz) Aikin, Y. Chair  
Martha Kuhn, AX, PSPCSC  
Kathy Bath, GH

**Colorado Marguerite Fund (MF) Trustees**

Janet Kingsbury, BV, PSPCSC, Chair  
Barb Hunter, ID  
Barbara Pingrey, EY

**Colorado State Scholarship Fund (CSSF)**

Diane Gallagher, DF, Chair  
Kathie Bartee, EJ  
Eileen Field, GJ

DU	Louise Welsby	Pueblo
DV	Nancy Valk	Boulder
DW	Deborah Los	Denver
DY	Sheri Hickman	Grand Junction
EA	Nadine Duffin	Colorado Springs
EB	Susan York	Fort Collins
EC	Elizabeth Uhrig	Greeley
ED	Donna Bower	Aurora
EF	Sara Christianson	Wheat Ridge
EG	Nancy Sailsbery	Fort Morgan
EH	Mary Ann O'Neill	Denver
EI	Catherine Colburn Smith	Boulder
EJ	Dolores Bammerlin	Lakewood
EK	Laura Hampton	Littleton
EL	Debbie Lowery	Colorado Springs
EM	Janice Barton	Colorado Springs
EN	Grace Ellsworth	Englewood
EO		Denver
EP	Mollie Mitchell	Lakewood
EQ	Katherine Howe	Boulder
ER	Lindy Schossow	Golden
ES	Jan McKim	Denver
ET	Carol Douglas	Arvada
EU	Peggy Jo Dowell	Rocky Ford
EV	Chris Powell	Cortez
EX	Mary McBride	Fort Collins
EY	Carol Thompson	Boulder
EZ	Charmaine Coppom	Greeley
FA	Colleen Owens	Brighton
FB	Jennet White	Littleton
FC	Kathleen Wood	Canon City
FD	Margaret Clydesdale	Longmont
FE	Judith Stumpff	Lakewood
FF	Kim Leamam	Denver
FG	Katilyn Gehring	Johnstown



CG	Marie Beise	Pueblo
CH	Carol Sessums	Center
CI	Sandra Taylor	Pueblo
CJ	Ryane Riddle	Longmont
CK	Shay Lindemann	Denver
CL	Tina Squyers-Price	Denver
CM		Denver
CN	Barbara Neyrinck	Denver
CO	Kit Sutherland	Fort Collins
CP	Donna Jackson	Denver
CQ	Ellen Shamas-Brandt	Denver
CR	Rebecca Funderburk	Greeley
CS	Debbie Bacon	Durango
CU	Suzanne Graves	Denver
CV	Bettina Hummel	Arvada
CW	Judy Kraft	Denver
CY	Peggy Gunn Sarten	Grand Junction
CZ	judith Mastrine	Boulder
DB		Denver
DC	Ann Sheflin	Denver
DD		Cortez
DF	Patricia Annear	Denver
DG	Jan Beeson	Denver
DH	Linda Cohn	Denver
DI	Jeanine Figur	Longmont
DJ	Carol Bohn	Denver
DK	Sally Morton	Canon City
DL	Anne Eames	Colorado Springs
DM	Susan Cooper	Denver
DN	Allynn Riggs	Denver
DO	Karen Benner	Denver
DP		Alamosa
DR		Loveland
DS	Susan Marshall	Parker
DT	Deborah Sorensen	Denver

## **Colorado State Chapter Standing Committees**

### **Amendments and Recommendations**

Sandy Renner, JH, PSPCSC, Chair  
 Marcia Williamson, GG  
 Leila Calkings, HK

### **Finance Committee**

Diane Ritzdorf, FF PSPCSC, Chair  
 Joanne Graham, HU  
 Catherine Balan, II

### **Membership Committee**

Linda Lunn, AH District 1-Denver  
 Carol Patrick, J District 2-South/SE  
 Mary Staples, CJ, District 3-Denver N/W  
 Amy Ely, T, District 4-North/NW  
 Kim Eastman, GY, District 5-Western Slope/South  
 Rita Hood, GP, District 6-Denver Metro  
 Kim Eastman, GY, District 7-Western Slope/North  
 Janelle Mandelson, EN PSPCPC

### **State Unaffiliate Chair**

Michelle Schwarzkopf, HX

### **History Committee**

Kris Walker, D, Chair  
 Dyanna Haley-Rezac, EA

**Colorado State Chapter Executive Board  
Nominating Committee**

Jan Kulhanek, HX, PSPCSC, Chair  
Kathy McDaniel, AM  
Betsy Rothley, BF  
Cheryl Biwer, GX  
Burma De Farges, FN

**Colorado P.E.O. Charitable Corporation  
Nominating Committee**

Dottie Ruth, AQ, PSPCSC, Chair  
Sara Canfield, ED  
Lynne Farris, U

**Site Selection Committee  
Future State Conventions**

Contracts signed through 2022

**Special Ad Hoc Committee for 2029 or 2031  
International Convention**

Janelle Mendelson, EN, PCPCSC, Chair  
Shari Fox, AT, President CSC  
Kendy Cusick-Rindone, CP, VP CSC  
Paisley Huntoon, IF, Organizer, CSC  
Cori Tanner, FT, Treasurer, CSC

Report Corrections to this program  
to the credentials committee.

Thank you.

AP	Pamela Thomas	Idaho Springs
AQ	Cheryl Hiebert	Grand Junction
AR	Sylvia Stauffer Neff	Aspen
AS	Mary Hall	Berthoud
AT	Michelle Tomky	Ordway
AU		Pueblo
AV	Bonnie Vanderveen	Estes Park
AW	Shelly Willemsen	Denver
AX	Mary Pat Weingardt	Burlington
AZ	Vicki Ceretto	Fort Lupton
BA	Ellene Meece	Meeker
BB	Margaret Eickelman	Denver
BD	Rachel Mc Whirter	Mancos
BE	Lucie Wisehart	Greeley
BF	Patricia Oakley	Denver
BG		Sterling
BJ		Yuma
BK	Birdie Young	Delta
BL	Janice Jantz	Montrose
BM	Kimberlee Bennett	Holyoke
BN	Shanna Cook	Brighton
BO	Darlene Cramm	Colorado Springs
BQ	Sharon Marco	Pueblo
BR	Devananda Vargas	Durango
BS	Dawn McEwen	Littleton
BT	JoAnn Hertneky	Pueblo
BV	Sherri Hinde	Julesburg
BW	Helene Forster	Colorado Springs
BX	Gay McDaniel	Haxtun
BZ	Jill Homerding	Walsenburg
CB	Francie Sinton	Boulder
CD	Lori Summers	Palisade
CE	Mary Vincent	Colorado Springs
CF	Antoinette Freed	Denver

## Delegates to the 2021 Convention of Colorado State Chapter

Chapter	Name	City
B	Jennifer Baublits	Las Animas
C	Deborah Fowler	Colorado Springs
D	Stephanie Dunham	Lamar
F	Linda Glover	Pueblo
G	Debbie Stradt	Fort Collins
H	Guida Rettig	Boulder
I	Leanne Glasgow	Greeley
J	Gloria Hall	Trinidad
K	Laura McKee	Manitou Springs
L	JoAnn Bigner	Loveland
M	Lois Abbuhl	Longmont
N	Vickie Sallade	Grand Junction
O	Shannon Norton	Golden
S	Suzan Aggson	Fort Morgan
T	Deborah Johnson	Brush
U	Kirsten Starman	Windsor
V	Sarah Rierson	Monte Vista
W	Mary Ann Davis	La Junta
X	Kate Nowak	Steamboat Springs
Y	Candace Gordon	Colorado Springs
Z	Karlene Kelsch	Sterling
AA	Jill Johnson	Wray
AB		Eaton
AC	Vickie Gardner	Canon City
AE	Beverly DeVore-Wedding	Alamosa
AF	Debbie McCall	Leadville
AH	Janet Walters	Denver
AI		Denver
AJ	Linda Brown	Craig
AL	Tina Deringer	Fort Collins
AM	Linda Arnold	Englewood
AN	Lucinda Lull	Gunnison
AO	Amanda Murray	Glenwood Springs



**International Guest  
Elizabeth J. McFarland  
Member of the Study &  
Research Committee**

Beth was born and raised in California. She met her husband of 41 years, Paul, at California State University at Long Beach, where she graduated with a bachelor's degree in business administration. She worked as the assistant to the president of a book publishing company, and as an administrative assistant to the Financial Officer at Beckman Instruments. Beth and Paul moved to Plano, Texas, a year after their marriage, where they still reside with their five-year-old cat, Callie. Beth taught aerobics for the City of Plano Parks and Recreation Department for 32 years. Paul is a retired electrical engineer. Prior to his retirement, Beth was able to accompany Paul on business to the United Kingdom, Germany and Italy.

In 1977, Beth was initiated into her mother's chapter, TG, Palos Verdes, California. Her mother served as president during the Ceremony of Initiation and Beth will always treasure that day. After their move to Texas, Beth transferred to Chapter FA, Plano. A few months later, the initial steps of organizing a new chapter in Plano began. In 1981, Beth became a charter member of Chapter FV, and is still a member of that chapter.

In 1999, Beth was elected to the Executive Board of Texas State Chapter and presided at the 2005 convention. Her theme was "Exercise Your Talents For P.E.O." Joyce Goff asked Beth to serve on the Credentials Committee at the 2005 Convention of International Chapter. In 2006, she was appointed to serve on an ad-hoc committee for International Chapter to study proceedings.

In her spare time, Beth enjoys gardening, exercise, home remodeling, making quilts from quilt tops that her great grandmother hand stitched in the 1940's and spending time with friends and family.

She served on the Study and Research Committee for International Chapter from 2007 – 2013, serving as chairman from 2011 – 2013. She served on the Nominating Committee of International Chapter from 2013 – 2015, and served as chairman of the committee from 2015 – 2017. Due to a resignation on the Study and Research Committee in 2019, Beth was asked to serve again on this committee.

Beth served as Unaffiliate Coordinator for Texas State Chapter from 1993 – 1997, and as treasurer of the 1989 Convention of Texas State Chapter. She also served on various committees for the Dallas Area P.E.O. Council and as president from 1990 – 1991.

The committee received three applications. The candidates were interviewed, and the committee selected Lynn Doyle, GP, Denver

I wish to thank Sara Canfield and Lynne Farris for their conscientious and thoughtful attention to serving on the committee. It was a pleasure working with both these dedicated sisters.

Respectfully submitted,  
Dottie Ruth, PSPCSC



Sarah Gage, MA Chapter BB, Ohio

Upon graduating from Cottey College in 2018, with a Bachelor of Arts degree in English and minor in History, Sarah began her public history career working for the U.S. Fish and Wildlife Service in Alaska. This experience led to more career opportunities within the Department of the Interior, where she has served at Fort Union Trading Post National Historic Site in North Dakota and First Ladies National Historic Site in Ohio. This spring, she earned a Master of Arts in Public History and accepted a position at Katmai National Park and Preserve in Alaska. Sarah is also the recipient of the 2021 Outstanding Young Alumni Award from Cottey College and is the niece of our CSC President, Shari Fox.

President: Kendy Cusick-Rindone, CP, Denver  
 Vice President: Paisley Huntoon, IF, Highlands Ranch  
 Organizer: Cori Tanner, FT, Colorado Springs  
 Treasurer: Patty Fry, IB, Dillon  
 Secretary: Kathryn Pirie, JH, Longmont

Having a voice in the selection of officers committed to serve the members of Colorado State Chapter is an honor.

Respectfully submitted,  
 Jan Kulhanek, HX  
 PSPCSC, Chairman

### **Annual Report of the Colorado P.E.O. Charitable Corporation Nominating Committee**

The CPCC Nominating Committee for 2020-2021 was appointed by Shari Fox and was comprised of two members plus a past state president who acted as chairman. The committee members were:

Dottie Ruth, AQ, Grand Junction, PSPCSC, Chairman  
 Sara Canfield, EG, Fort Morgan  
 Lynn Farris, JN, Windsor

A notebook containing the application and information sheet, CPCC Nominating Committee Policy and Guidelines, a copy of the Conflicts of Interest Policy, and annual reports was updated and transferred to a jump drive for the incoming chairman to distribute to the committee members.

With teamwork, the nominating committee chair and the Colorado P.E.O. Charitable Corporation chairman, Cheryl Burnside revised/reviewed existing documents.

The CPCC bylaws state that four directors shall be elected by the members of CPCC, one of whom, when feasible, shall be a past president of Colorado State Chapter. The vacancy being filled this year was for a member at large.



**Cheryl Denslow, HY,  
PSPCSC  
Cottey College Board of  
Trustees**

Music has been Cheryl's life long vocation and avocation. With a degree in music education, she has taught piano, classroom K thru 14 and been an active volunteer with Sigma Alpha Iota, professional fraternity for women and the symphony Guild. She turned her gifts toward sacred music and served four churches in music ministry.

A passion for hands-on-learning led Cheryl to co-found the Children's Discovery Museum of Central Illinois. She and her family assisted in creating exhibits, fundraising, and cleaning up after field trips.

After having served the sisters of Colorado as President, Cheryl was appointed to the Cottey College Board of Trustees. She and BIL David have been active participants in Cottey Vacation College and the chapel/student life center initiative Cottey Connect.

### 2021 Convention Hostess Chapters

DG– Denver	EN-Englewood	FV-Denver
DJ-Denver	FB-Littleton	GL-Denver
DS-Parker	FF-Denver	IJ-Littleton
DW-Denver	FQ-Littleton	IQ-Littleton

### 2021 Convention Officers

Co- Chairs: Ann Shepard, EN; Mary Kay Tomlinson, FF

Treasurers: Susan Harned, DJ Kristine O'Brien, IJ

Secretary: Toni Sonnenfeld, DS

How can I begin to thank the Hostess Chapters who so willingly stepped up to create the first, best and hopefully ONLY virtual convention! What a ride this has been, and I have you all to thank! You created a convention that will forever be remembered. You are truly a wonderful group of sisters and I thank you. Ann Shepard and Mary Kay Tomlinson, you are the two BEST Co-Chairs EVER! You kept me sane and calm, and I am forever grateful. Love you all! Shari

### Annual Report of the Colorado State Chapter Executive Board Nominating Committee 2020-2021

The Executive Board Nominating Committee is comprised of elected members from a rotating schedule of chapters in four districts plus a past state president appointed by the state president. Members serving this year were:

Past state president: Jan Kulhanek, HX, Westminster  
District 1: Kathy McDaniel, AM, Englewood  
District 2: Patti Jo Oakley, BF, Denver  
District 3: Carol Olson, HA, Berthoud  
District 4: Burma DeFarges, FN, Salida

Jan Kulhanek sent an email to all committee members in June to welcome them to the committee and advise them that our work wouldn't begin until later in the year or early January. In October, we welcomed a new committee member from District 3, and soon after that a new member from District 2. All communications were by email, and Jan acted as the chairman.

The chairman received one application for consideration for nomination to the Executive Board. The application, along with the Chapter Endorsement and letters of recommendation were sent via email to all committee members. An interview was conducted by Zoom on February 13, 2021 and all members were present except for one who had an emergency. The candidate was enthusiastically and unanimously endorsed as the nominee. Written consent to be a nominee for the next office was received by all officers currently serving on the Executive Board.

Having met all the requirements set forth in the Colorado State Bylaws, Article III, Sections 1, 2, 3, and 6, the committee nominates the following state officers for the Colorado State Executive Board for the 2021-2022 year:

Janelle Rodriguez-Mendelson, PSPCO, Shari Fox, President and Paisley Huntoon, Organizer. Their wisdom and devotion are amazing, especially in a year where there have been no “perks” to being a State Officer – except maybe not having to travel so much!!! I am blessed to serve Colorado P.E.O.s with these sisters, whom I now consider to be very special and dear friends.

While the Colorado State Membership Committee continues to be concerned that Colorado’s active membership total has fallen below 10,000 Sisters for the first time in many years, we all know that membership is not just about statistics. Far more important is nurturing and strengthening the bonds of Sisterhood among our existing members. We commit our best efforts to help Colorado chapter members care for each other as well as welcome unaffiliates and grow our Sisterhood through initiation.

Lovingly in P.E.O.

Rita Hood, Chapter GP, Denver

Colorado State Membership Committee, Chair

## **2021 Colorado State Convention Committees and Appointments**

Credentials Chairman: Stephanie Oldland, PCPCSC,  
BA Meeker

Credentials Committee: Michelle Tomky, AT  
Kimberlee Bennett, BM

Head Teller: Emilie Fox, AT  
Timer: Ashleigh Fox Snoozy, BI, Sheridan, WY

Colorado State Chapter Technical Committee:

Chair: Bev DeVore-Wedding, AE  
Vice Chair: Clarissa Trapp, HD  
Secretary, Ann Holms, JG

## **Rules for 2021 Virtual Conventions of State, Provincial and District Chapters**

**Due to the COVID-19 pandemic emergency, the Executive Board of International Chapter adopted the following rules for all 2021 virtual conventions of State, Provincial and District Chapters. These rules may not be amended.**

A virtual convention for state, provincial and district chapters will be divided into two or more meetings. The opening meeting will contain all agenda items of business which require action by vote of members of convention. A second and subsequent meeting will contain only agenda items of business not requiring any action during convention.

### **General Rules**

1. A webcam video of the president shall be displayed throughout the convention.
2. A webcam video of a presenter may be displayed throughout the convention, if available.
3. Each voting member must have the contemporaneous ability during the opening meeting to submit a vote or ballot through the video platform's polling process on an individual device. Each voting member is limited to one device.
4. Each voting member of convention must be situated in a private location and shall be responsible for her connection to the Internet. No action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented her from participating in the meeting.
5. Members' devices shall remain muted unless recognized to speak. A Technical Support specialist will operate the mute/unmute function.
6. A committee appointed by the president from voting members of convention has the responsibility to read and approve the minutes of convention.

email and phone on a variety of subjects.

Of course, socials were prohibited, so reaching out to prospective sisters was nearly impossible. Nonetheless, Colorado chapters persevered and manage to initiate 167 new Sisters between January and December, 2020. The Membership Committee members extend our gratitude to all those chapters who were able to initiate/affirm during this unprecedented time frame. In addition, 101 unaffiliates found new homes in Colorado chapters this past year.

The Committee set aside the initiatives of its State Membership Development plan and agreed that encouraging chapters to stay connected with all participating and non-participating members, unaffiliates, inactives and members of disbanded chapters would be critical to sustaining each other during the many uncertainties related to this Pandemic. Technology has been a blessing in that regard; e-mails and phone calls are "safe and socially-distant" and, via Zoom, it's "never been easier to go to P.E.O."!!!

I have enjoyed every minute of my three years on this committee. As a longtime Denver Reciprocity (D1) member, I know many Denver-based P.E.O.'s. Becoming the first to represent the newly-created District 6 (2018) gave me a chance to interact with members of 30 more chapters in Aurora, Englewood, Littleton, Centennial, Parker, Highlands Ranch, Castle Rock and Lakewood – so many more wonderful P.E.O.'s!! It has also been so rewarding to work with the following individuals: Patsy Pfaff, Michelle Schwartzkopf (SUC,s), Missy Davis and Carol Patrick (D2), Mary Staples (D3), Diane Gallagher and Linda Dunn (D1), Kimmie Eastman (D5), and especially, Amy Ely (D4), who also served as Recording Secretary, taking notes and producing outstanding meeting minutes this past year. I would never have met and worked with any of these very competent Sisters had it not been for our service together on this Committee: my gratitude for their commitment to staying connected with their district's chapter presidents, membership committee chairs and unaffiliates/intros. I am also grateful for the devotion of the State Officers who support us: Dottie Ruth, PSPCO,



As I finish the first year of my three year term, it has been a special privilege to collaborate with the members of the State Membership Committee: Linda Dunn, Carol Patrick, Mary Staples, Amy Ely, Kimmie Eastman, and Rita Hood (Chair). I am grateful to our Organizer, Paisley Huntoon, to our Vice President Kendy Kusick- Rindone and to Janelle Rodriguez-Mendelson, PSPCSC for their advice, assistance, and encouragement.

Michelle Schwartzkopf, HX

State Unaffiliate Chair

### **Annual Report of the Membership Committee 2020-2021**

During this unprecedented Pandemic Year, the Colorado State Membership Committee persevered and had ZOOM calls in June, September, November, January and March, with one more planned for May. In line with International's mandate, no in-person meetings were held. While not nearly as much fun, Zooms facilitated seeing each other and sharing how our Districts' Chapters were dealing with the Pandemic. Each member of the committee brought her own special perspective and insight to these encounters -- making it possible for us support each other as we pursued our mission of supporting and inspiring our chapters in each of our Districts in their efforts to maintain healthy chapters and grow membership during such challenging circumstances.

Communication has never been so important as 2020-21, when no-in person meetings of any kind were allowed between March and October. The Membership Committee continued to maintain consistent contact with every chapter president and membership contact through our e-mailed **Monthly Membership Messages**. We continued to deliver information from International Chapter specifically targeted at membership and personalized our messages based on interactions from chapters in our districts. We encouraged chapters to forward the monthly **Hot Spot** to every chapter member. Via ZOOM, we visited chapter meetings, reciprocity groups and connected with chapters by

7. Members shall not record any portion of the business meetings, take screen shots or photos of presentations or slides, or post/share on the Internet, unless notified that this rule is suspended.

8. Amendments to state, provincial and district chapter by-laws and standing rules adopted at convention

### **Rules for Opening Meeting**

9. Only voting members of convention as defined in the state, provincial or district chapter bylaws, designated participants and technical support specialists shall attend the opening meeting.

10. Voting members of convention shall register for the opening meeting using a specific registration link and will be verified when logging in to the platform.

11. Only voting members of convention shall sign in as attendees and maintain internet access when present throughout the opening meeting but sign out upon any permanent departure prior to adjournment. In the event a delegate must leave the remainder of the convention, the alternate shall register and be approved by the Credentials Committee.

12. Once a quorum is established in the opening meeting, the continued presence of a quorum shall be monitored by the online list of participants unless another quorum count is ordered by the president or convention. The list will be copied for the proceedings of convention.

13. Nominations "from the floor" shall be submitted in writing to the president and chairman of the Nominating Committee no later than 12:00 noon Central Time the Monday prior to the start of the opening meeting of convention in order to give the Nominating Committee time to verify the candidate meets the eligibility requirements and to gain her consent to be nominated.

14. The Chairman of Amendments and Recommendation Committee will read only the explanation provided for all proposed amendments.

15. Proposed amendments presented “as a block” are voted upon as one without debate and a single vote. A request for information on any of the items is allowed and a member may request an amendment be pulled from the block for separate consideration and vote. A request to pull an amendment shall be submitted in writing to the president and chairman of the Amendments and Recommendations Committee no later than 12:00 noon Central Time the Monday prior to the start of the opening meeting of convention.

16. In the interest of time and for clear communication, a member intending to introduce a main motion or offer a motion to amend to any business that has been noticed prior to convention shall submit it in writing to the president and chairman of the Amendments and Recommendations Committee no later than 12:00 noon Central Time the Monday prior to the start of the opening meeting of convention.

17. To seek recognition to speak, a member shall click “Q&A” in the Webinar controls and enter her name, chapter letter(s) or title, and indicate purpose: PRO, CON, Request for Information. A queue of speakers is electronically established for each motion and the queue will be cleared when the motion is disposed of. The president will alternate between those speaking pro and con. Priority recognition is given to a Request for Information.

18. A member addressing the president shall state her name, chapter letter(s) or title and purpose. A member will be limited to speak once for one (1) minute on each motion. Total time clock on a proposed amendment or resolution shall be limited to seven (7) 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.

If a motion to amend is presented pursuant to Rule #16, the total time clock will be paused, and a five (5) minute time limit will be set for consideration of the motion to amend. Upon disposition of the motion to amend, the president will restart the total time clock and resume consideration of the pending motion.

## **Annual Report of the State Unaffiliate Chair 2020-2021**

As the State Unaffiliate Chairman (SUC), it is my job to create and maintain a list of Unaffiliates and Introductions of Women who are not P.E.O.s for each of the seven Membership Districts. These lists are updated monthly and sent directly to every chapter president, membership chair, and reciprocity representative within a membership district. An updated list of Unaffiliates is also posted on the Colorado State Website.

Names and contact information for Unaffiliates and Introductions come from many sources. From our Organizer, Paisley Huntoon, from the International Website, and directly from chapters and sisters in Colorado and all over the United States. This past year, I have encouraged all chapters in Colorado to forward to me any Unaffiliate and Introduction information they receive so that I can help these unaffiliate and prospective sisters connect with chapters by placing their names and information on these lists. As time permits, I endeavor to make personal contact with Unaffiliates and Introductions and to respond to the sisters and chapters who have shared this information.

Feedback is vital to keep the Unaffiliate and Introduction List current. Despite the challenges the Covid pandemic has brought to all facets of P.E.O., chapters across Colorado have continued to persistently and to creatively contact Unaffiliates and Introductions. The feedback chapters shared with me from these contacts has been invaluable as I strive to keep the lists up to date. As a result of these chapter contacts, an amazing number of transfers and initiations in Colorado have provided these unaffiliate and prospective sisters with a new P.E.O. home.

During the past year, I have attended conference calls and virtual Zoom meetings with the State Membership Committee and with our International Representative, Jan Loftin. I have also updated information for the International Website that tracks Introductions and enquiries about P.E.O. membership that are sent to us from International Chapter. Zoom has also made it possible for me to attend meetings of Denver, Douglas County, Englewood-Littleton, Jefferson County and Longmont Reciprocity.

## Annual Report of the Amendments and Recommendations Committee 2020-2021

This committee prepares the amendments that have been presented by the state executive board, standing committees, boards of trustees or local chapters for consideration at the annual convention of the state chapter. The committee follows the procedures outlined in the A&R Manual supplied by International Chapter, and the training video provided. The committee works closely with the Study and Research (S&R) Committee of International Chapter. Beth Linderman was, once again, the committee's advisor this year.

A&R's task is to assure the clarity of amendments, explanations, and rationales for the changes being presented. This task is completed by email between the committee, the state president, and the S&R advisor, until the final approval from S&R is given.

The Colorado P.E.O. Charitable Corporation (CPCC) Board of Directors prepared their proposed amendments to the corporation's Articles of Incorporation and the Bylaws and Standing Rules directly with the S&R adviser, Beth Linderman, as specified in the A&R Manual, so this committee was not asked to assist in that preparation.

The approved amendments are then prepared for distribution. In 2021, the proposed amendments were prepared for electronic distribution.

The A&R Chair reads the proposed amendments during convention. The final task for A&R is to incorporate the bylaws changes into the Bylaws and Standing Rules of Colorado State Chapter for the coming year.

Thank you to all who participated in this year's process of fine-tuning the proposed amendments!

Sandy Renner, JH, PSPCSP, Chairman  
Marcia Williamson, GG  
Leila Calkins, HK

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.

19. Due to the COVID-19 pandemic emergency, the approved method of voting is by ballot taken electronically by Zoom polling. The president shall announce the result.

20. A total time of 45 seconds will be given to complete voting on each Zoom poll.

21. All items of business which require action by vote of members of convention shall be contained within the scheduled opening meeting.

# **PROPOSED AMENDMENTS TO THE BYLAWS AND STAND- ING RULES OF COLORADO STATE CHAPTER**

*(Page numbers refer to the Bylaws and Standing Rules of  
Colorado State Chapter  
as contained in the 2020 Report of the Year)*

UNDERLINED PRINT = INSERT OR ADD; ~~LINE THROUGH  
WORDS~~ = STRIKE OUT.

## **PROPOSED AMENDMENTS TO THE BYLAWS OF COLO- RADO STATE CHAPTER**

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

(Page BL-3). Amend Article III, Section 2, subsection A by striking out the word “two” and inserting the word “one” and striking out the words “and vice-president”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
A member shall have served in two offices of the executive board of state chapter before being elected to the offices of president and vice president.	A member shall have served in <del>two</del> <u>one</u> offices of the executive board of state chapter before being elected to the offices of president <del>and vice president.</del>	<u>A member shall have served in one office of the executive board of state chapter before being elected to the office of presi-</u> <u>dent.</u>

## **Annual Report of the P.E.O. STAR Scholarship**

The P.E.O. STAR Scholarship, formed in 2008 awards a \$2500 scholarship to an exceptional high school senior woman attending an accredited postsecondary educational institution in the next academic year. In only 12 years, the STAR scholarship has awarded 5,214 scholarships to deserving students. Your generous donations have exceeded \$13M in supporting these bright STARS across the United States and Canada.

The 2019-2020 year was a difficult year for high-school seniors as the COVID virus shut down many schools and learning went virtual. For most young women receiving the STAR scholarship, support of their educational goals does not stop with the scholarship. Many chapters provide moral support giving guidance and moral support when needed throughout their college journey.

At the time of printing, STAR award recipients have not been named. Thank you to all of the chapters who sponsored applicants and congratulations to those who received the scholarships. A special thank you to Patty Fry who was always available answer questions.

## **P.E.O. STAR Scholarship**

Recognizing young women of STELLAR Achievement!

### **Thank you for your...**

- STAR interest
- STAR enthusiasm
- STAR inquiry
- STAR energy

### **And especially...**

- Your STAR SUPPORT!



**STAR**

Respectfully,  
Sarah Kilbourn, JL Loveland  
Ericha Loosbrock, DP Alamosa

## Annual Report of the PCE Committee 2020-2021

### “Funding Grants Today...For a Brighter Tomorrow”

“The PCE grant program was established in 1973 as a need-based grant program providing on-time financial assistance to women whose education has been interrupted and who find it necessary to return to school to complete a degree or certification. The skill or certification obtained is intended to improve their marketable skills for employment to support themselves and/or their families.”

Colorado chapters successfully sponsored a total of 54 PCE grant recipients from March 1, 2020 to February 28, 2021 totaling \$93,800.00. This is a decrease from the previous year, but considering what the whole world has experienced in 2020 this is understandable. The range of recipient monies given was \$500-\$3000, the average being \$1737.00. Seven women received the maximum amount of \$3,000.

Several chapters sponsored multiple candidates. These chapters are:

Chapter IX – Five PCE Grants! Way to go!  
Chapter GA – Four PCE Grants!  
Chapters AU & GO Three PCE Grants!  
Chapters DO, BR, HX, HK, EI, EM, and II Two PCE Grants!  
Twenty-eight chapters sponsored one recipient.

Colorado PEOs won't let a world- wide pandemic stop us!

The commitment to PCE from the state of Colorado is truly impressive. We know the value of an education for all women and are dedicated to this ideal.

Thank you to all Colorado sisters for believing in women's education with their support of PCE.

Marilyn Thompson , FW Chair and Carol Krutzke, AU

**EXPLANATION:** Would reduce the number of offices a member is required to serve before being elected to the office of state president from two to one and would eliminate the requirement that a member shall have served in an office before being elected to the office of state vice president.

**RATIONALE:** Is a more practical requirement when there are only five state officers.

\*\*\*\*\*

### THE FOLLOWING THREE PROPOSED AMENDMENTS WILL BE CONSIDERED AS A BLOCK

The block will be voted upon as one without discussion.

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

(page BL-4) Amend Article III, Section 5, subsection C., paragraph 1 by striking out the words “one month” and inserting the words “three months”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
The appointed past state president shall convene the first meeting of the committee no later than one month following convention of state chapter. A chairman shall be elected at this meeting.	The appointed past state president shall convene the first meeting of the committee no later than <del>one month</del> <u>three months</u> following convention of state chapter. A chairman shall be elected at this meeting.	<u>The appointed past state president shall convene the first meeting of the committee no later than three months following convention of state chapter. A chairman shall be elected at this meeting.</u>

**EXPLANATION:** Would change the time of the first meeting of the state nominating committee from no later than one month to no later than three months following convention of state chapter.

**RATIONALE:** The nominating process does not need to begin immediately following the state convention.

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

(page BL-19) Amend Article XI, Section 1, by striking out subsections C and E.

Current Wording	Proposed Amendment	If Adopted, it would read
A. Any person desiring to select a charter list for a new chapter shall contact the organizer of the state chapter before any action is taken.	A. Any person desiring to select a charter list for a new chapter shall contact the organizer of the state chapter before any action is taken.	A. Any person desiring to select a charter list for a new chapter shall contact the organizer of the state chapter before any action is taken.
B. After approval to meet for the purpose of organizing a new chapter has been granted by the president of state chapter, with the approval of the executive board, the group shall hold a minimum of eight pre-organization meetings.	B. After approval to meet for the purpose of organizing a new chapter has been granted by the president of state chapter, with the approval of the executive board, the group shall hold a minimum of eight pre-organization meetings.	B. After approval to meet for the purpose of organizing a new chapter has been granted by the president of state chapter, with the approval of the executive board, the group shall hold a minimum of eight pre-organization meetings.

to join in the mission to Foster Peace through Education by becoming **Partners In Peace**. Many of these chapters are forming a lasting relationship with a student who is far away from her homeland, family and friends.

Thank you to these **Partners in Peace** Colorado Chapters:

**AL**, Fort Collins; **BE**, Greeley; **BO**, Colorado Springs; **CE**, Colorado Springs; **CJ**, Longmont (2 PIP); **CO**, Fort Collins; **DG**, Denver; **EB**, Fort Collins; **ED**, Aurora; **EI**, Boulder; **EK**, Littleton; **EM**, Colorado Springs; **EN**, Englewood; **EP**, Lakewood; **ER**, Golden; **ET**, Arvada; **FD**, Longmont; **FO**, Broomfield; **FP**, Wheat Ridge; **FU**, Breckenridge; **FX**, Durango (2PIP); **GM**, La Junta; **GO**, Pueblo; **GP**, Denver (2PIP); **GU**, Loveland; **GY**, Gunnison; **GZ**, Littleton; **HA**, Berthoud; **HB**, Englewood; **HE**, Evergreen; **I**, Greeley; **IH**, Monument; **II**, Longmont; **IN**, Louisville; **IQ**, Littleton; **IT**, Durango; **IZ**, Evergreen; **JH**, Longmont; **K**, Manitou Springs; **O**, Golden; **X**, Steamboat Springs

For the year 2020 -2021 the Colorado IPS Committee has:

- Reviewed the IPS Manual
- Received the list of IPS Colorado Recipients
- Reviewed IPS information from the P.E.O. International website and downloaded appropriate information
- Responded to calls and questions regarding the IPS award and the application process
- Shared information with others regarding IPS
- Secured a pre-recorded speaker for the Colorado State Convention
- Prepared the annual IPS report

KT Taylor, FO, Broomfield and Anne Rogers, HF, Estes Park

Congratulations to Chapter AL, Fort Collins for their nomination of Nora Jean Nealon who was selected as one of 16 recipients of the *Esther Garrett Edgerton Endowed Scholar*. Nora Jean is a D.V.M./Ph.D. candidate in small animal medicine; cellular and molecular biology at Colorado State. She has graciously agreed to be our speaker for the PSA project at convention! Thank you, Nora Jean!

It has been our pleasure to serve the members of the Colorado State Chapter as the PSA Committee. We thank Lori Discher at International and Patty Fry, our State Board Advisor, for their support and guidance.

Melissa Davis, GM, Chair and Tana Foote, DY

### Annual Report of the IPS Committee 2020-2021

P.E.O. International Peace Scholarship Fund (IPS) was established in 1949 to provide scholarships for international women students to pursue graduate study in the United States and Canada.

To date, \$45,218,163 has been awarded!

In 2020-2021, there are 212 IPS recipients from 74 different countries who were awarded \$2,211,000. They will be studying at 108 different colleges and universities in 33 states and seven Canadian provinces. In consideration of the COVID-19 Pandemic, IPS students have been allowed a one-year exemption from the requirement to attend classes in person, as many institutions are offering online classes only. (Students must still be present physically in the U.S./Canada.)

Colorado is fortunate to have an extraordinary IPS recipient, **Rachel Kamnkhwani**, from Malawi. She is pursuing an EDD in Educational Leadership and Policy Studies, at the University of Denver. Rachel will be our pre-recorded speaker during this 2020-2021 Colorado State Convention.

Colorado members of P.E.O. believe that education is fundamental to world peace and understanding, and 44 chapters, have made a minimum donation of \$500,

Current Wording	Proposed Amendment	If Adopted, it would read
<p>C. In order to become a charter, initiate of a new chapter, a prospective initiate shall attend a minimum of four pre-organizational meetings.</p> <p>D. Each prospective charter initiate shall have letters of recommendation from three active members of the Sisterhood sent to the organizer prior to organization.</p> <p>E. In order to become a charter member of a new chapter, each active or inactive member shall attend a minimum of four pre-organization meetings.</p>	<p>C. In order to become a charter, initiate of a new chapter, a prospective initiate shall attend a minimum of four pre-organizational meetings.</p> <p>D. Each prospective charter initiate shall have letters of recommendation from three active members of the Sisterhood sent to the organizer prior to organization.</p> <p>E. In order to become a charter member of a new chapter, each active or inactive member shall attend a minimum of four pre-organization meetings.</p>	<p><u>C. Each prospective charter initiate shall have letters of recommendation from three active members of the Sisterhood sent to the organizer prior to organization.</u></p>

**EXPLANATION:** Would remove the requirement that in order to become a charter initiate of a new chapter, a prospective initiate shall attend a minimum of four pre-organization meetings, and would remove the requirement that in order to become a charter member of a new chapter, each active or inactive member shall attend a minimum of four pre-organization meetings.

**RATIONALE:** Makes the bylaws more flexible and consistent with International Chapter recommendations.

**NOTE:** If this amendment is adopted, the subsequent subsections will be re-lettered to conform.

#### 4. Submitted by the Executive Board of the Colorado State Chapter

(page BL-21). Amend Article XII, Section 4. by striking out subsection A and inserting a new subsection A.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
<p><b>Section 4. CORRESPONDING SECRETARY.</b> The duties of the Corresponding Secretary shall be:</p> <p>A. To send two copies of the local chapter yearbook to convention with the chapter delegate for display.</p>	<p><b>Section 4. CORRESPONDING SECRETARY.</b> The duties of the Corresponding Secretary shall be:</p> <p>A. <del>To send two copies of the local chapter yearbook to convention with the chapter delegate for display.</del></p> <p>A. To send with the chapter delegate to convention, copies of the local chapter yearbook for display. The number of required yearbooks to be stated on the Yearbook Requirements for Colorado Local Chapters each year.</p>	<p><b>Section 4. CORRESPONDING SECRETARY.</b> The duties of the Corresponding Secretary shall be:</p> <p>A. To send with the chapter delegate to convention, copies of the local chapter yearbook for display. The number of required yearbooks to be stated on the Yearbook Requirements for Colorado Local Chapters each year.</p>

**EXPLANATION:** Would remove the requirement that the corresponding secretary send two copies of the local chapter yearbook to convention with the chapter delegate for display, and would add the requirement that the corresponding secretary send with the chapter delegate to convention copies of the local chapter yearbook for display.

#### Annual Report of the Educational Loan Foundation (ELF) Committee 2020-2021

This has been quite an extraordinary year for P.E.O. due to the COVID-19 pandemic. Our local chapters have not been able to meet in-person since March 2020, as well as our 2020 State Convention was canceled. However, when we were able to begin meeting via Zoom we at least maintained a stilted form of contact and it seemed we were on the road to recovery.

Colorado chapters proceeded with very creative fundraising events to support the Educational Loan Fund during 2020-2021, in spite of the pandemic. Thirty-four chapters sponsored 38 ELF loan recipients with a total of \$467,000 being awarded. I do not yet have the amount of loans which were repaid during this same time period.

I'm sure everyone is looking forward to returning to in-person business meetings and social events. Please continue to support all of our philanthropic projects as well as actively seek potential P.E.O. members.

Helen Parks, HP  
Robin Kendrick, IV

#### Annual Report of the P.E.O. Scholar Awards (PSA) Committee 2020-2021

In honor of P.E.O. Scholar awards 30th anniversary, awards will be increased to \$20,000 effective in 2021. Since 1991, more than \$28.2 million has been awarded to offer financial support to women who are pursuing doctoral level degrees.

The main responsibility of our committee from June through November is to match eligible Ph.D. candidates with sponsoring Chapters. Colorado had 16 Chapters nominate 20 amazing young women. Chapter HF sponsored 3 women while Chapters IC and IS both sponsored 2. More Colorado Chapters are becoming involved in the Scholar Award by becoming a Laureate Chapter. Chapters qualify for Laureate by donating at least \$500 and/or nominating a successful candidate. In 2020 Colorado had 40 Laureate Chapters. THANK YOU ALL FOR YOUR SUPPORT!



Annual Report of the Cottey Committee 2020-2021

Martha Shuss and I were able to attend the 2020 Cottey Seminar which was held last August virtually. The various sessions were informative and covered all aspects of what Cottey College has to offer young women: academics, leadership, social life, international travel and volunteerism.

Cottey College is creating a new student center in the lower level of the Chapel. Our wonderful BIL's are spearheading this much needed and worthwhile project. In addition to the new student center the Chapel will be getting an upgrade which includes air-conditioning.

Even though twenty-twenty has been a very trying year for many of us and has tested the world in ways we never thought we would live to see. The Colorado chapters of the P.E.O. sisterhood, through their outstanding generosity, continues to help young women fulfill their dreams of furthering their educational dreams and the opportunity to attend Cottey College. The Committee was able to award approximately \$84,000 to six students for the 2021-2022 academic year. We have a mix of two freshman, one sophomore, one junior and two seniors. The addition of the MaryAnn L. Woods Scholarship continues to enable the committee to support more young women from Colorado to attend Cottey College.

I am grateful for the members who made up the 2019-2020 Cottey Committee: Vice Chair Nancy Eakins and Secretary Martha Shuss, both who are Cottey alumna. Though we were not able to meet in person, we were able meet via Zoom and meet goals. A Special Thank you to State Chapter Treasurer Cori Tanner for being an encourager and supportive adviser.

Rhonda Funston, IA, chair  
Nancy Eakins, DN  
Martha Shuss, GT

the number of required yearbooks to be stated on the Yearbook Requirements for Colorado Local Chapters each year.

**RATIONALE:** Provides flexibility and the ability to respond to the needs of the state chapter efficiently.

\*\*\*\*\*

5. Submitted by the Executive Board of the Colorado State Chapter

(page BL-8) Amend ARTICLE IV, Section 4 by striking out subsection E.

CURRENT WORD- ING	PROPOSED AMEND- MENT	IF ADOPTED, IT WOULD READ
To pay to the Colorado P.E.O. Charitable Corporation, by May 1 any corporation per capita allocation collected with the annual dues of state chapter.	<del>To pay to the Colorado P.E.O. Charitable Corporation, by May 1 any corporation per capita allocation collected with the annual dues of state chapter.</del>	

**EXPLANATION:** Would remove language regarding per capita allocation from the bylaws.

**RATIONALE:** The Colorado State Chapter no longer contributes any portion of the per capita allocation to the CPCC, as voted upon at the 2019 Convention of Colorado State Chapter.

6. Submitted by the Executive Board of the Colorado State Chapter

(page BL-9) Amend ARTICLE VI, Section 1 by striking out the words "membership dues".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
The Colorado P.E.O. Charitable Corporation is a non- profit corporation under the auspices of Colorado State Chapter. The primary, but not sole, object and purpose of Colorado P.E.O. Charitable Corporation shall be to receive contributions, membership dues, gifts and bequests for the philanthropic, benevolent, charitable and non-profit benefit of members of Colorado State Chapter of the P.E.O. Sisterhood, and non- members.	The Colorado P.E.O. Charitable Corporation is a non - profit corporation under the auspices of Colorado State Chapter. The primary, but not sole, object and purpose of Colorado P.E.O. Charitable Corporation shall be to receive contributions, <del>membership dues</del> , gifts and bequests for the philanthropic, benevolent, charitable and non-profit benefit of members of Colorado State Chapter of the P.E.O. Sisterhood, and non- members.	<u>The Colorado P.E.O. Charitable Corporation is a non- profit corporation under the auspices of Colorado State Chapter. The primary, but not sole, object and purpose of Colorado P.E.O. Charitable Corporation shall be to receive contributions, gifts and bequests for the philanthropic, benevolent, charitable and non-profit benefit of members of Colorado State Chapter of the P.E.O. Sisterhood, and non-members.</u>

**EXPLANATION:** Would remove from the bylaws the reference to receipt by the Colorado P.E.O. Charitable Corporation of membership dues.

**RATIONALE:** The membership no longer contributes dues to the CPCC nor to the Chapter House.

Manuals pertaining to residents' occupancy, employees' work, and other forms were reviewed, updated, and distributed. Share the Care guidelines were also updated and given to residents who need that assistance.

The monthly CCC (Charitable Corporation Connections) newsletters from CPCC sent to all Colorado members whose e-mail addresses are known have listed the many repairs and maintenance needs at Chapter House.

The expense to fix these many issues has been considerable but necessary for the safety of the Chapter House and its residents.

The Chapter House Review Committee Final Report was completed November 30, 2020, after an in-depth analysis of all aspects of Chapter House by the group appointed in January 2020. The report has been made available to all Colorado P.E.O.s on the state's website.

Between January and April 2021, the Board of Directors of CPCC conducted twice weekly Zoom meetings available to all Colorado chapters in order to share facts and answer any questions that chapters have about the workings of CPCC and Chapter House.

The Chapter House trustees have enjoyed working with the CPCC board, the CH staff, and most of all, the residents of Chapter House.

Liz Aikin, Martha Kuhn, Kathy Bath

generosity that allows us to help a woman monthly, or with an emergency gift, or perhaps even a one-time gift that is needed.

We have also been able to continue with a Christmas Gift and a Spring Gift to each of our current recipients. Thank you so much. None of this is possible without the love of our sisters. You have made a huge difference in helping women be able to overcome! Keep those applications coming!

Janet Kingsbury, Chair, Barb Hunter, Vice-Chair, Barbara Pingrey, Secretary

### Chapter House Trustees Annual Report 2020-2021

The Chapter House Trustees have had a busy and unusual year. Due to the COVID situation, all outside activities at CH have continued to be canceled.

In June, Bill Tremmel, who has non-profit experience and facilities management skills including remodel/maintenance work as well as other very relevant experience, was hired as Interim House Manager. When the new House Manager hired in August didn't work out as expected, Bill became House Manager in October with Tanya Adams designated as Assistant House Manager in December. Bill's list of qualifications has proved to be invaluable to the running of Chapter House and working with residents, staff, and Board members of CPCC (Colorado P.E.O. Charitable Corporation). His expertise in maintenance, repair, and replacement of Chapter House needs has been impressive.

COVID requirements set by CDC and the state continue to be observed and updated as necessary. Fire mitigation needs on the grounds were explored with the Fire Department plus a Fire/Life Safety Re-inspection inside the Chapter House conducted. Corrections as needed have been addressed. A hailstorm in early August caused quite a bit of damage and added to the debris clean-up project that was already in process on the grounds.

### 7. Submitted by the Executive Board of the Colorado State Chapter:

(page BL-12) Amend ARTICLE VII, Section 5., subsection A, by striking out the word "seven" and inserting the word "eight" and by striking out the words, "and one the western area" and inserting the words, ", one the southwestern area and one the northwestern area" of the state.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
A. Appointment. The Membership Committee shall consist of seven members. Three shall represent the Denver metropolitan area, one the northeastern area, one the southeastern area and one the western area of the state. One member shall be a past president of Colorado, who shall serve in an at-large capacity. Each member shall serve for three years. Members shall be appointed each year by the president of state chapter with the approval of the executive board according to the committee rotation schedule. One member shall be elected by the committee to serve as chairman each year.	A. Appointment. The Membership Committee shall consist of <del>seven</del> <u>eight</u> members. Three shall represent the Denver metropolitan area, one the northeastern area, one the southeastern area, <del>and one the western area</del> <u>one the southwestern area and one the northwestern area</u> of the state. One member shall be a past president of Colorado, who shall serve in an at-large capacity. Each member shall serve for three years. Members shall be appointed each year by the president of state chapter with the approval of the executive board according to the committee rotation schedule. One member shall be elected by the committee to serve as chairman each year.	A. Appointment. The Membership Committee shall consist of eight members. Three shall represent the Denver metropolitan area, one the northeastern area, one the southeastern area, <u>one the southwestern area and one the northwestern area of the state.</u> One member shall be a past president of Colorado, who shall serve in an at-large capacity. Each member shall serve for three years. Members shall be appointed each year by the president of state chapter with the approval of the executive board according to the committee rotation schedule. One member shall be elected by the committee to serve as chairman each year.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
If an entirely new committee must be appointed, the president shall designate the seven members with respective terms of service.	If an entirely new committee must be appointed, the president shall designate the seven members with respective terms of service.	If an entirely new committee must be appointed, the president shall designate the seven members with respective terms of service.

**EXPLANATION:** Would increase the number of members on the Membership Committee from seven to eight; and would allow for expansion of the membership committee by redistricting the Western Slope to alleviate the distances traveled by one person.

**RATIONALE:** Due to the large area needing to be covered by one membership representative, having another representative will better serve our chapters on the Western Slope.

\*\*\*\*\*

### THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED SERIATIM

Each will be discussed separately but voted upon as one.

**8. Submitted by the Executive Board of the Colorado State Chapter:** (page BL-12) Amend ARTICLE VII by adding a new Section 8.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
	<u>Section 8.</u> <u>TECHNOLOGY.</u> <u>A.Appointment. The Technology Committee shall consist of at least four members, each of whom shall serve four years. The senior member in point of service shall be Chairman.</u>	<u>Section 8.</u> <u>TECHNOLOGY.</u> <u>A.Appointment. The Technology Committee shall consist of at least four members, each of whom shall serve four years. The senior member in point of service shall be Chairman.</u>

Each member of the committee has seen this time as a privilege to serve on the Colorado State Scholarship Fund Committee. It is such an honor to be able to help deserving young women see that their dreams can come true and that there are women who really do believe in them. We get to know all of them on paper.

Kathie Bartee, EJ, Chairman  
Diane Gallagher, DF  
Abby, Rule, T  
Cori Tanner, CSC Treasurer, Advisor

### Annual Report of the Colorado Marguerite Fund Trustees 2020-2021

What a GREAT philanthropy we have with the Marguerite Fund. It has been going strong since 1923 when our beloved Marguerite Fund was known as a "Welfare Fund" but later in 1972 was changed to the Colorado Marguerite Fund. It was designed to provide temporary assistance to P.E.O. sisters and non-members in need of our help. It has been a delight to serve these past three years on such a deserving project.

The Marguerite Fund trustees include me, chairman; Barb Hunter, vice-chair; Barbara Pingrey, secretary and Shari Fox, Colorado State Chapter President, Adviser.

The trustees held two official meetings this year, one in July and one in January. During these meetings applications were reviewed and official business discussed. Due to Covid we found Zoom meetings to be very beneficial. Our Zoom meetings allowed additional meetings to review applications. We had a Christmas Zoom in which we shared a favorite coffee cup and some history to go with it. That was a lot of fun! It has been a blessing to be able to stay in touch and to have that closeness of seeing and sharing with each other.

Unfortunately the number of recipients this year has been low. We feel this could probably be from the pandemic and chapters unable to meet. However, the continued support of all of our chapters has been evident through your donations. It is your

**Annual Report of Colorado State Scholarship  
Fund Committee  
2020-2021**

**Knit together in sisterly love.** It is certainly the best theme we could have had for this COVID-19 year, as we all were told to stay at home. As with all knitting projects you first start with making a swatch to get the right gauge for the project. We found that we had to change our needles twice before we had the right gauge and could begin working on the project.

Our committee started with 3 ladies and our state officer advisor and we ended with a wonderful different group. We were very sorry that Eileen Field had to resign for personal reasons, but are very grateful for Abby Rule who joined the committee. After we received all the papers from the previous committee, and it was finally determined who was the chairman of the committee,

work began. Time was spent updating and making a notebook with both information and history of this committee for each member to have. Half of our applications were received by mail, so they had to be scanned, the others were received as PDFs through email. All applications were sent via email to committee members to review before we got together to pick the recipients.

We first want to thank all Colorado Chapters for their generous donations to the Colorado State Scholarship Fund which this year over \$83,000. We had 41 applications and are giving 35 scholarships with many of the girls pursuing non-traditional education in Cosmetology, EMT, Graphic Design, Auto Tech, Agriculture, Physical Therapy, and even Equine Studies. We gave eight \$5,000, eight \$2,500, nine \$1,500, nine \$1,000, and one \$500 scholarship.

Our committee has continued this year to make every effort to limit expenses. Most communications were done through email, and phone. But with Zoom we had 3 wonderful meetings, first time to just met each other and talk about job on the committee; second, we spent several hours going through all of the applications and selecting our recipients for this year; third meeting, we spent time going over and updating the application and brochure along with our policy manual and working calendar.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
	<p><u>One member shall be appointed each year by the president of state chapter with the approval of the executive board. If an entirely new committee must be appointed, the president shall designate the chairman and three members who shall serve one, two, three and four years, respectively. The required team composition and needed expertise of each member shall be established annually by the Technology Committee Chairman, who will provide input to the Executive Board on committee member appointments and the skills required. The president and vice president shall serve as ex-officio members.</u></p> <p><b><u>B. Duties.</u></b></p> <p><u>1. To provide technical leadership, guidance, support, and maintenance of the CO State Chapter technical infrastructure and events (such as workshops and convention), as directed by the Executive Board.</u></p> <p><u>2. To maintain the Colorado State Chapter P.E.O. website as directed by the Executive Board</u></p> <p><u>3. To maintain and manage the state chapter convention registration system as directed by the Executive Board and Convention Committee Chairman.</u></p>	<p>One member shall be appointed each year by the president of state chapter with the approval of the executive board. If an entirely new committee must be appointed, the president shall designate the chairman and three members who shall serve one, two, three and four years, respectively. The required team composition and needed expertise of each member shall be established annually by the Technology Committee Chairman, who will provide input to the Executive Board on committee member appointments and the skills required. The president and vice president shall serve as ex-officio members.</p> <p><b>B. Duties.</b></p> <p>1. To provide technical leadership, guidance, support, and maintenance of the CO State Chapter technical infrastructure and events (such as workshops and convention), as directed by the Executive Board.</p> <p>2. To maintain the Colorado State Chapter P.E.O. website as directed by the Executive Board</p>

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
	<p><u>4.To support local chapters in their use of technology, including navigating and finding information on the International and Colorado State Chapter websites</u></p> <p><b>C. Reports</b></p> <p><u>1. The Chairman shall provide a report/update to the president of the state chapter quarterly and upon request.</u></p> <p><u>2. The Chairman shall send an annual report to the president of state chapter by May 1. This report shall be printed in the proceedings of convention of state chapter.</u></p>	<p>3. To maintain and manage the state chapter convention registration system as directed by the Executive Board and Convention Committee Chairman.</p> <p>4. To support local chapters in their use of technology, including navigating and finding information on the International and Colorado State Chapter websites.</p> <p><b>C. Reports</b></p> <p>1. The Chairman shall provide a report/update to the president of the state chapter quarterly and upon request.</p> <p>2. The Chairman shall send an annual report to the president of state chapter by May 1. This report shall be printed in the proceedings of convention of state chapter.</p>

**EXPLANATION:** Would create a Technology Committee.

And you all, our CPCC membership, jumped on to ride and learn about it all along with us – the good, the bad, the ugly, and the hard lessons.

Thank you.

For your questions, your engagement, and your willingness to learn. Your engagement has fueled us, and we are sincerely grateful.

It is your engagement and your action that will help the CPCC navigate the changes that must happen, no matter what form they may take, to ensure that all projects of the CPCC can continue to serve the residents of Colorado for many years to come.

Only with a formidable team could the goals and tasks of this past year have been even visualized, let alone attempted. It has been my privilege and honor to serve alongside and learn at the hands of these remarkable women.

Susan Miller, L J Van Belkum, Jill Hyde, Liz Aikin, along with her co-Chapter House trustees Kathy Bath and Martha Kuhn, Janet Kingsbury, along with her co-Marguerite Fund trustees Barbara Pingrey and Barb Hunter, Shari Fox, and Kendy Cusick-Rindone

Thank you doesn't feel adequate for the work they do, the thought they inject in every discussion and decision, the endurance they have demonstrated, and the grace under pressure they have modeled effortlessly. Thank you anyway.

Their courage to make changes, when "that's the way we've always done it" is no longer working, will enable this philanthropy to not only survive, but to thrive.

As always, stay safe, wash your hands, and make sure your delegate gets to the 2021 CPCC Annual Meeting!

P.E.O. love,  
Cheryl Burnside  
CPCC board chair

--in view of its consistent annual operating loss of \$100,000 per year since FY 2017, critically and thoroughly assessing the viability of continued Chapter House residence operations under its current business model, and

-bringing viable options to our membership at this 2021 annual meeting for the future of the Chapter House project. We could not have imagined the sequence of adventures that execution of those tasks, and Covid-19, would unleash.

Too many to detail in an annual report – please look back at our Charitable Corporation Connections newsletters this past year for details.

But here are a few trigger words to help conjure up memories of some of those adventures:

fire safety inspection, egress obstruction, untempered glass, landlord/tenant, wildfire mitigation, pine needles, mold, pests, water damage, sill plates; a new permanent house manager who turned out to be temporary and a temporary house manager who turned out to be a source of consistency and reliability throughout this year of unexpected twists and turns; sump pump, cesspit; hailstorm, roof leaks, lockdown, quarantine, unrelated business income; special meeting, “property” vs. “project”; asbestos abatement, demolition, fire department training drills, local chapter Zoom meetings, boilers, water heaters, remodels, backflow preventers, gas line mapping; Chapter House Review Committee Report, broker’s price opinion, evolve, business model, forecast; Christmas light tour, movie nights, Bambi window; CCC, CNA, Q/A, UBIT, TBD, ADA, PPRBD and CTSD (continuing traumatic stress disorder = a condition often brought on by one unexpected adventure after another for a somewhat extended length of time, sometimes resulting in numbed reactions to further adventures and occasional glazed-over appearance, best survived with sisters in purpose, humor and stubbornness).

We also learned a few hard lessons this year, including that passion is not enough to sustain a philanthropic project, but that action must accompany it.

## 9. Submitted by the Executive Board of Colorado State Chapter

(page BL- 1) Amend ARTICLE I, Section 1, by adding the word “Technology”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
...	...	...
Members of the following Standing Committees: Amendments and Recommendations	Members of the following Standing Committees: Amendments and Recommendations	<u>Members of the following Standing Committees: Amendments and Recommendations</u>
Colorado State Scholarship	Colorado State Scholarship	Colorado State Scholarship
Finance	Finance	Finance
History	History	History
International Projects Membership	International Projects Membership	International Projects Membership
State Unaffiliate Chair	State Unaffiliate Chair	State Unaffiliate Chair
	<u>Technology</u>	Technology

**EXPLANATION:** Would add to the list of members of convention the Technology Committee.

**RATIONALE:** This centralizes all technology and brings expertise to grow the state chapter and local chapters in the area of technology.

## 10. Submitted by Chapter C, Colorado Springs

(page BL-14) Amend ARTICLE VIII SECTION 1., subsection A, paragraph 2. by inserting the words “with \$2.00 designated for the Colorado P.E.O. Charitable Corporation (CPCC)” after the words “Colorado State Chapter dues”.

CURRENT WORD-ING	PROPOSED CHANGE	IF ADOPTED WOULD READ
<p>Section 1. DUES. A. The annual dues of Colorado State Chapter shall be forty dollars (\$40.00) per active member and shall be allocated as follows:</p> <p>I. Twenty-six dollars (\$26.00) for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College.</p> <p>2. Fourteen dollars (\$14.00) for Colorado State Chapter dues.</p>	<p>Section 1. DUES. A. The annual dues of Colorado State Chapter shall be forty dollars (\$40.00) per active member and shall be allocated as follows:</p> <p>I. Twenty-six dollars (\$26.00) for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College. Fourteen dollars (\$14.00) for Colorado State Chapter dues, <u>with \$2.00 designated for the Colorado P.E.O. Charitable Corporation (CPCC).</u></p>	<p>Section 1. DUES. A. The annual dues of Colorado State Chapter shall be forty dollars (\$40.00) per active member and shall be allocated as follows:</p> <p>I. Twenty-six dollars (\$26.00) for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College.</p> <p>2. Fourteen dollars (\$14.00) for Colorado State Chapter dues, <u>with \$2.00 designated for the Colorado P.E.O. Charitable Corporation (CPCC).</u></p>

**EXPLANATION:** Would add a designated allocation of \$2.00 to support the expenses of the Colorado P.E.O. Charitable Corporation (CPCC).

**RATIONALE:** This change allocates a specific amount for the CPCC to be used as needed for the Corporation and/or its projects.

Given the change in the IRS mileage rate, the 2021-2022 mileage reimbursement will be \$ .56 per mile, effective at the close of this convention and remaining in effect until the opening of convention in 2022.

At the request of the Finance Committee, an amendment will be proposed to allow all State officers to attend the International Conventions every other year.

Diane Ritzdorf, FF, PSPCSC, Chair  
Joanne Graham, HU, Vice Chair  
Cathy Balan, II, Secretary

### Colorado P.E.O. Charitable Corporation Annual Report 2020-2021

At the end of June 2021, the Colorado P.E.O. Charitable Corporation, a non-profit Colorado corporation with 501(c)(3) status granted by the IRS, that is separate and distinct from the Colorado State Chapter of P.E.O. and of which every active Colorado P.E.O. is a member, will have completed its 72<sup>nd</sup> trip around the sun.

And oh my – what a trip it has been.

Recommitting to the guiding principles discussed and agreed to at a February 2020 board retreat, the CPCC board began this board year last June determined to continue the 2019-2020 board's goal to establish its place firmly in the “solution” column of the problem-vs.-solution assessment of CPCC boards. The tasks we identified to work toward this goal included:

- compliance with our corporation's governing documents,
- full disclosure of facts whether good, bad, or ugly,
- transparency in operations and communications,
- monthly financials made available to our membership,
- critically and thoroughly assessing the safety of our then 54-year-old Chapter House building after years of deferred maintenance,



## Annual Report of the Finance Committee

2020-2021

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

It has been an unusual year for two reasons: Covid 19 pandemic restrictions and the death of our long-time Executive Assistant. The result of both of these situations is that the Finance Committee has functioned differently.

Janelle Mendelson was hired as Colorado State Chapter's Executive Assistant. The contract for this position has been revised to comply with the State of Colorado's independent contractor requirements. Janelle has been trained by International and has worked diligently to prepare reports for the Executive Board and the Finance Committee.

Reports of state officers containing accounts and expenditures of state chapter funds have been examined and found to be in good order.

The General Fund Budget for the current P.E.O. year 2021-2022, retroactive to April 1, 2021, has been prepared after careful study of the receipts and expenditures for the past year, and submitted for adoption. A copy of the proposed budget will be available to all local chapters via the website.

At its April meeting, the Finance Committee recommended that the majority of the General Fund surplus of \$23,000.00 be transferred as follows: 1) \$10,000 to the Colorado State Scholarship Fund, and 2) \$10,000 to the Cottey Innovations Fund.

The Finance Committee recommends that the allocation of dues for April 1, 2021 to March 31, 2022 be as follows:

\$ 5.00 for expenses of Colorado State Chapter

\$ 6.50 for expenses of Convention of Colorado State Chapter

\$ 2.50 for expenses of Convention of International Chapter

\$ 14.00 Total State Dues/Member

## 11. Submitted by the Finance Committee, Colorado State Chapter

(page BL 15) Amend Article VIII, Section 3, subsection A, paragraph 2 by inserting the words "treasurer and secretary" after "organizer".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WOULD READ
<p>Section 3. CONVENTION OF INTERNATIONAL CHAPTER.</p> <p>1. The state chapter shall maintain an International Convention Fund, and disbursements shall be made for the following expenses:</p> <p>2. The necessary cost of travel to Convention of International Chapter of the president, vice president, local chapter delegates, and past presidents entitled to housing and meals.</p> <p>3. The cost of travel, housing and meals to Convention of International Chapter for the organizer, of Colorado State Chapter, as a visitor.</p>	<p>Section 3. CONVENTION OF INTERNATIONAL CHAPTER.</p> <p>1. The state chapter shall maintain an International Convention Fund, and disbursements shall be made for the following expenses:</p> <p>2. The necessary cost of travel to Convention of International Chapter of the president, vice president, local chapter delegates, and past presidents entitled to housing and meals.</p> <p>3. The cost of travel, housing and meals to Convention of International Chapter for the organizer, <u>treasurer and secretary of Colorado State Chapter, as a visitor.</u></p>	<p>Section 3. CONVENTION OF INTERNATIONAL CHAPTER.</p> <p>1. The state chapter shall maintain an International Convention Fund, and disbursements shall be made for the following expenses:</p> <p>2. The necessary cost of travel to Convention of International Chapter of the president, vice president, local chapter delegates, and past presidents entitled to housing and meals.</p> <p>3. <u>The cost of travel, housing and meals to Convention of International Chapter for the organizer, treasurer and secretary of Colorado State Chapter, as a visitor.</u></p>

**EXPLANATION:** Would add the costs of travel, housing and meals for the CSC treasurer and secretary to the expenses paid for by the state's International Convention Fund.

**RATIONALE:** Allows these two additional officers to enhance their leadership of CSC when they return.

## **EDITORIAL RESOLUTION**

*Resolved,* That the 2021-2022 Executive Board of Colorado 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 Colorado State Chapter.

## **RESOLUTION FOR CONSIDERATION AT THE 2021 CONVENTION**

### **OF INTERNATIONAL CHAPTER**

## **PROPOSED RESOLUTION FOR THE APPOINTMENT OF A COMMITTEE TO DETERMINE THE FEASIBILITY OF A PROGRAM FOR GRANTS-IN-AID**

**Submitted by Chapter DJ, Denver**

WHEREAS, P.E.O. is proud of its "Women Educating Women" projects;

WHEREAS, There are women who have a clear career direction based on their chosen degree and should be supported in their drive to achieve a specific educational goal;

WHEREAS, There are a great many women who have attained sophomore completion status in a bachelor's program at institutions of higher learning and are academically successful but challenged to finance an upcoming term;

WHEREAS, These students may be holding down jobs but find it necessary to drop out until they have the necessary funds to continue;

Prepared monthly financial reports for distribution to the Executive Board and the Finance Committee, providing additional clarification as requested by board and committee members. Monthly reports are supplemented by notes on unusual entries and/or activities which impact account balances. When requested by the Executive Board, she compiled customized reports to provide more detailed information for the ongoing management of Colorado State Chapter.

Reconciled bank statements with General Fund checking account on a monthly basis; reconciled statements for CDs held by Colorado State Chapter. Submitted monthly transmittals of gift receipts and payments to the International Philanthropies; processed monthly reports of direct donations received at International Chapter and periodic individual direct gift reports from Cottey College, integrating that information into the state records to provide an accurate representation of donations credited to each chapter. Prepared monthly transmittal reports for CSSF and CCSF committees to use in the acknowledgement process.

Prepared preliminary chapter gift lists for the above mailing, resolved questions from treasurers, and produced final gift lists for inclusion with treasurers' releases. Provided detailed gift list information to the state treasurer for posting on Colorado website.

Recorded payments received with annual reports and reconciled information with the Treasurer, Corresponding Secretary, and Annual Report Assistant.

At the close of the fiscal year, she coordinated with International Chapter for the release of digital files to the auditors for annual review.

Prepared the Summary of Receipts and Disbursements in Colorado State Chapter Funds for the 2020-2021 Fiscal Year.

Prepared and filed annual 1099 forms for herself and other vendors where appropriate.

My special thanks to the 2020-2021 Executive Board and Finance Committee working with me as I have been nearly on a yearlong learning curve for this position – a SOP (Standard Operating Procedures) manual for this position will be in place this upcoming year.

Janelle Rodriguez-Mendelson, CSCSPS  
Executive Assistant—Finance, CO State Chapter

Each committee responded with agility and compassion considering our “no meeting” policies.

**Convention:** This officer assisted in planning for our State’s first Virtual Convention. She prepared certificates, and a pre-recorded presentation for convention, honoring our Golden Girls and anniversary chapters.

**Social Events:** With regret, due to COVID-19 restrictions, social events were not held. This officer did attend, via Zoom, the organization of Chapter JN, Windsor.

**Official Visits:** All Official Visits this year were held via Zoom. This officer shadowed two other State Officers on three Official Visits and served as a proxy organizer to seven chapters. Each visit was a unique opportunity “To seek growth in knowledge” as we learned to navigate our new world of technology. I was amazed by the tenacity and dedication of these chapters to “keep it together” and show a “loving concern for each sister”. With a hopeful heart and a face mask in hand, this officer is looking forward to in-person visits in the fall, following all stated guidelines.

**On a Personal Note:** What a year. It’s certainly not what we expected, but so very thankful to be where I am. With all the tech challenges, storage bins full of P.E.O. memories, file folders, 3-ring binders, it’s my fellow officers that keep me on track and headed in the right direction. Their patience and guidance this year has been amazing. I am so grateful. I’m especially thankful to have a very understanding husband and family. On those days when I am knee deep in piles/files, emails and phone calls, Tom quietly opens my office door and smiles, saying “when you have a minute, dinner is ready”.

Patty Fry, IB – Secretary, Colorado State Chapter

### **Executive Assistant Annual Report—2020-2021**

In accordance with the Policy Manual for Executive Assistant—Finance, and as directed by the Executive Board and Finance Committee of Colorado State Chapter, this assistant has performed the following duties:

Posted financial transactions to the appropriate accounts and maintained monthly ledgers of all financial activities pertinent to Colorado State Chapter.

WHEREAS, These students do not currently qualify for a P.E.O. Program for Continuing Education grant and would face a hardship to incur additional debt through the P.E.O. Educational Loan Fund or other lending institution; and

WHEREAS, There is a void to assist students in these circumstances in the existing philanthropic projects offered by the P.E.O. Sisterhood;

**RESOLVED,** That the Executive Board of International Chapter appoint a special committee to determine the feasibility of establishing a program of grants-in-aid for educational expenses to allow women successfully completing the sophomore term in a bachelor’s degree program to continue their education without interruption caused by lack of finances; and that the committee report its findings and recommendations at the 2023 Convention of International Chapter.

### **PROPOSED AMENDMENTS TO THE BYLAWS OF COLORADO P.E.O. CHARITABLE CORPORATION**

*(Page numbers refer to the 2019 printing/posting of the Colorado P.E.O. Charitable Corporation Bylaws)*

Underlined print = insert or add; ~~Line through words~~ = strike out

#### **1. Submitted by Chapter FF/Denver. Amend CPCC Bylaws.**

Amend ARTICLE VII - OFFICERS, Section 2. Duties of Officers, Subsection D. Treasurer, by inserting a comma and the words “subject to the direction and supervision of the Board of Directors,” following the words “The treasurer shall.”

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(page BL-5)  D. The treasurer shall be the principal financial officer of Colorado P.E.O. Charitable Corporation, shall oversee the care and custody of all funds, securities, evidences of indebtedness and other personal property of Colorado P.E.O. Charitable Corporation.	(page BL-5)  D. The treasurer shall, <u>subject to the direction and supervision of the Board of Directors</u> , be the principal financial officer of Colorado P.E.O. Charitable Corporation, shall oversee the care and custody of all funds, securities, evidences of indebtedness and other personal property of Colorado P.E.O. Charitable Corporation.	(page BL-5)  D. The treasurer shall, subject to the direction and supervision of the Board of Directors, be the principal financial officer of Colorado P.E.O. Charitable Corporation, shall oversee the care and custody of all funds, securities, evidences of indebtedness and other personal property of Colorado P.E.O. Charitable Corporation.

**EXPLANATION:** Would clarify that treasurer activities are directed and supervised by the entire Board of Directors.

**RATIONALE:** The Treasurer, as with other Directors and Officers, is not authorized to act independently of the Board of Directors.

**NOTE:** The CPCC board has no objection to this amendment. It reflects current operations.

A Personal Thank You: While most of us can't wait to leave the chaos, strife and isolation that was 2020, we did learn so much. We learned how innovative this organization can be and how adaptive we are as a Sisterhood. We figured out how to keep those sisterly bonds strong and how to be resilient. We may have to continue to live in that constantly changing world and work harder on moving forward, but I am sure that this EB will continue to work for all of the sisters in the state and our Sisterhood. What an amazing and collaborative collection of women! I can't wait to see my Colorado sisters IRL (in real life), give hugs and get out of my office, after I purchase a new chair! I must end by thanking all those that came before me in this position for their leadership and vision. And of course, thank you to my family, Eric, Trevor and Colin – I love you so.

Cori Tanner, FT  
Treasurer, CO State Chapter

#### **Annual Report of the Secretary 2020-2021**

This officer performed all the duties and responsibilities of the office as specified in the *Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, the Bylaws and Standing Rules of Colorado State Chapter and as directed by the President of Colorado State Chapter.*

**Meetings and Trainings:** This officer attended all meetings of the Colorado State Executive Board in person or via electronic means due to COVID-19 and under the guidelines of P.E.O. International. She received training for the duties of the office of Secretary by her predecessor, on an ongoing basis throughout the year. She participated in Officer Training webinars provided by International. In concert with the other State Officers, she conducted two "chat with a board member" Zoom meetings open to chapter officers. She participated in Spring Training workshops conducted via Zoom & one in-person meeting (adhering to the local COVID and International guidelines.)

**Adviser and Communications:** This officer advised the ELF, IPS, PCE, PSA, STAR Scholarship and History Committees. Communication & collaboration was done via electronic means, email or Zoom. It was a privilege to collaborate with these dedicated, enthusiastic women who lovingly promoted our International philanthropies and who continue the process of preserving our State's historical documentation.

prepared the Annual Report of the Treasurer of Colorado State Chapter, audited Local Chapter IRS reports and assisted in the audit of CSC.

This officer also participated in the Executive Board's Tech Training seminars for local chapter Presidents and Technology representatives. She also conducted two "Officer Chats" with registered sisters in February where she answered questions and provided information. She held "Office Hours" for local chapter Treasurers who needed assistance completing their annual reports and worked with the annual reports assistant and the Secretary to verify and complete these required International documents.

**Advisor and Communications:** This officer advised the Colorado State Scholarship Committee and the Colorado Cottey Scholarship Committee. The work that these committees perform is at the heart of our Sisterhood. To review these scholarship applications demonstrates the great responsibility we possess in distributing our local chapters' hard-earned funds appropriately and respectfully. She stands in awe of the amazing women who devote their time and talents to these committees as well as the incredible women to whom we were able to give scholarships, this is why we do what we do. Thank you also to the sisters who served on these committees and were undaunted by the restrictions put in place due to the pandemic.

**Conventions:** This officer was a part of the End of Year proceedings in lieu of a state convention in June of 2020 and assisted with the planning of the virtual 2021 state convention. This officer complied with all requirements set forth by International EB to complete the 2020-2021 Colorado State Chapter Report of the Year.

**Social Events:** There were no social events that S/P/D officers were allowed to attend given the pandemic. With all her heart she looks forward to in-person events and meetings in the coming year.

**Official Visits:** This officer conducted fourteen Official Visits, all virtually this year in the north central and eastern parts of the state. This officer assisted officers in preparation for their own virtual meetings and was available outside of OV's for technology issues from those chapters. The technological challenges that our local chapter Presidents had to overcome were immense and she appreciated the hard work and dedication shown by local chapter officers in providing support and sisterly concern for their chapter sisters. These ladies were unstoppable!

## THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED SERIATIM

Each will be discussed separately but voted upon as one.

### Submitted by Chapter FF/Denver. Amend CPCC Bylaws.

Amend Article III, OBJECT AND PURPOSE, second paragraph, subparagraph (a) by inserting the words "for independent living" following the words "and operating a home",

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(page BL-1)  The primary activities of Colorado P.E.O. Charitable Corporation shall include but not be limited to a) maintaining and operating a home (hereinafter called Colorado P.E.O. Chapter House)...	(page BL-1)  The primary activities of Colorado P.E.O. Charitable Corporation shall include but not be limited to a) maintaining and operating a home <u>for independent living</u> (hereinafter called Colorado P.E.O. Chapter House)...	(page BL-1)  The primary activities of Colorado P.E.O. Charitable Corporation shall include but not be limited to a) maintaining and operating a home for independent living (hereinafter called Colorado P.E.O. Chapter House)...

**EXPLANATION:** Would include the words independent living which has been the scope of accommodation at the Colorado P.E.O. Chapter House from its beginning.

### 3. Submitted by Chapter FF/Denver. Amend CPCC Bylaws.

Amend Article X - COLORADO P.E.O. CHAPTER HOUSE, Section 1. Purpose, first sentence by inserting a comma and the words “an independent living” following the words Chapter House.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(page BL-7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence for the benefit of members of the P.E.O. Sisterhood...	(page BL-7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House, <u>an independent living</u> residence for the benefit of members of the P.E.O. Sisterhood...	(page BL-7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House, an independent living residence for the benefit of members of the P.E.O. Sisterhood...

**EXPLANATION:** Would include the words independent living which has been the scope of accommodation at the Colorado P.E.O. Chapter House from its beginning.

**RATIONALE:** Notes the type of accommodations at Colorado P.E.O. Chapter House for those not familiar with the demonstrated purpose.

**NOTE:** The CPCC board has no objection to these amendments. They reflect current operations.

willing to step out of their “comfort zones” to lead these meetings virtually. Additionally, she thanks the local chapters she visited for their willingness to try something new for the benefit of our Sisterhood. This officer planned the Official Visits for the fall of 2021.

**A Personal Note:** “Good friends (sisters) are like stars. You don’t always see them, but you know they’re always there...” I have always found great comfort in this quote – but this year, it has new meaning such as “Wilma, we can’t see you – you don’t have your camera on,” or “Betty, you need to unmute yourself.” I vaguely knew what ZOOM was a year ago, but now dare I say? I am an expert!?!? No, let’s not say that. I am incredibly grateful for this technology and the opportunities it has provided to our Sisterhood to stay connected. While I can absolutely, positively not wait to gather in-person, hug, sing, and EAT(!) – ZOOMing with so many of you has filled the void that this pandemic brought. And to my bestest hubby – thanks for sharing oh so many hours at home together!

Paisley Huntoon, IF, Highlands Ranch  
Organizer, CSC

### Annual Report of the Treasurer 2020-2021

This officer performed all the duties and responsibilities of the office as specified in the *Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood*, the *Bylaws and Standing Rules of Colorado State Chapter* and as directed by the President of Colorado State Chapter.

**Meetings and Trainings:** This officer was trained by her predecessor in the duties of this office. This officer worked with our new assistant treasurer and assisted with training for that position. This officer attended all meetings of the Colorado State Executive Board and the state Finance Committee. She was disappointed that she was unable to participate in Officer Training Workshops and Official Visits due to the pandemic.

**Officer Responsibilities:** This officer deposited all funds and paid all expenses as directed by the Executive Board, distributed monthly donations to International and State philanthropies, served as Treasurer for Active Members of Disbanded Chapters, collected Local Chapter dues,

She attended all virtual pre-organizational meetings for Chapter JN and nearly all the in-person and virtual pre-organizational meetings for potential Chapter JO.

**Organizations:** This officer planned and presided over the organization of Chapter JN (Windsor) in February. She continued to work with the prospective members of a future chapter in the Thornton/Northglenn area that hopefully will be able to organize following the COVID emergency protocols and can meet more regularly in-person. Unfortunately, two chapters (GX and CE) were unable to revitalize and decided to disband. There are a few other chapters in the state considering the option of merging.

**Advisor and Communications:** This officer advised the Membership Committee, who are a very dedicated group of sisters. Each member of this committee deserves extra appreciation for her continued service during this unprecedented year. Our State Unaffiliate Chair, Michelle Schwartzkopf, worked diligently to keep Colorado's unaffiliated and potential member listings up to date.

**Convention:** With immense gratitude for the assistance received from Chapter IF, this officer presented the Period of Instruction in a pre-recorded fashion for the first-ever virtual Convention of Colorado State Chapter. This officer was disappointed to not be able to conduct a question and answer session with the International Representative given the limitations of a virtual format. This officer was honored to present a Charter to Chapter JN.

**Social Events:** Nearly all the social events within the Colorado State Chapter were cancelled due to COVID-19 in-person gathering protocols. However, this officer was able to attend many virtual ZOOM gatherings with local chapters and was greatly appreciative of these opportunities.

**Official Visits:** This officer developed a PowerPoint presentation for use by the Executive Board and the Past State Presidents when conducting their virtual Official Visits, as required by International this year. This officer conducted fifteen virtual Official Visits in the fall. She expresses a debt of gratitude to the Executive Board and the Past State Presidents who were

#### 4. Submitted by CPCC Board of Directors. Amend CPCC Bylaws.

Amend ARTICLE V – CORPORATION MEETINGS by striking out Section 3. Proxies.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
<p>(Page CPCC BL – 3)</p> <p>Section 3. Proxies. At all special meetings of Colorado P.E.O. Charitable Corporation, a member may vote by proxy by signing an appointment form or similar writing either personally or by the member's duly authorized attorney-in-fact. A member may also appoint a proxy by mail, e-mail or fax, providing a written statement of the appointment to the proxy or other person duly authorized by the proxy to receive appointments as agent for the proxy or to Colorado P.E.O. Charitable Corporation. The transmitted appointment shall set forth or be transmitted with written evidence from which it can be determined that the member transmitted or authorized the transmission of the appointment. The proxy appointment form or similar writing shall be filed</p>	<p>(Page CPCC BL – 3)</p> <p><del>Section 3. Proxies. At all special meetings of Colorado P.E.O. Charitable Corporation, a member may vote by proxy by signing an appointment form or similar writing either personally or by the member's duly authorized attorney-in-fact. A member may also appoint a proxy by mail, e-mail or fax, providing a written statement of the appointment to the proxy or other person duly authorized by the proxy to receive appointments as agent for the proxy or to Colorado P.E.O. Charitable Corporation. The transmitted appointment shall set forth or be transmitted with written evidence from which it can be determined that the member transmitted or authorized the transmission of the appointment.</del></p>	

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
with the secretary of Colorado P.E.O. Charitable Corporation by 3:00 p.m. the Monday before the meeting. The appointment of a proxy is effective when received by the Colorado P.E.O. Charitable Corporation and is valid for eleven (11) months unless a different period is expressly provided in the appointment form or similar writing.	<del>The proxy appointment form or similar writing shall be filed with the secretary of Colorado P.E.O. Charitable Corporation by 3:00 p.m. the Monday before the meeting. The appointment of a proxy is effective when received by the Colorado P.E.O. Charitable Corporation and is valid for eleven (11) months unless a different period is expressly provided in the appointment form or similar writing.</del>	

EXPLANATION: Removes the language allowing for proxy voting.

RATIONALE: Proxy voting is not allowed in any other aspect of P.E.O – International, S/P/D, or local chapters - and there is no need for it in CPCC.

#### 5. Submitted by CPCC Board of Directors. Amend CPCC Bylaws.

Amend ARTICLE XI - COLORADO P.E.O. MARGUERITE FUND, Section 9. Dissolution of the Fund, subsection A, by striking out the words “a convention of Colorado State Chapter” and inserting the words “an annual or special meeting of the Colorado P.E.O. Charitable Corporation.”

I am forever in debt to my husband (BIL), Greg, who is always supportive of my endeavors even with all the “stuff” I bring home, all the meetings and phone calls and to my brother, Bill whom I share a business with for the time I have been away from the office although physically still there.

I look forward to my year as President and know that those who have been with me the last year and half, will be with me till the end. I value the support I have received from Dottie Ruth, PSP, Janelle Mendelson, PSP and all the PSP Sisters who have answered all my questions as I learned and as I travel on this journey. As we Knit Together in Sisterly Love, we also Promote Educational Opportunities for Women all over the world. Thank you all for the love and devotion you share with this incredible sisterhood!

With P.E.O. Love,  
Kendy Cusick-Rindone, CP  
Vice President, CO State Chapter

#### Annual Report of the Organizer 2020 – 2021

This officer performed all the duties and responsibilities of the office as specified in the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, and the Bylaws and Standing Rules of Colorado State Chapter and as directed by the President of the Colorado State Chapter.

**Meetings and Trainings:** This officer was trained by her predecessor, the President, and some of the Past State Presidents in the duties of Organizer and trained her successor in the duties of Treasurer. This officer attended both in-person and virtual meetings of the Colorado State Executive Board and virtual meetings of the Colorado State Membership Committee. She attended the first-ever virtual LEAD Conference and the first-ever virtual Cottey Seminar during the summer months. She planned four virtual Local Chapter Officer Training Workshops and one in-person Local Chapter Officer Training Workshop. She led the opening general session and trained Recording Secretaries at the workshops.



She participated in two Zoom video calls with Membership Representative, Jan Loftin. This officer prepared and presented 4 Zoom workshops to over 160 Chapter Officers. This officer was able to attend the LEAD conference via Zoom. She also attended the Cottey Seminar via Zoom. This officer did a Bylaws presentation at a Chapter JN meeting during their organization process. Adviser and Communications: This officer advised the Reciprocities and Group. She attended many Reciprocity meetings via Zoom. The Reciprocities learned new ways to communicate and share ideas. Reciprocities do have a purpose and this officer believes that they can help strengthen the Sisterhood by sharing ideas. This officer prepared, presided and videoed the Celebration of Life ceremony including our Sisters who entered Chapter Eternal in 2019-2020 and 2020-2021.

**Social Events:** Unfortunately, this officer did not receive any invitations for chapter anniversaries, chapter milestones, luncheons or Founders' Day events due to COVID-19 and all being canceled. This officer did attend the organization of Chapter JN via Zoom.

**Official Visits:** This officer virtually visited 8 Colorado Chapters in the Northeastern area of Colorado. Most of these chapters will be hostess chapters in 2022 and it was wonderful to get to know those this officer will be working with on the 2022 convention.

Concentrating on encouraging, inspiring and rewarding, this officer challenged these chapters to go find the others and continue to grow. She also thanked them for their continued commitment to the Sisterhood and Colorado P.E.O.

**A Personal Note:** There were so many highlights for me this year despite all in person activities canceled. There were also challenges as the end of my time on the CSC Executive Board nears. Visiting chapters for Official Visits was one of those highlights although virtually. When asking sisters to volunteer their time (usually for a three-year commitment) on a state committee seemed overwhelming, however, those whom I contacted were happy to have been asked. Thank you, sisters who stepped up and agreed to serve the Colorado State Chapter.

CURRENT WORD-ING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(Page CPCC BL – 13)  Section 9. Dissolution of the Fund. A. Vote. The Colorado P.E.O. Marguerite Fund may be dissolved at a convention of Colorado State Chapter when approved by a two-thirds vote of members present and voting.	(Page CPCC BL – 13)  Section 9. Dissolution of the Fund. A. Vote. The Colorado P.E.O. Marguerite Fund may be dissolved at <del>convention of Colorado State Chapter</del> <u>an annual or special meeting of the Colorado P.E.O. Charitable Corporation</u> when approved by a two-thirds vote of members present and voting.	(Page CPCC BL – 13)  Section 9. Dissolution of the Fund. A. Vote. The Colorado P.E.O. Marguerite Fund may be dissolved at an annual or special meeting of the Colorado P.E.O. Charitable Corporation when approved by a two-thirds vote of members present and voting.

**EXPLANATION:** Clarifies that the CPCC is the organizational body with authority for the MF project; and changes the required vote for dissolution of the MF to be at an annual or special meeting of CPCC.

**RATIONALE:** Corrects the MF dissolution clause to indicate the MF is a project under the CPCC. Should have been changed in 2012.

## 6. Submitted by CPCC Board of Directors. Amend CPCC Bylaws.

Amend ARTICLE X - COLORADO P.E.O. CHAPTER HOUSE, by striking out Section 7, Chapter House Share The Care Fund, and inserting it to be new Article XI - SHARE THE CARE FUND, with amendments shown.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
<p>(Page CPCC BL – 9) Section 7. Chapter House Share The Care Fund.</p> <p>A. Establishment. A fund entitled Share The Care was established by Colorado P.E.O. Chapter House, Inc. in 1968 through action of the Board of Trustees. Support by the membership was confirmed at the following convention of Colorado State Chapter when a contribution of \$1,000 was given from Colorado State Chapter funds. Share The Care Fund was established to provide assistance for Chapter House residents whose financial position impedes residency at Chapter House.</p> <p>B. Funding. Voluntary contributions to Colorado P.E.O. Charitable Corporation designated for the Colorado P.E.O. Chapter House Share The Care Fund, from any</p>	<p>(Page CPCC BL – 9) <del>Section 7. Chapter House Share The Care Fund</del></p> <p><u>ARTICLE XI – SHARE THE CARE FUND.</u></p> <p><u>A. Establishment</u> <u>Section 1. Purpose.</u> A fund entitled Share The Care was established by Colorado P.E.O. Chapter House, Inc. in 1968 through action of the Board of Trustees. Support by the membership was confirmed at the following convention of Colorado State Chapter when a contribution of \$1,000 was given from Colorado State Chapter funds. Share The Care Fund was established to provide assistance for Chapter House residents whose financial position impedes residency at Chapter House.</p>	<p>(Page CPCC BL – 9) ARTICLE XI – SHARE THE CARE FUND.</p> <p>Section 1. Purpose. A fund entitled Share The Care was established by Colorado P.E.O. Chapter House, Inc. in 1968 through action of the Board of Trustees. Support by the membership was confirmed at the following convention of Colorado State Chapter when a contribution of \$1,000 was given from Colorado State Chapter funds. Share The Care Fund was established to provide assistance for Chapter House residents whose financial position impedes residency at Chapter House.</p> <p>Section 2. Funding. Voluntary contributions to Colorado P.E.O. Charitable Corporation designated for the Share The Care Fund, from any source, shall be processed and deposited into an account designated for Share The Care funds. Contributions to Share The Care are deductible by donors in computing taxes imposed by the Internal Revenue Code of the United States.</p>

Although this year did not look or feel like a “normal” P.E.O. year, I am forever thankful for my Executive Board sisters who were so incredibly supportive and were willing to go above and beyond to make this year the best it could be! I love you all so very much!

Kendy, who came on board and gave so much of her time and talents. Paisley, who is just a breath of fresh air and lends her expertise to her office and to the board. Cori, who with her tenacity, gets it done! And Patty, who brings attention to detail to a new level and has that wonderful personality that brings much sunshine! I thank you all from the bottom of my heart.

I wish to thank my husband, Jonathan, who for five years has embraced and supported my being on this journey. He is a solid rock and a wonderful BIL! I love you, my dear! My two daughters, Ashleigh and Emilie, fourth generation P.E.O.’s who have been my sounding board and support through this journey. To mom, Diane Baublits who has given me the gift of P.E.O. and has supported me as well, thank you. To my Chapter AT sisters who are ready to “have me back” and have been a great encouragement to me, thank you! I love you all. For all those sisters in Colorado and beyond who were also a part of this journey, I could not have done this without you! Thank you and remember that as we grow and dare, I say, change, we shall forever be Knit Together in Sisterly Love as we do so.

Shari Fox, AT – President, CO State Chapter

### Annual Report of the Vice President 2020-2021

This officer performed all the duties and responsibilities of this office as specified in the Constitution, Bylaws and Standing Rules of the P.E.O Sisterhood, and the Bylaws and Standing Rules of Colorado State Chapter.

**Meetings and Trainings:** This officer was trained by her predecessor and trained her successor to the best of her knowledge in the duties of organizer. This officer attended meetings of the Colorado State Chapter Executive Board, Colorado P.E.O. Charitable Corporation Board of Directors, Marguerite Fund Introduction Meeting, Finance Committee and many Reciprocities.

## Annual Reports of State Officers /Board of Directors /Trustees /Committees

### Annual Report of the President 2020-2021

This officer performed all the duties and responsibilities of the office as specified in the *Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, and the Bylaws and Standing Rules of Colorado State Chapter*.

**Meetings and Trainings:** This officer planned and presided at all meetings of the Colorado Executive Board. She implemented the goals set forth to strengthen and grow the Sisterhood of Colorado P.E.O. She attended Finance Committee meetings, CPCC (Colorado P.E.O. Charitable Corporation) meetings and served as director to this board. She attended meetings of the Marguerite Fund Trustees. In July and October, she attended virtual LEAD. She trained her successor for the office of President. This officer provided advice and assistance to state committees and local chapters.

**Adviser and Communications:** This officer advised the Finance Committee, the Amendments and Recommendations Committee, Chapter House, and Marguerite Fund Trustees. She was fortunate to advise the 2021 Hostess Chapters and work closely with the co-chairs in readying the state for the first ever Virtual Convention of Colorado State Chapter. This officer sent monthly newsletters to all sisters in the state, including Past State Presidents, committee members and local chapter sisters. She appointed an Ad Hoc state committee for Technology.

**Social Events:** Sadly, due to COVID-19 restrictions, this officer only attend a few virtual social events, on of which was the Reorganization of Chapter JG in Montrose, Colorado.

**Official Visits:** Official visits this year were held virtually. This officer visited 8 (eight) chapters virtually. Although it was quite different, the Zoom platform and a wonderfully executed Power-Point enabled this officer to complete these official visits and afforded her the ability to keep in touch with these chapters and sisters. This officer greatly appreciated and treasured the time spent with these chapter sisters via Zoom.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
<p>source, shall be processed and deposited into an account designated for Share The Care funds. Contributions to Share The Care are deductible by donors in computing taxes imposed by the Internal Revenue Code of the United States.</p> <p>C. Administration. 1. Application. Applications shall be available through the Chapter House manager or any current trustee. Completed applications shall be sent to the chairman of Chapter House Trustees. Applications shall be considered by a committee of three appointed by the chairman of Chapter House Trustees. 2. Distribution of funds is made directly to the operating funds of Chapter House for the account of recipient resident(s) by the treasurer of Colorado P.E.O. Charitable Corporation.</p>	<p><del>B. Section 2.</del> Funding. Voluntary contributions to Colorado P.E.O. Charitable Corporation designated for the <del>Colorado P.E.O. Chapter House</del> Share The Care Fund, from any source, shall be processed and deposited into an account designated for Share The Care funds. Contributions to Share The Care are deductible by donors in computing taxes imposed by the Internal Revenue Code of the United States.</p> <p><del>C. Section 3.</del> Administration. <u>A.</u> Application. Applications shall be available through the Chapter House manager or any current trustee. Completed applications shall be sent to the chairman of Chapter House Trustees. Applications shall be considered by a committee of three appointed by the chairman of Chapter House Trustees.</p>	<p>Section 3. Administration. A. Application. Applications shall be available through the Chapter House manager or any current trustee. Completed applications shall be sent to the chairman of Chapter House Trustees. Applications shall be considered by a committee of three appointed by the chairman of Chapter House Trustees. B. Distribution of funds is made directly to the operating funds of Chapter House for the account of recipient resident(s) by the treasurer of Colorado P.E.O. Charitable Corporation. Section 4. Fund Assets. Share The Care assets shall be used only to subsidize resident fees. The financial records and accounts of this fund shall be kept separate and apart from the books and accounts of other funds of the Colorado P.E.O. Charitable Corporation and shall be listed separately on financial reports. Section 5. Closing and Sale of Colorado P.E.O. Chapter House Residence and Further Use of Share The Care Fund Assets.</p>

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
<p>D. Fund Assets. Share The Care assets shall be used only to subsidize resident(s) fees. The financial records and accounts of this fund shall be kept separate and apart from the books and accounts of other funds of Colorado P.E.O. Chapter House, or Colorado P.E.O. Charitable Corporation and shall be listed separately on reports of Colorado P.E.O. Chapter House funds.</p> <p>E. Dissolution of the Colorado P.E.O. Chapter House and Further Use of Share The Care Fund Assets. If the Colorado P.E.O. Chapter House is dissolved pursuant to Section 9 of this Article X, the assets of the Share The Care Fund are to be used to provide assistance to those who were residing at the Colorado P.E.O. Chapter House when it was dissolved and further to otherwise provide financial assistance</p>	<p><u>B.</u> Distribution of funds is made directly to the operating funds of Chapter House for the account of recipient resident(s) by the treasurer of Colorado P.E.O. Charitable Corporation.</p> <p><u>Section 4. Fund Assets.</u> Share The Care assets shall be used only to subsidize resident(s) fees. The financial records and accounts of this fund shall be kept separate and apart from the books and accounts of other funds of Colorado P.E.O. Chapter House, or the Colorado P.E.O. Charitable Corporation and shall be listed separately on financial reports of Colorado P.E.O. Chapter House funds.</p> <p><u>Section 5. Closing and Sale of</u> <del>Dissolution of the</del> Colorado P.E.O. Chapter House Residence and Further Use of Share The Care Fund Assets.</p>	<p>If the Colorado P.E.O. Chapter House residence is closed and sold pursuant to Section 9 of Article X, the assets of the Share The Care Fund are to be used to provide assistance to those who were residing at the Colorado P.E.O. Chapter House residence when it was closed and further to make distributions or otherwise provide financial assistance to individuals in need who are residing in facilities similar to the Colorado P.E.O. Chapter House residence, consistent to the extent possible with the purpose of the Share The Care Fund above in Section 1. of this Article XI. If the foregoing uses of the Share The Care Fund assets no longer become possible, in the discretion of the Board of Directors of the Colorado P.E.O. Charitable Corporation, the assets of the Share The Care Fund are to be used for any of the charitable purposes of the Colorado P.E.O. Charitable Corporation.</p>

RESOLVED, that the proceeds from the sale of the property be deposited into the CPCC fund prescribed in the CPCC bylaws, remain invested, and used only for the purposes permitted for such proceeds in the CPCC bylaws; and

RESOLVED that the CPCC board shall study the guidelines and purposes of the grant assistance funds in other states that have established such funds with proceeds from the sale of their chapter houses, among other appropriate resources, and shall propose to the CPCC membership at the next CPCC annual meeting bylaw amendments to provide for the purposes and administration of the grant assistance fund that will be established with the sale proceeds and used for the benefit of residents throughout the state of Colorado.

Adopted by the CPCC Board of Directors on January 1, 2021.

Adopted as amended by the CPCC Board of Directors on April 26, 2021.

## EDITORIAL RESOLUTION

*Resolved*, That the 2021-2022 CPCC Board of Directors 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 CPCC.

building habitable and the property safe, with more than \$300,000 more in projected maintenance needs over the next ten years, and

WHEREAS, the Chapter House Review Committee, appointed for the sole purpose of doing a thorough examination of the Chapter House in order to recommend viable options to the CPCC Board for the future of the Chapter House, concluded after its research and inquiries in 2020 that in view of its financial performance and maintenance needs the Colorado P.E.O. Chapter House property is no longer sustainable as an independent living facility, and

WHEREAS, the Chapter House Review Committee further concluded that the money currently being spent on maintenance, payroll, property insurance, flood insurance, groceries and utilities would be better utilized to evolve the project to allow members and others from the entire state of Colorado who live in residential care facilities to apply for assistance from, and to benefit from, the funds, and that the Chapter House property should be sold as soon as possible, and

WHEREAS, the CPA firm engaged by the CPCC pursuant to suggestion from the executive offices of P.E.O. International to perform a projection of how much longer the current investments available for operating expenses/losses of the Chapter House will last projected that all such funds will be exhausted sometime in fiscal year 2023, and

WHEREAS, this resolution is presented by the CPCC Board of Directors for vote at the 2021 CPCC annual meeting pursuant to CPCC Bylaws, Article X, Section 9.A.,

NOW THEREFORE be it

RESOLVED, that the Colorado P.E.O. Chapter House property be closed and sold as soon as possible; and

RESOLVED, that a schedule of severance pay be established for the employees; and

RESOLVED, that financial assistance for housing, where needed, be immediately available to each resident who was residing at the property at the time of its closing as provided in the CPCC bylaws; and

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
to individuals in need who are residing in facilities similar to the Colorado P.E.O. Chapter House, consistent to the extent possible with the initial establishment of the Share The Care Fund above in Section 7(A) of this Article X. If the foregoing uses of the Share The Care Fund assets no longer become possible, in the discretion of the Board of Directors of the Colorado P.E.O. Charitable Corporation, the assets of the Share The Care Fund are to be used for any of the charitable purposes of the Colorado P.E.O. Charitable Corporation.	If the Colorado P.E.O. Chapter House <u>residence is closed and sold</u> <del>dissolved</del> pursuant to Section 9 of this Article X, the assets of the Share The Care Fund are to be used to provide assistance to those who were residing at the Colorado P.E.O. Chapter House <u>residence</u> when it was closed <del>dissolved</del> and further to make distributions or otherwise provide financial assistance to individuals in need who are residing in facilities similar to the Colorado P.E.O. Chapter House <u>residence</u> , consistent to the extent possible with the purpose of the Share The Care Fund above in <u>Section 1. of this Article XI.</u> <del>Section 7(A) of this Article X.</del> If the foregoing uses of the Share The Care Fund assets no longer become possible, in the discretion of the Board of Directors of the Colorado P.E.O. Charitable Corporation, the assets of the Share The Care Fund are to be used for any of the charitable purposes of the Colorado P.E.O. Charitable Corporation.	

**EXPLANATION:** Establishes an independent Article number for the STC fund and removes reference to Colorado P.E.O. Chapter House from the STC fund.

**RATIONALE:** Clarifies that the STC fund is recognized as a separate fund within the CPCC.

**NOTE:** If this amendment is adopted, the subsequent articles will be renumbered.

**7. Submitted by CPCC Board of Directors. Amend CPCC By-laws.**

Amend ARTICLE X - COLORADO P.E.O. CHAPTER HOUSE, by striking out Section 8, Chapter House Endowment Fund, and inserting it to be new Article XII - ENDOWMENT FUND, with amendments shown.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(Page CPCC BL – 10) Section 8. Chapter House Endowment Fund.  A. Establishment. The Endowment Fund of Colorado P.E.O. Chapter House was originally established in 1980. The purpose of the Chapter House Endowment Fund (C.H.E.F.) is to provide funds to	(Page CPCC BL – 10) <del>Section 8. Chapter House Endowment Fund.</del>  <u>ARTICLE XII – ENDOWMENT FUND.</u>  <del>A. Establishment.</del> <u>Section 1. Purpose.</u> The Endowment Fund of Colorado P.E.O. Chapter House was originally established in 1980. The purpose of the Chapter House Endowment Fund (C.H.E.F.) is to provide funds to be	(Page CPCC BL – 10)  ARTICLE XII – ENDOWMENT FUND.  Section 1. Purpose. The Endowment Fund provides funds to be invested for support of the Colorado P.E.O. Chapter House. Earnings and growth can be used for designated purposes in the operations according to policy of Colorado P.E.O. Charitable Corporation.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
	<u>project may continue without dissolution.</u>	If the Colorado P.E.O. Chapter House residence should be sold, the Colorado P.E.O. Chapter House project may continue without dissolution.

**EXPLANATION:** Clarifies that the sale of real property does not dissolve the Chapter House project.

**RATIONALE:** Specifies the project is not the same thing as the property.

**Resolution of the Colorado P.E.O. Charitable Corporation (CPCC) Board of Directors to Sell the Chapter House Property**

WHEREAS, the Colorado P.E.O. Chapter House property has served the members of the Colorado State

P.E.O. Sisterhood for the past fifty-four years by providing a non-profit independent living facility for its members and others, and

WHEREAS, the advent of retirement living communities and continuum-of-care centers now available to our members and others in their hometowns has created a declining census in the Colorado P.E.O. Chapter House property, and

WHEREAS, the Colorado P.E.O. Chapter House property has had operating losses over the past five fiscal years, 2017-2021, totaling more than \$600,000, which losses have been covered by withdrawals from the investment account that is available for operating expenses of the property, and

WHEREAS, the age of the Colorado P.E.O. Chapter House building and the amount of maintenance that has been deferred over the years have resulted in expenditures totaling more than \$150,000 in the current fiscal year alone in order to keep the

**EXPLANATION:** Changes the section references from dissolution to closing and sale of the Colorado P.E.O. Chapter House residence; changes the vote requirement for the sale of the Chapter House real property from 3/4 votes at 2 annual meetings to a 2/3 vote at one annual or special meeting; and directs that proceeds from a sale are held in the Chapter House operating account for use as approved by the membership and consistent with CPCC Articles of Incorporation.

**RATIONALE:** Changes the vote requirement for disposing of the Colorado P.E.O. Chapter House property to match all other general vote requirements under the CPCC. Replaces “dissolved” and “dissolution” with accurate verbiage for disposing of real property by sale.

**NOTE:** If this amendment is adopted, all other bylaws that refer to this bylaw will be changed to conform to the language used in this amendment.

# **10. Submitted by CPCC Board of Directors. Amend CPCC Bylaws.**

Amend ARTICLE X - COLORADO P.E.O. CHAPTER HOUSE, Section 1. Purpose, by adding a paragraph.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(Page CPCC BL – 7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence... who are sponsored by a P.E.O. sister.	(Page CPCC BL – 7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence...who are sponsored by a P.E.O. sister. <u>If the Colorado P.E.O. Chapter House residence real property should be sold, the Colorado P.E.O. Chapter House</u>	(Page CPCC BL – 7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence...who are sponsored by a P.E.O. sister.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
be invested for support of the Colorado P.E.O. Chapter House. Earnings and growth can be used for designated purposes in the operations according to policy of Colorado P.E.O. Charitable Corporation	invested for support of the Colorado P.E.O. Chapter House. Earnings and growth can be used for designated purposes in the operations according to policy of Colorado P.E.O. Charitable Corporation  <u>Section 2. Funding.</u> Voluntary contributions to Colorado P.E.O. Charitable Corporation designated for the <u>Endowment Fund C.H.E.F.</u> from any source shall be processed and deposited into an account designated for the <u>Endowment Fund C.H.E.F.</u> Contributions to the <u>Endowment Fund C.H.E.F.</u> are deductible by donors in computing taxes imposed by the Internal Revenue Code of the United States.	Section 2. Funding. Voluntary contributions to Colorado P.E.O. Charitable Corporation designated for the Endowment Fund from any source shall be processed and deposited into an account designated for the Endowment Fund. Contributions to the Endowment Fund are deductible by donors in computing taxes imposed by the Internal Revenue Code of the United States.
B. Funding. Voluntary contributions to Colorado P.E.O. Charitable Corporation designated for C.H.E.F. from any source shall be processed and deposited into an account designated for C.H.E.F. Contributions to C.H.E.F. are deductible by donors in computing taxes imposed by the Internal Revenue Code of the United States.	<u>Section 3. Administration.</u> The Chapter House Endowment Fund shall be invested according to the investment policy of Colorado P.E.O. Charitable Corporation. The financial records and accounts of this fund shall be kept separate and apart from the books and accounts of other funds of Colorado P.E.O. Charitable Corporation and shall be listed separately on financial reports.	Section 3. Administration. The Endowment Fund shall be invested according to the investment policy of Colorado P.E.O. Charitable Corporation. The financial records and accounts of this fund shall be kept separate and apart from the books and accounts of other funds of Colorado P.E.O. Charitable Corporation and shall be listed separately on financial reports.
C. Administration. Chapter House Endowment Fund shall be invested according to the investment policy of Colorado P.E.O. Charitable Corporation. The financial records	<u>Section 4. Closing and Sale of Colorado P.E.O. Chapter House Residence and Further Use of Endowment Fund Assets.</u> If the Colorado P.E.O. Chapter House residence is closed and	Section 4. Closing and Sale of Colorado P.E.O. Chapter House Residence and Further Use of Endowment Fund Assets. If the Colorado P.E.O. Chapter House residence is closed and

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
and accounts of this fund shall be kept separate and apart from the books and accounts of other funds of Colorado P.E.O. Chapter House, or Colorado P.E.O. Charitable Corporation and shall be listed separately on reports of Colorado P.E.O. Chapter House Funds. D. Dissolution of the Colorado PEO Chapter House and Further Use of Chapter House Endowment Fund Assets. If the Colorado P.E.O. Chapter House is dissolved pursuant to Section 9 of this Article X, the assets of the Chapter House Endowment Fund are to be used to provide assistance to those who were residing at the Colorado P.E.O. Chapter House when it was dissolved and further to make distributions or otherwise provide financial assistance to individuals in need who are residing	accounts of this fund shall be kept separate and apart from the books and accounts of other funds of <del>Colorado P.E.O. Chapter House, or Colorado P.E.O. Charitable Corporation</del> and shall be listed separately on financial reports. <del>of Colorado P.E.O. Chapter House</del> <u>Section 4. Closing and Sale of Dissolution of the Colorado P.E.O. Chapter House Residence and Further Use of Chapter House Endowment Fund Assets. If the Colorado P.E.O. Chapter House residence is closed and sold dissolved</u> pursuant to Section 9 of this Article X, the assets of the <del>Chapter House</del> Endowment Fund are to be used to provide assistance to those who were residing at the Colorado P.E.O. Chapter House <u>residence</u> when it was <u>closed dissolved</u> and further to make distributions or otherwise provide financial assistance to individuals in need who are residing in assisted living facilities or facilities similar to the Colorado P.E.O. Chapter House <u>residence</u> , consistent	sold pursuant to Section 9 of Article X, the assets of the Endowment Fund are to be used to provide assistance to those who were residing at the Colorado P.E.O. Chapter House residence when it was closed and further to make distributions or otherwise provide financial assistance to individuals in need who are residing in assisted living facilities or facilities similar to the Colorado P.E.O. Chapter House residence, consistent to the extent possible with the initial establishment of the Endowment Fund above in Section 1 of this Article XII. If the foregoing uses of the Endowment Fund assets no longer become possible, in the discretion of the Board of Directors of the Colorado P.E.O. Charitable Corporation, the assets of the Endowment Fund are to be used for any of the charitable purposes of the Colorado P.E.O. Charitable Corporation.

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
the parameters of the preamble set forth in Section 9, in that it pertains to specific circumstances. The Board of Directors shall adopt a resolution recommending that the Colorado P.E.O. Chapter House be dissolved if there is a major catastrophic event...	recommending that the Colorado P.E.O. Chapter House <u>residence</u> be <del>dissolved</del> <u>closed and sold</u> if there is a major catastrophic event...  D. Disbursements of Assets. If <del>dissolved</del> <u>closed and sold</u> , all <u>proceeds of the sale of the assets of the Colorado P.E.O. Chapter House residence</u> shall be <del>disbursed to the general funds of the Colorado P.E.O. Charitable Corporation</del> <u>held in the Chapter House operating fund of the Colorado P.E.O. Charitable Corporation for future use as approved by the membership and consistent with the CPCC Articles of Incorporation</u> . Any remaining residents will be assisted in finding new housing. Any residents utilizing the Share The Care Program for two years or longer will continue to receive assistance in the same amount with time guidelines decided upon by the Board of Directors at the time of the dissolution.	closed and sold if there is a major catastrophic event... D. Disbursements of Assets. If closed and sold, all proceeds of the sale of the assets of the Colorado P.E.O. Chapter House residence shall be held in the Chapter House operating fund of the Colorado P.E.O. Charitable Corporation for future use as approved by the membership and consistent with the CPCC Articles of Incorporation. Any remaining residents will be assisted in finding new housing. Any residents utilizing the Share The Care Program for two years or longer will continue to receive assistance in the same amount with time guidelines decided upon by the Board of Directors at the time of closing, provided that funds are available.



CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
<p>A. Resolution by Board of Directors. The Board of Directors may adopt a resolution recommending that Colorado P.E.O. Chapter House be dissolved.</p> <p>B. Resolution by Members of Colorado P.E.O. Charitable Corporation. Members of Colorado P.E.O. Charitable Corporation representing 15% of the P.E.O. Chapters in Colorado may present a resolution to dissolve the Colorado P.E.O. Chapter House at any annual meeting of the Colorado P.E.O. Charitable Corporation, provided that the necessary circularization has been obtained from the executive board of the Colorado State Chapter or Convention of Colorado State Chapter.</p> <p>C. This Section operates outside</p>	<p>A. Resolution by Board of Directors. The Board of Directors may adopt a resolution recommending that Colorado P.E.O. Chapter House <u>residence</u> be <del>dissolved</del> <u>closed and sold</u>.</p> <p>B. Resolution by Members of Colorado P.E.O. Charitable Corporation. Members of Colorado P.E.O. Charitable Corporation representing 15% of the P.E.O. Chapters in Colorado may present a resolution to <del>dissolve</del> <u>close and sell</u> the Colorado P.E.O. Chapter House <u>residence</u> at any annual meeting of the Colorado P.E.O. Charitable Corporation, provided that the necessary circularization has been obtained from the executive board of the Colorado State Chapter or Convention of Colorado State Chapter.</p> <p>C. This Section operates outside the parameters of the preamble set forth in Section 9, in that it pertains to specific circumstances. The Board of Directors shall adopt a resolution</p>	<p>A. Resolution by Board of Directors. The Board of Directors may adopt a resolution recommending that Colorado P.E.O. Chapter House residence be closed and sold.</p> <p>B. Resolution by Members of Colorado P.E.O. Charitable Corporation. Members of Colorado P.E.O. Charitable Corporation representing 15% of the P.E.O. Chapters in Colorado may present a resolution to close and sell the Colorado P.E.O. Chapter House residence at any annual meeting of the Colorado P.E.O. Charitable Corporation, provided that the necessary circularization has been obtained from the executive board of the Colorado State Chapter or Convention of Colorado State Chapter.</p> <p>C. This Section operates outside the parameters of the preamble set forth in Section 9, in that it pertains to specific circumstances. The Board of Directors shall adopt a resolution recommending that the Colorado P.E.O. Chapter House residence be</p>

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
<p>in assisted living facilities or facilities similar to the Colorado P.E.O. Chapter House, consistent to the extent possible with the initial establishment of the Chapter House Endowment Fund above in Section 8 (A) of this Article X. If the foregoing uses of the Chapter House Endowment Fund assets no longer become possible, in the discretion of the Board of Directors of the Colorado P.E.O. Charitable Corporation, the assets of the Chapter House Endowment Fund are to be used for any of the charitable purposes of the Colorado P.E.O. Charitable Corporation.</p>	<p>to the extent possible with the initial establishment of the <del>Chapter House</del> Endowment Fund above in <u>Section 1</u> of this <u>Article XII</u>. If the foregoing uses of the <del>Chapter House</del> Endowment Fund assets no longer become possible, in the discretion of the Board of Directors of the Colorado P.E.O. Charitable Corporation, the assets of the <del>Chapter House</del> Endowment Fund are to be used for any of the charitable purposes of the Colorado P.E.O. Charitable Corporation.</p>	

**EXPLANATION:** Establishes an independent Article number for the Endowment Fund and removes reference to Colorado P.E.O. Chapter House from the Endowment Fund.

**RATIONALE:** Clarifies that the Endowment fund is a separate fund within CPCC and provides support for the Chapter House.

**NOTE:** If this amendment is adopted, the subsequent articles will be renumbered.

**8. Submitted by CPCC Board of Directors. Amend CPCC Bylaws.**

Amend ARTICLE X - COLORADO P.E.O. CHAPTER HOUSE, Section 1. Purpose, first sentence, by inserting a comma and the words “so long as financially sustainable,” following the word “residence.”

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(Page CPCC BL – 7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence for the benefit of members of the P.E.O. Sisterhood (including members of their families who meet criteria established by the Colorado P.E.O. Charitable Corporation), who may desire to reside in such a home. ...	(Page CPCC BL – 7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence, <u>so long as financially sustainable</u> , for the benefit of members of the P.E.O. Sisterhood (including members of their families who meet criteria established by the Colorado P.E.O. Charitable Corporation), who may desire to reside in such a home. ...	(Page CPCC BL – 7)  Section 1. Purpose. The Colorado P.E.O. Charitable Corporation shall operate and maintain the Colorado P.E.O. Chapter House residence, so long as financially sustainable, for the benefit of members of the P.E.O. Sisterhood (including members of their families who meet criteria established by the Colorado P.E.O. Charitable Corporation), who may desire to reside in such a home. ...

**EXPLANATION:** Provides that operation of the Colorado P.E.O. Chapter House shall continue only while financially sustainable.

**RATIONALE:** Clarifies that the Colorado P.E.O. Chapter House operations cannot continue if not financially feasible to prevent placing the assets of the other CPCC funds at risk.

**9. Submitted by CPCC Board of Directors. Amend CPCC Bylaws.**

Amend ARTICLE X – COLORADO P.E.O. CHAPTER HOUSE, Section 9, by striking out the word “Dissolution” in the title and inserting the words “Closing and Sale” and conforming this change in Subsections A, B, C and D; in the first paragraph by striking out the words “three-fourths” and inserting the words “two-thirds”, and by striking out the words “two consecutive” and inserting the word “an”, and by inserting the words “or special” following the word “annual”; and in Subsection D, first sentence, by striking out the words “disbursed to the general funds of the Colorado P.E.O. Charitable Corporation” and inserting the words “held in the Chapter House operating fund of the Colorado P.E.O. Charitable Corporation for future use as approved by the membership and consistent with the CPCC Articles of Incorporation”, and in the last sentence by striking out the word “dissolution” and inserting the words “closing, provided that funds are available.”

CURRENT WORDING	PROPOSED CHANGE	IF ADOPTED, IT WILL READ:
(Page CPCC BL – 11)  Section 9. Dissolution of Colorado P.E.O. Chapter House.  A resolution presented by either of the following parties shall be subject to the approval of three-fourths of the votes cast at two consecutive annual meetings of Colorado P.E.O. Charitable Corporation:	(Page CPCC BL – 11)  Section 9. <del>Dissolution</del> <u>Closing and Sale</u> of Colorado P.E.O. Chapter House <u>Residence</u> .  A resolution presented by either of the following parties shall be subject to the approval of <del>three-fourths</del> <u>two-thirds</u> of the votes cast at <del>two consecutive</del> <u>an annual or special</u> meetings of Colorado P.E.O. Charitable Corporation:	(Page CPCC BL – 11)  Section 9. Closing and Sale of Colorado P.E.O. Chapter House Residence.  A resolution presented by either of the following parties shall be subject to the approval of twothirds of the votes cast at an annual or special meeting of Colorado P.E.O. Charitable Corporation: