

**Colorado State Chapter
P.E.O. Sisterhood**
Organized January 23, 1903



Convention Proceedings
118th Annual Convention June 5-6, 2021
VIRTUAL



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

Guest of Honor

Elizabeth McFarland, FV, PSPTSC
Plano, Texas

International Study & Research Committee

Sarah G. Gage, BB-Canton, Ohio
Cottey College 2021 Outstanding Young Alumni

Member of Honor

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

Colorado State Projects Committees

Colorado P.E.O. Charitable Corporation Board of Directors

Cheryl Burnside, ES, Chairman
Susan Strain Miller, W, Vice Chairman
L J Van Belkum, JA, Treasurer
Jill Hyde, JI, Secretary

Colorado P.E.O. Chapter House Trustees

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

Colorado Marguerite Fund Trustees

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

Colorado State Scholarship

Kathie Bartee, EJ, Chair
Diane Gallagher, DF
Abby Rule, T

Colorado Cottey Scholarship

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

P.E.O. Educational Loan Fund

Helen Parks, HP, Chair
Robin Kendrick, IV

P.E.O. International Peace Scholarship

K T 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 Kilbourn, JL, Chair

Ericha Loosbrock, DP

Colorado State Chapter Standing Committees

Amendments and Recommendations

Sandy Renner, JH, PSPCSC, Chair

Marcia Williamson, GG

Leila Calkins, HK

Finance Committee

Diane Ritzdorf, FF, PSPCSC, Chair

Joanne Graham, HU

Catherine A. Balan, II

Membership Committee

Linda Dunn, AH, District 1

Carol Patrick, J, District 2

Mary Staples, CJ, District 3

Amy Eli, T, District 4

Kim Eastman, GY, District 5

Rita Hood, GP, District 6

Janelle Mendelson, EN, PSPCSC

State Unaffiliate Chair

Michelle Schwartzkopf, HX

History Committee

Kris Walker, D, Chair

Dyanna Haley-Rezac, EA

Colorado State Chapter Special Committees

Colorado State Chapter Executive Board Nominating Committee

Jan Kulhanek, HX, PSPCSC

Kathy McDaniel, AM

Patti Jo Oakley, BF

Carol Olson, HA

Burma De Farges, FN

Colorado P.E.O. Charitable Corporation Nominating Committee

Dottie Ruth, AQ, PSPCSC

Sara Canfield, EG

Lynne Farris, U

Site Selection Committee – Future State Convention

Contracts currently signed through 2025

2021 Convention Hostess Chapters

(Denver, Englewood, Parker and Littleton)

DG

EN

GL

DJ

FB

IJ

DS

FF

IQ

DW

FQ

2021 Convention Officers

Co-Chairs: Ann Shepard, EN

Mary Kay Tomlinson, FF

Co-Treasurers: Susan Harned, DJ

Kristine O'Brien, IJ

Secretary: Toni Sonnenfeld, DS

2021 Colorado State Convention Committees and Appointments

Credentials Chairman: Stephanie Oldland, BA, PSPCSC

Credentials Committee: Michelle Tomky, AT

Kimberlee Bennett, BM

Head Teller: Emilie Fox, AT

Head Timer: Ashleigh (Fox) Snoozy, BI, Sheridan, Wyoming

Colorado State Technology Committee

Chair: Clarissa Trapp, HD

Vice-Chair: Beverly DeVore-Wedding, AE

Secretary: Ann Holms, JG

Incoming Member: Linda Orosz, CK

For the 2021 convention hostess chapters – I am so very thankful for your willingness to “step outside of the box” in planning and readying yourselves and the Colorado Sisters for this first ever (and hopefully ONLY) Virtual Convention.

Ann and Mary Kay, I could not have survived this without your expertise, your can-do attitude and most of all your love! I am forever grateful for you both!

My love to you all as we were lovingly knit together this year,

Shari

Conventions and Past State Presidents of Colorado State Chapter

Colorado State Chapter was organized on January 23, 1903
Denver, Colorado

Charter Chapters: Chapters A through H

PRESIDENT/CHAPTER	YEAR	CONVENTION SITE
*Virginia Corbet, G	1903-04	Las Animas
	1904-05	Colorado Springs
*Katherine Knapp Robinson, F	1905-06	Lamar
*Emilie Costigan, E	1906-07	Denver
*Mina Hise, C	1907-08	Fort Collins
*Viola R. Whittlesey, J	1908-09	Pueblo
*Minnie F. Shrope, E	1909-10	Boulder
*Martha Farrier, K	1910-11	Greeley
*Mayme Koehler, C	1911-12	Trinidad
*Clara M. Blum, M	1912-13	Manitou Springs
*Rosa M. Schader, O	1913-14	Loveland
★ *Margaret Durward, G	1914-15	Longmont
*Ida M. Campbell, H	1915-16	Grand Junction
*Belle M. Musser, Q	1916-17	Denver
*Edith Klett Cuning, B	1917-18	Salida
*Mary Keebler Foster, L	1918-19	Rocky Ford
*Florance Loomis (Bloom), A	1919-20	Fort Morgan
*Stella Mahaffie Magill, AQ	1920-21	Windsor
*Myrtle Clark Woods, V	1921-22	Monte Vista
*Effie Behm Reinert, S	1922-23	Steamboat Springs
*Jessie G. Charles, U	1923-24	Colorado Springs
★ *Chellie Stevens Wright, AI	1924-25	Sterling
*Mame T. Hay, Z	1925-26	Wray
*Helen Hartford, AS	1926-27	Canon City
*Jane Dunn, BS	1927-28	Glenwood Springs
*Nina McCarhy Weiss, BH	1928-29	Denver
*Maude R. Barton, AW	1929-30	Estes Park

PRESIDENT/CHAPTER	YEAR	CONVENTION SITE
*Lucy Effinger (Vessey), C	1930-31	Denver
*Theo Humbert Rees, AD	1931-32	Gunnison
*Rachel Allen Upton, AI	1923-33	Troutdale
*Vera Carter Ault, AL	1933-34	Pueblo
*Nona G. Harrington, AP	1934-35	Boulder
*Annie Laurie Paddock, BY	1935-36	Yuma
*Gladys Thompson, BV	1936-37	La Junta
*Anna H. Curtis, AN	1937-38	Colorado Springs
*Louise Darnall, BI	1938-39	Grand Junction
*Bertha L. Workman, BP	1939-40	Denver
*Editha M. Berry, BR	1940-41	Fort Collins
*Ruth H. Blotz, R	1941-42	Troutdale
*Ruth A. Gilmore, BO	1942-43	Colorado Springs
*Marguerite P. Mayer, BN	1943-44	Colorado Springs
*Rena Mary Taylor, CD	1944-45	Denver
*Glaphy Brown, CA	1945-46	Alamosa
*Helen M. White, P	1946-47	Fort Morgan
*Mildred McCall, U	1947-48	Steamboat Springs
*Margaret Aldom (Brown), E	1948-49	Estes Park
*Clara M. Jacobs, CI	1949-50	Denver
*Leah B. Horner, BF	1950-51	Denver
*Lola F. Minear, CF	1951-52	Glenwood Springs
*Strayer Sauder, CH	1952-53	Boulder
*Jennie M. Echols, T	1953-54	Denver
*Pearl Stehley, X	1954-55	Pueblo
*Lois Griffith, AV	1955-56	Durango
*Luella M. Baker, CK	1956-57	Fort Collins
*Onalee W. Smith, BN	1957-58	Denver
*Mabelle C. Darrow, AO	1958-59	Colorado Springs
*Mildred Bartlett, CB	1959-60	Pueblo
*Celia D. Hanscom, A	1960-61	Alamosa
*Dorothy Hogan, AT	1961-62	Sterling
*Violet Garrison, DD	1962-63	Denver
*Maybelle Hoffman, G	1963-64	Steamboat Springs

PRESIDENT/CHAPTER	YEAR	CONVENTION SITE
*Ruby D. Collins, O	1964-65	Fort Collins
*Bernice B. Russell, AU	1965-66	Denver
*Mary S. Bischof, CE	1966-67	Denver
*Ida Belle Banta, DE	1967-68	Grand Junction
*Edna Gaines, Z	1968-69	Boulder
*Jean Raney, AW	1969-70	Sterling
*Opal Grigsby, AA	1970-71	La Junta
*Shirley Oldemeyer, DI	1971-72	Denver
*Louise McVicker, AM	1972-73	Durango
*Gwendolyn Perkins, CM	1973-74	Colorado Springs
*Gene Crissman, N	1974-75	Denver
*Peggy Rowland, AR	1975-76	Greeley
*Maxine Morris, Z	1976-77	Fort Collins
*Mabel McDivitt, DQ	1977-78	Denver
*Deane Penny, AX	1978-79	Crested Butte
*Joyce Snider, EY	1979-80	Pueblo
*Irene Church, EF	1980-81	Golden
*Lillian Hyde, FB	1981-82	Colorado Springs
Emma Lou Skiffington, K	1982-83	Estes Park
*Marjorie Kinzer, FG	1983-84	Golden
*Janet Lemmon, DF	1984-85	Keystone
*Jocelyn Rohde, DK	1985-86	Alamosa
Jo DeVinny, HL	1986-87	Denver
Connie Jessen, FF	1987-88	Estes Park
Cordelia N. Hodges, BB	1988-89	Denver
*Virginia A. Wells, AD	1989-90	Sterling
Margaret A. Lamb, HB	1990-91	Denver
Elizabeth Graham, EP	1991-92	Burlington
*Sonya B. Blackstock, HY	1992-93	Durango
*Beverly G. Decker, CE	1993-94	Denver
Pamela G. Pierce, FP	1994-95	Colorado Springs
Mary Lee Rosen, AL	1995-96	Greeley
Beth Oglesby, DF	1996-97	Denver
*Joann McCune, W	1997-98	Montrose

PRESIDENT/CHAPTER	YEAR	CONVENTION SITE
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Dolores Bertrand, FE	1998-99	Denver
Martha Kuhn, AX	1999-2000	Fort Collins
Sue Bristol, HO	2000-01	Pueblo
Stephanie Oldland, BA	2001-02	Denver
*Jayne Grisham Pritko, EA	2002-03	Estes Park
*LaClare Skaggs, BZ	2003-04	Colorado Springs
Gail M. Albers, HZ	2004-05	Denver
*Maralou Taylor, EN	2005-06	Snowmass, Aspen
Marion Anderson, AP	2006-07	Breckenridge
Sandy Renner, II	2007-08	Denver
Cheryl Pape Denslow, HY	2008-09	Estes Park
Janet Kingsbury, BV	2009-10	Denver
Virginia (Gini) Hale	2010-11	Denver
Lorraine Green, FO	2011-12	Denver
Diane Ritzdorf, FF	2012-13	Denver
Pat Huff, GR	2013-14	Pueblo
Julie Baxter, CW	2014-15	Loveland
Susan Landers, CJ	2015-16	Loveland
Dorothy “Dottie” Ruth, AQ	2016-17	Denver
Jan Kulhanek, HX	2017-18	Denver
L J Van Belkum, JA	2018-19	Loveland
Janelle Rodriguez, EN	2019-20	Loveland
Shari L. Fox, AT	2020-21	Denver (Virtual)

***Chapter Eternal**

★ **Past President, International Chapter**

Rules of Convention
Adopted by International
For Virtual Convention of Colorado State Chapter
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.
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 bylaws and standing rules adopted at convention will take effect at the close of convention and as instructed in the bylaws.

Rules for Opening Meeting

1. 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.
2. 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.

3. 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.

4. 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.

5. 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.

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

7. 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.

8. 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.

9. 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.

1. 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.

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.

2. 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.
3. A total time of 45 seconds will be given to complete voting on each Zoom poll.
4. All items of business which require action by vote of members of convention shall be contained within the scheduled opening meeting.

**2021 COLORADO STATE CHAPTER, P.E.O.
SISTERHOOD
VIRTUAL CONVENTION
June 4-6, 2021**

PRE-CONVENTION EVENTS

Friday, June 4

Workshops and Project Speakers' pre-recorded speeches were available beginning at noon on Friday, June 4th. These were pre-recorded events and were available through the month of June on the Colorado State Chapter website.

Workshops:

Fabulous Frittata Brunch Made Easy

Presenter: Charles Staples, BIL to Mary Staples, Chapter CJ,
District 3 Membership Chair

Digital Scrapbooking

Presenter: Dyanna Haley-Rezac, Chapter EA, Chair, History
Committee

Project Speakers:

International Peace Scholarship recipient: Rachel Kamnkhwani

Program for Continuing Education recipient: Leslie Anne Van

Scholar Award recipient: Nora Jean Nealon

STAR Scholarship recipient: Indigo Parlin

Colorado State Scholarship Fund recipient: Paityn Myers

Special Guest Speaker:

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

MINUTES

**OPENING MEETING
Saturday, June 5, 2021**

The 118th Annual Convention of Colorado State Chapter of the P.E.O. Sisterhood convened at 7:00 a.m., Saturday, June 5, 2021, through full-featured internet meeting services.

The meeting was called to order by President Shari Fox at 7:00 a.m.

The president welcomed all attendees and thanked the many sisters who have made the 2020-2021 year memorable and remarkable for all of us.

President Shari Fox called on Sandy Renner, JH, PSPCSC, chairman of the Amendments and Recommendations Committee, to assist with conducting a practice vote.

The first Credentials Report was given by chairman Stephanie Oldland, PSP CSC, Chapter BA/CO.

Chairman Stephanie Oldland reported 289 members of convention entitled to vote. Stephanie Oldland moved, and it was seconded that the report be adopted. An electronic vote was taken with the following results: 252 votes cast, 127 votes necessary for adoption by majority, 233 pro and 19 con. The report was adopted.

Quorum was established through a poll taken to verify a majority of local chapter representation.

Attention was called to the Rules of Convention as adopted by the Executive Board of International Chapter. A correction was made on Rule #8 and the corrected rule will be printed in the proceedings.

Patty Fry, secretary, moved the adoption of the distributed convention program with necessary changes. The motion was seconded, and an electronic vote was taken with the following results: 261 votes cast, 131 votes necessary for adoption by majority, 260 pro and 1 con. The motion was adopted.

A quorum being present, the president declared the 118th Convention of Colorado State Chapter opened in due form and ready for the transaction of business.

The members of the Committee to Approve the Minutes of Convention were introduced and thanked for assisting the secretary with the minutes:

Caren Redkey, Chapter IB/CO and Janet Kingsbury, PSPCSC, Chapter BV/CO.

The president announced that Elizabeth McFarland, FV/TX, PSPTSC, was appointed convention parliamentarian by the President of International Chapter.

By authorization of the executive board, the secretary moved to grant disbandment to Chapter GX, Greeley. An electronic vote was taken with the following results: 263 votes cast, 132 votes necessary for adoption by a majority, 260 pro and 3 con. The vote was favorable, and the disbandment was granted, effective June 5, 2021.

By authorization of the executive board, the secretary moved to grant disbandment to Chapter CE, Colorado Springs. An electronic vote was taken with the following results: 266 votes cast, 134 votes necessary for adoption by a majority, 263 pro and 3 con. The vote was favorable, and the disbandment was granted, effective June 5, 2021.

President Shari Fox recognized organizer Paisley Huntoon, who moved that a charter be granted to Chapter JN, Windsor. There was a second and an electronic vote was taken with the following results: 264 votes cast, 133 votes necessary for adoption by a majority, 264 pro and 0 con. The motion was adopted.

The final Credentials Report was given by chairman Stephanie Oldland, PSP CSC, Chapter BA/CO.

Chairman Stephanie Oldland reported 289 members of convention entitled to vote. Stephanie Oldland moved, and it was seconded that the report be adopted. An electronic vote was taken with the following results: 267 votes cast, 134 votes necessary for adoption by majority, 267 pro and 0 con. The report was adopted.

Jan Kulhanek, HX, PSPCSC, Nominating Committee chairman, introduced her committee:

Kathy McDaniel, AM, Patti Jo Oakley, BF, Carol Olson, HA, Burma De Farges, FN,

and gave the report of the Nominating Committee. The president thanked the committee for their work.

The next order of business was election of officers.

There being no further nominations from the floor, the nominations were declared closed. An electronic vote was taken for the entire slate of officers. There being a majority in the affirmative, the entire slate as presented by the Nominating Committee was elected as officers of Colorado State Chapter for the ensuing year.

- President: Kendall Cusick-Rindone, CP
- Vice President: Paisley Huntoon, IF
- Organizer: Cori Tanner, FT
- Treasurer: Patty Fry, IB
- Secretary: Kathryn Pirie, JH

The president announced the installation of new officers would take place during the second business meeting, Sunday, June 6, 2021.

The next order of business was election of delegates to Convention of International Chapter. Secretary
Patty Fry announced that the names of nominees were included in the convention program and moved election of the delegates. The motion was seconded.

Chapter	City	Delegate
B	Las Animas	Jennifer Baublits
T	Brush	Rebecca Hutcheson
Z	Sterling	Debbie Japp
AE	Alamosa	Beverly Devore-Wedding
AT	Ordway	Dana Gibson
AV	Estes Park	Karen Daugherty
BF	Denver	Patricia Oakley
BK	Delta	Bobbie Mitchell
BL	Montrose	Susan Husch
BO	Colorado Springs	Patricia Anderson
CD	Palisade	Lori Summers
CG	Pueblo	Marie Beise

CO	Ft. Collins	Julie Burness
CS	Durango	Jodell Johnson
DK	Canon City	Sally Morton
DM	Denver	Margaret Beardall
DN	Denver	Nancy Eakins
DO	Denver	Julie Durst
DW	Denver	Stacy Rasch
EF	Wheat Ridge	Irene Lindgren
EK	Littleton	Laura Hampton
ET	Arvada	Jeri Maus
FA	Brighton	Judith Coover
FG	Johnstown	Sylvia Erwin
GB	Boulder	Gwen Kittel
GP	Denver	Beth Pannbacker
HE	Evergreen	Sue Queen
HP	Loveland	Patricia Allen
IA	Buena Vista	Cindy Smith
IF	Highlands Ranch	Kathryn Waterman
II	Longmont	Constance Brodt
IO	Broomfield	Pamela Hill
JA	Colorado Springs	Melinda Buckley
JF	Centennial	Melissa Miller
FT	Colorado Springs	Cori Tanner

An electronic vote was taken for the entire slate with the following results: 276 votes cast, 139 votes necessary for election by majority, 276 pro and 0 con. The delegates and alternates listed were elected.

In preparation for the presentation of amendments to the Bylaws and Standing Rules of Colorado State Chapter, the president instructed the convention in the procedure for presentation of amendments and voting. She announced that adopted amendments would take effect at the close of convention and as specified in the Bylaws and Standing Rules of Colorado State Chapter.

The report of the Amendments and Recommendations (A&R) Committee was given by the chairman, Sandy Renner, PSPCSC, Chapter JH, who first introduced the other members of the committee:

Marcia Williamson, Chapter GG and Leila Calkins, Chapter HK.

A&R Chairman Sandy Renner presented the 2021 proposed amendments to the Bylaws 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.

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”, so that if adopted it would read:

A member shall have served in one office of the executive board of state chapter before being elected to the office of president.

An electronic vote was taken with the following results: 274 votes cast, 183 votes necessary for adoption by two-thirds, 244 pro and 30 con. The amendment was adopted.

The following three amendments were considered as a block.

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” so that if adopted it would read:

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.

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.-

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 so that if adopted it would read:

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.

An electronic vote was taken with the following results: 278 votes cast, 186 votes necessary for adoption by two-thirds, 267 pro and 11 con. The amendments were adopted.

5. Submitted by the Executive Board of the Colorado State Chapter (page BL-8) Amend Article IV, Section 4, by striking out subsection E.

An electronic vote was taken with the following results: 278 votes cast, 186 votes necessary for adoption by two-thirds, 262 pro and 16 con. The amendment was adopted.

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" so that 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, 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.

An electronic vote was taken with the following results: 276 votes cast, 185 votes necessary for adoption by two-thirds, 260 pro and 16 con. The amendment was adopted.

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, so that if adopted it would read:

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, one the southwestern area and one the northwestern 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. If an entirely new committee must be appointed, the president shall designate the seven members with respective terms of service.

An electronic vote was taken with the following results: 276 votes cast, 185 votes necessary for adoption by two-thirds, 273 pro and 3 con. The amendment was adopted.

The following two amendments were considered seriatim.

8. Submitted by the Executive Board of the Colorado State Chapter (page BL-12) Amend ARTICLE VII, by adding a new Section 8, so that if adopted it would read:

Section 8. TECHNOLOGY.

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. 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.

B. Duties.

- 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.*
- 2. To maintain the Colorado State Chapter P.E.O. website as directed by the Executive Board*
- 3. To maintain and manage the state chapter convention registration system as directed by the Executive Board and Convention Committee Chairman.*
- 4. To support local chapters in their use of technology, including navigating and finding information on the International and Colorado State Chapter websites.*

C. Reports

- 1. The Chairman shall provide a report/update to the president of the state chapter quarterly and upon request.*
- 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.*

9. Submitted by the Executive Board of the Colorado State Chapter (page BL-1) Amend ARTICLE I, Section 1, by adding the word “Technology”, so that if adopted it would read:

*Members of the following Standing Committees:
Amendments and Recommendations
Colorado State Scholarship
Finance
History
International Projects
Membership
State Unaffiliate Chair
Technology*

An electronic vote was taken with the following results: 276 votes cast, 185 votes necessary for adoption by two-thirds, 275 pro and 1 con. The amendments were adopted.

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”, so that if adopted it would read:-

2. Fourteen dollars (\$14.00) for Colorado State Chapter dues, with \$2.00 designated for the Colorado P.E.O. Charitable Corporation (CPCC).

An electronic vote was taken with the following results: 276 votes cast, 185 votes necessary for adoption by two-thirds, 181 pro and 95 con. The amendment was defeated.

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”, so that if adopted it would read:

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.

An electronic vote was taken with the following results: 273 votes cast, 183 votes necessary for adoption by two-thirds, 189 pro and 84 con. The amendment was adopted.

At the direction of the A&R Committee, the A&R chairman moved the adoption of the following 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.

An electronic vote was taken with the following results: 273 votes cast, 137 votes necessary for adoption by majority, 270 pro and 3 con. The editorial resolution was adopted.

A&R Chairman Sandy Renner presented the proposed resolution submitted by Chapter DJ, Denver.

RESOLUTION

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;

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

An electronic vote was taken with the following results: 275 votes cast, 184 votes necessary for adoption by two-thirds, 252 pro and 23 con. The vote was favorable and will be considered at the 2021 Convention of International Chapter.

The president thanked the members of the committee for their work.

President Shari Fox called attention to the copy of the budget provided each member of convention in their delegate packet. She introduced the Finance Committee chairman, Diane Ritzdorf, PSPCSC, Chapter FF, who introduced other members of her committee:

Joanne Graham, HU and Catherine Balan, II

The chairman moved the adoption of the report. The vote was divided into three parts:

(1) Adoption of the budget.

An electronic vote was taken with the following results: 273 votes cast, 137 votes necessary for adoption by majority, 269 pro and 4 con. The budget was adopted.

(2) Transfer of funds – *Transfer of \$10,000.00 from the General Fund Surplus to the Colorado State Scholarship Fund; Transfer of \$10,000 from the General Fund surplus to the Cottey Innovations Fund.*

An electronic vote was taken with the following results: 271 votes cast, 136 votes necessary for adoption by majority, 264 pro and 7 con. The transfer of funds was adopted.

(3) The remainder of the report.

An electronic vote was taken with the following results: 269 votes cast, 135 votes necessary for adoption by majority, 267 pro and 2 con. The remainder of the report was adopted.

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

The president thanked the members of the Finance Committee for their careful attention to the financial details of Colorado State Chapter this past year. She announced the audit reports for fiscal years 2019-2020 and 2020-2021 are available on the Colorado State Chapter website.

There was no unfinished business requiring a vote of convention.

The president thanked Chairman of Teller Emilie Fox, AT/CO, Timer Ashleigh Snoozy, BI/WY, the Registration Committee and the Credentials Committee, Convention Co-chairs Ann Shepard and Mary Kay Tomlinson, and the Ad-Hoc Tech Committee members: Ann Holmes, Beverly DeVore-Wedding and Clarissa Trapp for their assistance throughout the opening meeting.

President Shari Fox adjourned the first meeting of the 118th Annual Convention of the Colorado State Chapter at 9:07 AM and announced the second meeting would start at 8:00 AM on Sunday, June 6th.

SECOND MEETING

Sunday Morning, June 6, 2021

President Shari Fox called the second meeting of the 118th Convention of Colorado State Chapter to order at 8:00 a.m.

Pre-recorded versions of the Pledge of Allegiance, “O Canada” and the “Star Spangled Banner” were played.

Pre-recorded version of the Opening Ode using the Lindly arrangement, followed by the recorded reciting of the Objects and Aims were played.

President Shari Fox welcomed all attendees to the second meeting of convention.

Devotions were presented by Kathy Pirie, Chapter JH.

President Shari Fox introduced and welcomed Representative of International Chapter Elizabeth McFarland, who also served as Parliamentarian during convention. Elizabeth McFarland is a member of Chapter FV, Plano, Texas, past president of Texas State Chapter and currently serves as a Member of the Study and Research Committee of International Chapter.

Member of Honor Cheryl Denslow, Chapter HY, past president of Colorado State Chapter and currently serving International Chapter as a Member of the Cottey College Board of Trustees was introduced.

President Shari Fox introduced 19 past presidents of Colorado State Chapter in attendance:

Marion Anderson, Julie Baxter, Cheryl Denslow, Lorraine Green, Virginia Hale, Patricia Huff, Connie Jessen, Janet Kingsbury, Martha Kuhn, Janis Kulhanek, Margaret Lamb, Susan Landers, Stephanie Oldland, Sandy Renner, Diane Ritzdorf, Janelle Rodriguez-Mendelson, Dottie Ruth, Emma Skiffington, L J Van Belkum.

The president asked the secretary to send greetings to those past state presidents who were not in attendance.

President Shari Fox introduced the members of the executive board: Kendy Cusick-Rindone, Vice President; Paisley Huntoon, Organizer; Cori Tanner, Treasurer and Patty Fry, Secretary.

The president recognized and thanked her chapter sisters and family members: Michelle Tomky, Kimberlee Bennet, Jennifer Baublits, Emilie Fox, Ashleigh Snoozy and Sarah Gage. A special thanks went to her husband for his continued encouragement and support.

Committee Chairmen, convention hostess chapters, delegates and visitors were recognized and thanked.

Convention Co-Chairmen Ann Shepard and Mary Kay Tomlinson were introduced.

Ann Holmes, Beverly DeVore-Wedding and Clarissa Trapp, members of the Ad Hoc State Tech Committee were recognized for assisting with technology needs during convention.

President Shari Fox recognized Renee Cortise, PC/CA, Treasurer, California State Chapter.

Following the introduction by President Shari Fox, Representative of International Chapter Elizabeth McFarland presented the keynote address titled One Stitch at a Time for P.E.O. Elizabeth, Past State President, Texas State Chapter has also served on the Credentials Committee of Convention of International Chapter, Study & Research Committee for International Chapter, Nominating Committee of International Chapter. She is also a Registered Parliamentarian. The president thanked her for her inspiring message.

President Shari Fox provided a summary of actions taken during the first business meeting and noted that details would be included in the proceedings.

Organizer Paisley Huntoon, along with the Representative of International Chapter, welcomed Chapter JN, Windsor. A video from the new chapter was played as their response to the receipt of their charter.

President Shari Fox announced that the annual reports of the state officers were in each delegate's kit. She announced that the officers' written reports will be filed to be incorporated in the printed proceedings of this convention.

The president announced that committee reports could be found in the delegates' kits and will be included in the printed proceedings of convention.

The Annual Report of Membership of Disbanded Chapters was not read and will be included in the printed proceedings of convention.

Organizer Paisley Huntoon presented a recorded period of instruction titled Be a Lamp, a Lifeboat, or a Ladder. She was assisted by members of her chapter, IF. The president thanked Paisley Huntoon for this wonderfully informative Period of Instruction.

A pre-recorded Celebration of Life presentation prepared by Vice President Kendy Cusick-Rindone was presented.

A pre-recorded Celebration of our 50+ year members (Golden Girls) and Anniversary Chapters prepared by Secretary Patty Fry was presented.

Guests were admitted into the meeting and the president suspended convention rule #7 to allow photographs and/or screenshots during remarks by the outgoing president, the installation ceremony, the presentation of the past president's credentials and pin, remarks by the incoming president and the invitation to convention.

President Shari Fox made her closing remarks to convention. In her speech, Shari highlighted some of the challenges that we have faced during this past year while emphasizing that this year has also brought out, in each of us, the willingness and desire to bloom and continue to do and be P.E.O. Without change, there is no growth and without love, there is no change. A reminder that we can be a growing vibrant group of women that will continue to be "Knit together in sisterly love to Promote Educational Opportunities".

The next order of business was the installation of officers.

Patty Fry, Secretary, called the roll of the newly elected officers of Colorado State Chapter. Elizabeth McFarland, Representative of International Chapter, installed the officers.

President:	Kendall Cusick-Rindone
Vice President:	Paisley Huntoon
Organizer:	Cori Tanner
Treasurer:	Patty Fry
Secretary:	Kathryn Pirie

Kendall Cusick-Rindone, newly elected president of Colorado State Chapter, accepted the gavel and asked Elizabeth McFarland, Representative of International Chapter to present the past president credentials to Shari Fox. Janelle Mendelson, past state president, presented the past president's pin to Shari Fox.

Colorado State Chapter President Kendall Cusick-Rindone gave her incoming remarks and announced her theme: Faith, Hope & Love. *'Faith makes all things possible; Hope makes all things work; Love makes all things beautiful.'*

Guests of convention who were present for the Ceremony of Installation were introduced.

A recorded invitation to the 2022 Convention of Colorado State Chapter to be held at The Marriott Tech Center, Denver, Colorado on June 3-5, 2022, was extended by hostess chapters: M, AS, CJ, DI, DT, FD, FG, GH, HA, II and JH.

President Kendall Cusick-Rindone accepted the invitation to the 2022 state convention on behalf of Colorado State Chapter.

The president announced that rule #7 was back in effect and photographs and/or screenshots were not allowed.

Guests left the meeting.

Representative of International Chapter Elizabeth McFarland gave closing remarks.

President Kendy Cusick-Rindone thanked Elizabeth McFarland for her inspiration and help she has provided to the board.

Convention Registration Report: On behalf of Dottie Ruth, AQ, PSPCSC, Clarissa Trapp, Technology Committee Chair gave the following report:

181	Non-voting P.E.O. Attendees
17	Guests
<u>289</u>	Voting Members of Convention
487	Total Attendees

President Kendy Cusick-Rindone announced that the proceedings will be distributed by the middle of September to those who pre-ordered a copy and will be posted on the state website at that time.

President Kendy Cusick-Rindone announced that committee appointments had been approved by the executive board. She explained that the committee lists would be posted on the state website and will be included in the proceedings.

Convention Chairman final announcements: In jest, there were announcements made of lost items.

President Kendy Cusick-Rindone gave the benediction and the 118th Annual Convention of Colorado State Chapter of the P.E.O. Sisterhood was closed at 10:43 a.m.

Patty Fry
Secretary

CERTIFICATION OF MINUTES AND APPROVAL OF PROCEEDINGS

I, Patty Fry, secretary of Colorado State Chapter of the P.E.O. Sisterhood, do hereby certify that the foregoing record is a correct copy of Proceedings of Colorado State Chapter assembled in Loveland, Colorado, June 4-6, 2021.

Witness my hand and seal of Colorado State Chapter, P.E.O. Sisterhood at Silverthorne Colorado on this 18th day of June 2021.

Patty Fry
Patty Fry
Secretary, Colorado State Chapter

Shari Fox
Shari Fox
President, Colorado State Chapter

The minutes of convention were read and approved by the Committee to Approve Minutes on June 18, 2021.

Caren Redkey
Caren Redkey – Chapter 1B/CO

Janet Kingsbury
Janet Kingsbury – Chapter BV/CO
Past State President, Colorado State Chapter



Credentials Report

Report of the Committee on Credentials for Colorado State Chapter

Voting Members of Virtual Convention June 5, 2021

	Meeting 1	Meeting 2
Number of chapters in Colorado State Chapter	243	241
Number of chapters with delegates necessary to establish quorum (majority)	122	121
Number of chapters represented in convention	235	235
Number of local chapter delegates	235	235
State Chapter Officers	5	5
Past Presidents of Colorado State Chapter	16	16
Resident Past Presidents of International Chapter	0	0
EB Nominating Committee Chairman	0	0
Board of Directors of CPCC	3	3
Trustees of Colorado P.E.O. Chapter House	2	2
Trustees of Colorado P.E.O. Marguerite Fund	2	2
Amendments and Recommendations	3	3
Colorado State Scholarship	3	3
Finance	3	3
History	1	1
International Projects	8	8
Membership	7	7
Unaffiliate Chair	1	1
TOTAL MEMBERS OF CONVENTION	289	289

Chairman: Stephanie Oldland

Forms-At Convention
08/17

Annual Reports of Officers, Boards, Trustees, and 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, one 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 PowerPoint 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.

A Personal Note: 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, Margarite Fund Introduction Meeting, Finance Committee, and many Reciprocities. She participated in two Zoom video call 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 during their organization process.

Adviser and Communications: This officer advised the Reciprocities and Group. She attended many Reciprocity meeting 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 a wonderful to get to know those this officer will be working with on the 2022 convention. Concentrating on encouraging, 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. 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 as I travel on this journey.

As we Knit Together in Sisterly Love, we also Promote Educational Opportunities for Woman 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 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 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. Again, I say THANK YOU to each of you for your patience, perseverance, fortitude, and devotion during this year of uncharted waters. And to my bestest hubby – thanks for sharing oh so many hours at home together!

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, 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 could 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!

A Personal Thank You: While most of us cannot 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 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 Colorado 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. 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 is 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 is 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 am 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.

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, CSCSP

Annual Report of Administrative Assistant – 2020-2021

This assistant performed the following duties:

Maintained office hours and returned calls from local chapter secretaries and treasurers. Accepted all mailings from local chapter secretaries and treasurers. Logged them in and date stamped, verified the check amount, checked for signatures and collated in alphabetical order. Stored all the forms in binders. Any incorrect forms were scanned and forwarded to the State Treasurer or State Secretary to resolve questions.

Entered treasurer data, including active and disbanded chapters, into the Excel spreadsheet as provided by International and stored in Google Docs, which consisted of dues paid and the IRS-LC data. Also corrected any math errors on the forms.

Verified, along with the State Secretary, the ARCS (Annual Report of Corresponding Secretary) by also checking the transaction log. Made corrections, as necessary. Downloaded tally from International website and created formulas to verify data. Entered data into Excel tally.

Compared totals from Excel to manual tally. Number of active members, initiates and reinstatements all balanced along with dues paid. Kept issues log of problems to communicate with state officers and Executive Assistant.

Made copies of the IRS forms for State Treasurer to keep on file. Labeled, stuffed, and mailed Treasurer release forms to local chapter treasurers. Boxed and shipped ARCS, tallies and contact forms to send to International office. Shipped IRS forms to International office.

It was my pleasure to serve the Colorado State P.E.O. Sisterhood and work alongside Cori, Patty and Janelle to ensure the accuracy of our reporting.

Diana Doyle, HO, Administrative Assistant

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 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 \$23,52.52 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:

- \$ 26.00 International Chapter dues, which includes \$6.00 for Cottey College
- \$ 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
- \$ 40.00 Total Dues/Member

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

Annual Report of the Colorado P.E.O. Charitable Corporation 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 72nd 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,
- 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.

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 Kingbury, along with her co-Marguerite Fund trustees Barbara Pingrey and Barb Hunter, Shari Fox, President, CSC and Kendy Cusick-Rindone, VP, CSC

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.

P.E.O. love,
Cheryl Burnside, ES, CPCC Board Chair

Annual Report for Marguerite Fund 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 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

our chapters has been evident through your donations. It is your 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

Annual Report for Chapter House Trustees 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 relevant experience, was hired as Interim House Manager. When the new House Manager hired in August did not 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. 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 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.

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 adviser and we ended with a wonderful different group. We were deeply sorry that Eileen Field had to resign for personal reasons but are incredibly 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 my 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 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.

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 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 highly 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

ANNUAL REPORT OF THE 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 highly creative fundraising events to support the Educational Loan Fund during 2020-2021, despite 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.

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

Helen Parks, HP

Robin Kendrick, IV

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, 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:

Chapter AL, Fort Collins - Blanca Estevez Posadas, Texas State University-San Marcos, San Marcos, TX

Chapter BE, Greeley - Dixizi Liu, Texas State University-San Marcos, San Marcos, TX

Chapter BO, Colorado Springs - Fiza Mairaj, University of Texas, Austin, TX

Chapter CE, Colorado Springs - Shubha Malla, Texas State University-San Marcos, San Marcos, TX

Chapter CJ, Longmont - (2 PIP'S)- Rachel Kamnkhwani, University of Denver, Denver, CO

Chapter CJ, Longmont - (2 PIP'S)- Luise Noe, Texas State University-San Marcos, San Marcos, TX

Chapter CO, Fort Collins - Maame Peterson, University of Manitoba, Winnipeg, MB

Chapter DG, Denver - Rachel Kamnkhwani, University of Denver, Denver, CO

Chapter EB, Fort Collins - Chinyere Okoh, University of Texas, Austin, TX

Chapter ED, Aurora - Sa Ra Park, Texas State University-San Marcos, San Marcos, TX

Chapter EI, Boulder - Nomcebo Dlamini, Syracuse University, Syracuse, NY

Chapter EK, Littleton - Carol Pacheco Vidal, Syracuse University, Syracuse, NY

Chapter EM, Colorado Springs - Rachel Kamnkhwani, University of Denver, Denver, CO

Chapter EN, Englewood - Dianah Ajuna, University of Ottawa, Ottawa, ON

Chapter EP, Lakewood - Nomcebo Dlamini, Syracuse University, Syracuse, NY

Chapter ER, Golden - Marcela Ortiz Guerrero, University of Michigan, Ann Arbor, MI

Chapter ET, Arvada - Hadel Al Asafen, University of Toronto, Toronto, ON

Chapter FD, Longmont - Rebecca Allan, University of Toronto, Toronto, ON

Chapter FO, Broomfield - Wenqi Zhang, University of Washington, Seattle, WA

Chapter FP, Wheat Ridge - Ana Prada, The New School, New York, NY

Chapter FU, Breckenridge - Carol Pacheco Vidal, Syracuse University, Syracuse, NY

Chapter FX, Durango - (2 PIP's)- Giuliana Daga, Georgetown University, Washington, DC

Chapter FX, Durango - (2 PIP's)- Mayra Delgado, Harvard Kennedy School of Government, Boston, MA

Chapter GM, La Junta - Isabela Munevar Escalante, Teachers College, Columbia University, New York, NY

Chapter GO, Pueblo - Isha Desai, Texas State University-San Marcos, San Marcos, TX

Chapter GP, Denver - (2 PIP'S)- Nomcebo Dlamini, Syracuse University, Syracuse, NY

Chapter GP, Denver - (2 PIP'S)- Rachel Kamnkhwani, University of Denver, Denver, CO

Chapter GU, Loveland - Mila Cantar, Cornell University, Ithaca, NY

Chapter GY, Gunnison - Naghmana Ashraf, New Mexico State University Main Campus, Las Cruces, NM

Chapter GZ, Littleton - Rachel Kamnkhwani, University of Denver, Denver, CO

Chapter HA, Berthoud - Adriana David Ortiz Monasterio, Harvard University, Cambridge, MA

Chapter HB, Englewood - Anna Streichhardt, Texas State University-San Marcos, San Marcos, TX

Chapter HE, Evergreen - Adriana David Ortiz Monasterio, Harvard University, Cambridge, MA

Chapter I, Greeley - Luisa Gomez, Harvard University, Cambridge, MA

Chapter IH, Monument - Pantea Azadpour, University of British Columbia, Vancouver, BC

Chapter II, Longmont - Luisa Isidro Herrera, University of Manitoba, Winnipeg, MB

Chapter IN, Louisville - Hana Meshesha, University of Montana, Missoula, MT

Chapter IQ, Littleton - Pamela Obonde, Canadian Mennonite University, Winnipeg, MB

Chapter IT, Durango - Blanca Estevez Posadas, Texas State University-San Marcos, San Marcos, TX

Chapter IZ, Evergreen - Tiwatope Ogundipe, Dalhousie University, Halifax, NS
Chapter JH, Longmont - Upasana Garnaik, University of Texas, Austin, TX
Chapter K, Manitou Springs - Rebecca Allan, University of Toronto, Toronto, ON
Chapter O, Golden - Ofonmbuk Ekong, University of Ottawa, Ottawa, ON
Chapter X, Steamboat Springs - Elham Heidari, University of Texas, Austin, TX

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

Anne Rogers, HF

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 will not let a world- wide pandemic stop us! The commitment to PCE from the state of Colorado is hugely 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

Carol Krutzke, AU

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!

It is a goal of our committee to give opportunities to Chapters that do not have immediate access to the universities which offer Ph.D. programs. If your Chapter wants to be contacted when International sends referrals, please take a moment, and email your PSA Committee members (there are only 2) with a request to sponsor a candidate. We look forward to hearing from many Chapters regarding PSA.

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
Tana Foote, DY
March 2021

Annual Report of the STAR Scholarship Committee 2020-2021

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 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.

Respectfully,

Sarah Kilbourn, JL

Erica Loosbrock, DP

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

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 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), Diane Gallagher and Linda Dunn (D1), Kimmie Easton (D5), Mary Staples, (D3), 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, 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 incredibly 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, GP, Colorado State Membership Committee, Chair

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 Reciprocities.

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 History Committee 2020-2021

Each year, the two-person History Committee preserves the activities of the Colorado State Chapter, 50+ year members, newly formed chapters, and chapters celebrating 25-, 50-, 75-, and 100-year anniversaries. This history is collected from anniversary chapters, the P.E.O. Record, and even social media. As a reminder, the history year runs from June 1 to May 31 to coincide celebration of anniversaries during a calendar with Convention of Colorado State Chapter.

Dyanna Haley-Rezac, EA, Colorado Springs, joined the committee for the 2020-2021 year with

Kristina Walker from Wiley who was the chair for this year. Due to the COVID pandemic, the history committee was not able to meet until the end of February and plans to start the digital scrapbook had not been followed through on. Dyanna and Kris met with Clarissa Trapp and Patty Fry in February and March to discuss the committee's goals and to exchange the last large scrapbook, scrapbooking supplies, and some committee files. During this meeting, we reviewed the instruction books for the history committee and found several differences between them as well as corrections that need to be made. These will be updated and approved by the incoming state secretary prior to transitioning the new history committee member in.

Discussion also included how to organize the scrapbooks going forward digitally and it was determined the history committee would do one Shutterfly book per year to print for state convention, for the state officers during that year and any others who wished to purchase a book with the order from at state convention. These books will be combined approximately every 5 years into a larger volume and available for purchase to the Colorado P.E.O. membership. Additionally, the previous large

scrapbooks have been photographed up to 2016 and these will be created into a Colorado history Shutterfly album. 2016-2019 will also be photographed and included. The history process of converting our large books to a 12"x12" Shutterfly album is more time consuming and tedious and may take several years; however, the books from 2020 on will be done in real time as events happen. Due to the lack of events and photos in 2020, the first digital book will cover 2019-2020 and 2020-2021. All the photos taken of previous books are now uploaded in the committee shared Shutterfly account by folder for years that pertain. As these are photos of pages, they need to be edited and reformatted. It was agreed that other sisters could assist the committee without being on the committee to help with this large task. The history committee is looking for willing collaborators with the understanding that they are not official committee members, nor will they receive reimbursement for expenses from P.E.O. for convention or meetings.

The current, first edition, of all digital scrapbook is underway in Shutterfly and pages are being created as events happen. Colorado State P.E.O. created a private Facebook group this year which the history committee is utilizing to collect photos and details of events from chapters in addition to the monthly newsletters and Record. We also still maintain the dedicated gmail.com account to gather information from sisters.

It had been planned at Convention of State Chapter in June 2020 for Lois Abbuhl, M, to design a photobooks creation and history preservation training workshop to fill the need of sisters who were interested in learning more about how to preserve their chapter's history. As that convention was cancelled and the June 2021 one was virtual, Dyanna Haley-Rezac did a video tutorial recorded program on how to do this which was available to sisters at convention and is now on the Colorado P.E.O. website. The history committee is planning a live workshop for June 2022.

This past year has been chock full of challenges with COVID, but with challenge, comes change. Since meeting this year, the process for digitizing scrapbooks is well underway and the addition of a state chapter Facebook group is already proving to be invaluable in gathering photos and events in real time. The major limitation is that there are only 248 sisters on this private group which we would like to see increase substantially for a better representation of our state sisterhood.

Kris Walker, D, Chair

Dyanna Haley-Rezac, EA

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.

These 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 would not 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:

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
Lynne 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. The committee received three applications. The candidates were interviewed, and the committee selected Lynn Doyle, FV, 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

**Annual Report of the Site Selection Committee
20210-2021**

No site selection committee was appointed during the 2020-2021 year. Contracts are procured through 2025.

**MEMORIAL ROLL
MARCH 1, 2019 - FEBRUARY 28, 2020**

C	Colorado Springs	Martha Louise Keene
D	Lamar	Mary E. McMillin
F	Pueblo	Marjorie K. Stillman
		Patsy Williamson
G	Ft. Collins	Donna Kling
		Julie Hamill Wise
I	Greeley	Dee M. Allnutt
		Beverly W. Glasgow
		Sally Wehde
J	Trinidad	Elizabeth Aragon
		Barbara Lee
K	Manitou Springs	Ginni Davlin
		Anne S. Foster
L	Loveland	Betty Gilroy
M	Longmont	Roberta Tabert
T	Brush	Miriam Buckmaster
U	Windsor	Gertrude Janney Martin
		Ann Pratt
V	Monte Vista	Phyllis Mullins
		Betty Tomlinson

W	La Junta	Betty J. Tomlinson
		Loretta Paolucci
X	Steamboat Springs	Carolyn J Stutzman
AB	Eaton	Peggy Carpenter
		Harriett Anderson
AC	Canon City	Carol Loftis
AE	Alamosa	Vicky Murphy
AH	Denver	Karen Wagner
AI	Denver	Ann Christy
		C Nan Angello
		Elsie Stone
AJ	Craig	Charlotte Mason
		Patricia Neptune
AL	Ft. Collins	Joan Needy
AM	Englewood	Elizabeth Roberts
AN	Gunnison	Betty Light
AO	Glenwood Springs	Betty Wear
AP	Idaho Springs	Anne Morgan
		Polly B Werlin
AQ	Grand Junction	Mary Jo Humphrey
AS	Berthoud	Avis K. Haworth
AV	Estes Park	Dorla J. Eisenlauer
		Clayoma M. Gilliland
AW	Denver	Joyce Hewson
		Jean Blanch Johnston
AX	Burlington	Ruth Wilcox
BA	Meeker	Norma L. Oldland
BB	Denver	Irene Lewis
BD	Mancos	Marilyn Colyer
		Rovilla Ellis
BL	Montrose	Joan F. Farrow
		Marian G. Kuhn
BO	Colorado Springs	Margret Savosik
		Jane Strand
		Marjorie Westbay
BR	Durango	Barbara Jo Hatten
BW	Colorado Springs	Ilah Helmick
		Cornelia Minister
BZ	Walsenburg	Edi I. Sheldon
		Kim Stotts
CB	Boulder	Susan Bellows
		Karen Schneider
CD	Palisade	Dawn Carstens
		E. Pauline Clements
CE	Colorado Springs	Ruth S. Connell
		Mildred Divelbiss
		LeMay Gerhart
		Martha P. Manly
CI	Pueblo	Charlene Robbe
CJ	Longmont	Harriet Amicarella
CK	Denver	Joan E. Perkins
CM	Denver	Nancy Wright
CN	Denver	Roberta Kinney
		Patricia Smutz

CO	Ft. Collins	Elizabeth Dale Joyce Everitt M Marie Macy Marian Pike
CR	Greeley	Beverly Guinn Nannette Van Deest Sylvia W. Webster
CS	Durango	Willie Foster
CU	Denver	Roberta Lewis Van Dale McMahan
CV	Arvada	Karla Sorensen
CY	Grand Junction	Evelyn Beidleman Cathryn Clark
CZ	Boulder	Peggie F. Hudiburg
DC	Denver	Virginia Galloway
DG	Denver	Sally C. Doty
DH	Denver	Mildred Walter
DI	Longmont	Lucy Stromquist
DK	Canon City	Carol Fredrickson Carol Ann Gentry Jeanne McCormick
DO	Denver	Marilyn Barber Eileen H. Griffith
DP	Alamosa	Donna Fritzsche
DR	Loveland	Laura W. Ford Nancy Knoll
DS	Parker	Patricia Kleinknecht
DT	Denver	Marjorie L. Snively Floy E. Walberg
DV	Boulder	Peg Kirkpatrick
DW	Denver	Harriet Will
DY	Grand Junction	Alice Elder
EA	Colorado Springs	Tiffany Haley Jean Perrin
ED	Aurora	Charlotte Hamilton
EF	Wheatridge	La Rue Benesh
EG	Ft. Morgan	Betty Lucas
EH	Denver	Donna Bernklau
EI	Boulder	Barbara Hoekelman Bernice Mock
EJ	Lakewood	Elizabeth M. Edwards
EL	Colorado Springs	Phyllis Hoffman
EO	Denver	Elaine Henke
EP	Lakewood	Phyllis J. Williams Barbara Wilson
EQ	Boulder	Ellen Doty Patricia T. Parker
ER	Golden	Dorothy F. Crawford
ES	Denver	Eleanor Bradley
EV	Cortez	Joy D. Wilkerson
EY	Boulder	Kay Hofstetter Morgan
EZ	Greeley	Delores Cochrane Betty Hones
FB	Littleton	Betty Bell Janie Davis

		Diane Jean Howard
		Bonnie Kellogg
FC	Canon City	Lynda Ewing
FD	Longmont	Lona Rae Hinman
		Sharon Hipsher
		Eileen Penner
		Yolanda F. Stenson
FF	Denver	Patricia Pursley
FK	Lakewood	Mary P. Kreutzer
FL	Loveland	Florence Harris
		Ann Moore
FM	Ft. Collins	Jean Blaylock
		Barbara Lueck
		Marguerite Ohland
		Carole Torguson
FO	Broomfield	Helen E. Austin
FQ	Littleton	Betty Jane Alexander
		Clydean McMillen
		Peggy Mills
FR	Evergreen	Joan Shrimpton
FS	Sterling	Gloria Sandstedt
FT	Colorado Springs	Jo Anne Clark
		Dorothy Defebaugh
		Joanne Karlson
FU	Breckenridge	Barbara K. Coffey
FW	Pueblo	Doris M. Quinlan
FX	Durango	Barbara Cornelius
FY	Glenwood Springs	Genevieve Doak
		Wendy Hess
		Margaret Hawes Sparks
FZ	Greeley	Betty Birleffi
		Pamela Parker
		Lorraine Partridge
GA	Boulder	Marion Hopper
GB	Boulder	Jan Boyers
GC	Loveland	Martha Larsen
		Frances Leighton
GG	Ft. Collins	Anna Mae Everett
GI	Colorado Springs	Stephanie Smith
GK	Littleton	Emily Addlesperger
GM	La Junta	Nancy Inge Baker
		Cheryl M. Freidenberger
GP	Denver	Jane Hultin
GS	Ft. Collins	Mary Thomas Cash
		Dorothy E. Christian
		Nadine Gates
		Wanda Groenendale
		Trudy Stelzner
		Margarite Winne
GT	Delta	Janet Dianne Anderson
GU	Loveland	Nancy Betty Veldhuizen
GV	Colorado Springs	Mildred Salt
GY	Gunnison	Mary E. Field
		Nadine Henry
GZ	Littleton	Norma Robinson

HB	Englewood	Billie Walsh
		Patty Jo Tharp
		Eve Trumpore
HE	Evergreen	Jill Anderson
HF	Estes Park	Babs Mock
HH	Littleton	Frances Nutting
		Florence Peck
HI	Denver	Anne Torrance
HK	Gunnison	Esther Broadwater
		Neva Cummings
HL	Montrose	Cassandra L. Nielsen
HP	Loveland	Ruth Martin Minter
		Judith Scudamore
HQ	Monte Vista	Mayebelle Gilfillan
HU	Grand Junction	Barbara Wood
HX	Westminster	Norma Perry
HY	Parker	Jean Burks
		Julie A. Chipps
IL	Woodland Park	Ilene Thoe
IQ	Littleton	Norma E. Ellison
		Doris Hagen
IU	Estes Park	Kathy K. Levine
IY	Estes Park	Marcia Taylor
JI	Lafayette	Nancy Love
JL	Loveland	Gloria Grotzinger

MEMORIAL ROLL

MARCH 1, 2020 THROUGH FEBRUARY 28, 2021

B	Las Animas	Agnes Davis
C	Colorado Springs	Melba Mayall
		Victoria Stegner
G	Fort Collins	Kary Armstrong
		Lu Fisk
		Dorothy E. Miller
		Caroline W. Shannon
L	Loveland	Doris Collard
M	Longmont	Doris Campbell
		Edie Easterly Graves
		Edie Johnson
N	Grand Junction	Jeanne S. Finch
		Henrietta Hay
O	Golden	Patricia Williams
T	Brush	Sharon Wardell
U	Windsor	Margaret Harris
		Virginia Lindblad
		Jane Uhle
W	La Junta	Dorothy Kubin
		Ardeth Sneath
X	Steamboat Springs	Juanita Willcutt

AC	Canon City	Helen Shoemaker
AF	Leadville	Madalyn Videtich
AI	Denver	Barbara Lownsberry
		Barbara Wetzel
AJ	Craig	Jane Hamilton
AP	Idaho Springs	Rose M. Thomas
AS	Berthoud	Virginia Haworth
		Wuanita VanThuyne
		Vena Winslow
AV	Estes Park	Helen Shultz
AX	Burlington	Elizabeth Dvorak
AZ	Fort Lupton	Alice Easterday
BA	Meeker	Ether Starbuck
		Carolyn Sullivan
BB	Denver	Marcia Warner Lanz
BE	Greeley	Jody Anderson
		Virginia Lent
		Caroline Rogers Mills
		Tate M. Todd
BJ	Yuma	Jean Crowley
		Barbara J. Olsen
BN	Brighton	Shirley Fagan
		Gwendolyn Stieber
BO	Colorado Springs	Dolores Green
		Raynelle S. Kuckel
BQ	Pueblo	Lunda G. Brice
		Jacqueline Chinn
		Sidney Clutter
BS	Littleton	Lee Wolfe
BW	Colorado Springs	Cynthia Sue Houghan
BY*	Boulder	Jane Barker
BZ	Walsenburg	Marjie J. Stroh
CF	Denver	Reda Walsh
CG	Pueblo	Jane Hill Proffitt
CI	Pueblo	Naomi Allen
CJ	Longmont	Ruth Howe
CN	Denver	Dorothy Beeman
		Nancy Kerr
CO	Fort Collins	Georgine Bush
		Berle McGraw
CP	Denver	Barbara Barton Downey
CQ	Denver	Patricia E. Humphrey
CR	Greeley	Jean K. Sorelle
CS	Durango	Dorothy Gore
CU	Denver	Lois Burnett
		Marie Erickson
CV	Arvada	Waudene Cowen
		Patricia Forbes
CW	Denver	Mary Duane
		Melodie Francis
CZ	Boulder	Margaret I. Ellwood
DC	Denver	Emogene Criss
		Margaret H. Sensel
DD	Cortez	Kelli Ranae Garland
		Leslie Ann Malles

DF	Denver	Sarah Johnson
DG	Denver	Mari Lu McGinnis
DK	Canon City	Vonda L. Craig
DL	Colorado Springs	Earlene Herman
DM	Denver	Phyllis Kruse
DP	Alamosa	Eunice C. Harris
DU	Pueblo	Janice Matthew
		Julie Sandusky
DV	Boulder	Elizabeth Pahlke
		Harriet Vogel
DY	Grand Junction	Deborah Grose
		Jean Tyler
EB	Fort Collins	Patricia Bradley
		Elizabeth Butler Fulton
		Marlene Kelly
ED	Aurora	Fran Fisher
EF	Wheat Ridge	Leslie Coffman
J	Lakewood	Le Etta Oskarson
EK	Littleton	Nancy Anthes
EN	Englewood	Barbara Walker
EO	Denver	Ann Stonebraker
		Patricia Webb
EP	Lakewood	Betty J. Hansen
EQ	Boulder	Aleda Kresge
ER	Golden	Lynn Thatcher
ET	Arvada	Elizabeth Glann
		Dee Henke
EV	Cortez	Sharon Hansen
		Janice Hutchinson
		Lois Lovett
EY	Boulder	Rachel Bender
		Betty Rowley
FA	Brighton	Teresa Trotter
FF	Denver	Jewel Rissler
		Doreen Stack
FG	Johnstown	Mary Knutson
		Faye M. Nygren
FI	Denver	Temple Bell
FJ	Montrose	Margaret A. Sievers
FK	Lakewood	Lois Eikleberry
FL	Loveland	Donna Hammond
		Patricia Johnson Nelson
FN	Salida	Doris B. Larson
		Julia Litz
FP	Wheat Ridge	Karen Fiorini
		Montine A. Knowles
FR	Evergreen	Jacqueline Andrew
		Marjorie F. Bunting
		Virginia Lyn Golder
FT	Colorado Springs	Mary Nesbitt Duncan
		Helen M. Wilson
FV	Denver	Betty Wallace
FW	Pueblo	Dorothy R. Winters
GD	Lamar	Carla Scranton
		Ann Widener

GE	Lakewood	Sylvia Lewis Esther Starr
GF	Grand Junction	Margaret Bramble Judy Campbell Patricia Hogue Helen Krey Jean Mumby
GG	Fort Collins	Joanne Johnston
GI	Colorado Springs	Sharon Benson Kathy Fleshman Linda VanBeek
GJ	Estes Park	Helen Hondius
GK	Littleton	Carol Inez Hartley
GL	Denver	Beverly G. Bowman
GS	Fort Collins	Karen Rogers
GT	Delta	Mary L. Blair
GW	Arvada	Jean L. Scharfenberg
GZ	Littleton	Mary Coopridge
HB	Englewood	Sarah Jane Castleman
HF	Estes Park	Kathy Young
HH	Littleton	Anne Bailey Elaine Muther
HJ*	Englewood	Cathy A. Nash
HP	Loveland	Mary Quick
HX	Westminster	Jane Riley
HZ	Estes Park	Vivian E. Becker
IB	Dillon	Marjorie Hill
IC	Castle Rock	Marilyn Greeneisen Betty L. Guernsey Janice M. Herbst Alice Higgins Genevieve Newton Winifred C. Peterson
IE	Grand Lake	Janis Lund
IG	Vail	Nora Fryklund Magda Vossler
IH	Monument	Celia K. Snyder
II	Longmont	Cherie Fassbinder
IL	Woodland Park	Sandra King
IM	Loveland	Jan Steele
IS	Estes Park	Fiona Elizabeth Cahill
IX	Winter Park	Jane Binford
JB	Monument	Barbara Mullan
JH	Longmont	Lois S. Kuehn

*Disbanded Chapter

Colorado State Chapter
ANNUAL REPORT OF MEMBERSHIP OF DISBANDED CHAPTERS
March 1, 2021

Secretary Colorado State Chapter

1. Number active members March 1, 2020 (see last year's report)	47
2. By Initiation	0
3. By Transfer	0
(members not previously enrolled in chapter)	
4. By Reinstatement	0
5. Total Active membership during year	47
Decrease Since March 1, 2020	
6. By Transfer	2
7. By Death of active member	2
8. By expulsion of active member	0
9. By becoming inactive March 1, 2021	5
10. Total decrease in active membership During year	9
11. Number active members March 1, 2021	38
12a. Number classified lost contact or	
12b. Inactive members lost by death since March 1, 2020	9
Summary	
13. Total number initiated from date of organization	3,065
14. Total enrollment from date of organization	4,444
15. Total number of inactive March 1, 2021	781



**Annual Report to International Chapter
of Membership March 1, 2021**

Secretary Colorado State Chapter

1. Number active members March 1, 2020 (see last year's report) 9,952

Increase since March 1, 2020

2. By Initiation	146
3. By Transfer	84
4. By Reinstatement	43

5. Total Active membership during year 10,225

Decrease Since March 1, 2020

6. By Transfer	86
7. By Death of active member	196
8. By expulsion of active member	0
9. By becoming inactive March 1, 2021	380
10. Total decrease in active membership during year	662

11. Number active members March 1, 2021 9,563

12a. Number classified lost contact or

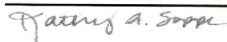
12b. Inactive members lost by death since March 1, 2020 236



Summary

13. Total number initiated from date of organization	29,219
14. Total enrollment from date of organization	46,155
15. Total number of inactive March 1, 2021	6,786
Total Chapters Active March 1, 2020	242
Number chapters organized since March 1, 2020	1
Number chapters disbanded since March 1, 2020	0
Number chapters merged together since March 1, 2020	0
Chapters created due to merge since March 1, 2020	0
Number chapters active March 1, 2021	243

Secretary released on

May 24, 2021


Executive Director, P.E.O. Sisterhood


President

Secretary



Annual Report of Treasurer to
International Chapter P.E.O. Sisterhood

March 1, 2021 – REPORT OF COLORADO STATE CHAPTER

NUMBER OF ACTIVE MEMBERS – 3/1/2021. 9563 ...

I. International Chapter dues of \$26.00 per member
(includes \$6.00 for Cottey College)..... 248,633 \$

II. Initiation and Reinstatement

A. \$15.00 each for 146 members initiated 2190 \$
3/1/2020 to 2/28/2021.....

B. \$15.00 each 43 for members reinstated
3/1/2020 to 2/28/2021 645 \$

III. Local Chapter Resource Fee (\$25/chapter, based on 242 chapters) \$ 6,050.00

IV. Liability Insurance, \$1.00 per chapter as of 243.00
3/1/2021.....\$
(# local chapters + one state chapter)

V. Directors & Officers Insurance 318.00
Premium.....\$

VI. Fidelity Bond Insurance..... 375.00 \$
Officers covered: President, 2nd Vice President, Treasurer,
Assistant Treasurer and Convention Treasurer

VII. Robert's Rules of 75.00
Order.....\$

VIII. Virtual 2,000.00
Convention.....\$

IX. TOTAL AMOUNT DUE INTERNATIONAL CHAPTER ... 260,534 \$

Approved by International Chapter and
released on

MAY 25 2021

Date

Dana VanRoche

Treasurer, International Chapter

Shari Jensen
President, Colorado State Chapter

Sistersoflove5@gmail.com
President's email address

Cori Janner
Treasurer, Colorado State Chapter

peocori@yahoo.com
Treasurer's email address

SUMMARY OF RECEIPTS AND EXPENDITURES BY FUNDS

April 1, 2020

FUND NAME	FUND BALANCE 4/1/20	RECEIPTS	EXPENDITURES	FUND BALANCE 3/31/21
General Fund	4,102	53,375	34,424	23,053
State Chapter Dues Fund		See Annual	Reports Processing	Fund*
General Reserve Fund	181,497	1,702	16,947	166,252
Co Cottey Scholarship Fund	0	34,098	34,098	0
CO State Scholarship Fund	0	44,982	44,982	0
International Convention Fund	13,089	24,873	323	37,639
2020 State Convention Fund	(10,000)	64,669	9,174	45,495
2021 State Convention Fund	(4,505)	62,147	20,956	36,686
Cottey Gifts Fund	0	40,480	40,480	0
ELF Gifts Fund	0	44,407	44,407	0
IPS Gifts Fund	0	44,166	44,166	0
PCE Gifts Fund	0	62,724	62,724	0
Scholar Awards Gifts Fund	0	45,636	45,636	0
Star Scholarship Gifts Fund	0	51,114	51,114	0
Foundation Gifts Fund	0	61,101	61,101	0
150 Fund	0	0	0	0
International Dues Fund		See annual	Reports Processing	Fund*
Annual Reports Processing Fund	142,831	379,475	390,120	132,186
Totals	327,014	1,014,949	900,652	441,311

2020 Convention Summary

INCOME

State Dues	\$	64,668.50
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<u>Other - purchased proceedings</u>	<u>\$</u>	<u>60.00</u>
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TOTAL INCOME	\$	64,728.50
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EXPENSES

Audio Visual / Equipment	\$	
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Badges-Folders	\$	
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Convention Committee	\$	
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Clothing	\$	
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Decorations	\$	
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Entertainment	\$	
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Hospitality	\$	
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Housing	\$	
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Meals	\$	
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Printing	\$	
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Proceedings	\$	
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Registration	\$	
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event	\$	
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Merch. Fee	\$	
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Retail Sales	\$	9,174.00
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Supplies	\$	
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Misc	\$	
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TOTAL EXPENSES	\$	9,174.00
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Balance	\$	55,554.50
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Donation to Cottey College	\$	(10,000.00)
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Balance paid to State	\$	45,554.50
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	\$	0.00
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(Fund Balance after
repayment to General
Reserve)

CO State Chapter P.E.O. Sisterhood Proposed Budget 2021-2022

CO State Chapter P.E.O. Sisterhood			
Proposed Budget 4/1/21 - 3/31/22			
	Actual 2019-2020	Actual 2020-2021	Approved Budget 2021-2022
Chapters	242	242	241
Members	10063	9949	9561
Dues Allocation	\$ 4.75	\$ 5.00	\$ 5.00
INCOME			
State Chapter Dues (operating)	\$ 47,799.25	\$ 49,745.00	\$ 47,805.00
Workshop fees (\$15/chapter)	\$ 3,630.00	\$ 3,630.00	\$ 3,615.00
Total State Dues/Fee/Alloc.	\$ 51,429.25	\$ 53,375.00	\$ 51,420.00
Interest Income	\$ 309.39	\$ 141.96	\$ 100.00
State Reinstatement fees	\$ 25.00		
Other Income		\$ 240.00	
Other State Income		\$ 120.00	
TOTAL STATE INCOME	\$ 51,763.64	\$ 53,876.96	\$ 51,520.00
Expenses			
Office Admin Expense			
Print/Copying	\$ -	\$ 69.70	\$ 130.00
Postage/Supplies	\$ 124.78	\$ 83.90	\$ 100.00
Mileage		\$ 153.00	\$ 100.00
Electronic Expenses(Constant Contact)	\$ 356.18	\$ 160.77	\$ 1,250.00
Website/Software	\$ 2,257.47	\$ 2,166.77	\$ 2,250.00
Zoom Accounts (5 EB & 1 Tech)		\$ 1,442.01	\$ 1,050.00
Storage Fees	\$ 1,656.00	\$ 2,718.00	\$ 2,775.00
Audit Fees	\$ 5,800.00	\$ 5,975.00	\$ 6,150.00
Professional Services/Legal	\$ 93.00	\$ -	\$ 300.00
Bonding	\$ -	\$ 375.00	\$ 375.00
Liability Insurance (to Int'l)	\$ -	\$ 243.00	\$ 250.00
D & O Insurance (to Int'l)	\$ -	\$ 334.00	\$ 350.00
Honorariums/Memorials	\$ 100.00	\$ 100.00	\$ 200.00
Exec Treas Contract	\$ 4,600.00	\$ 4,500.00	\$ 5,400.00
Exec Treas Expense Other	\$ -		\$ -
Admin Assistant	\$ -	\$ 1,000.00	\$ 1,000.00
Admin Assistant Expenses		\$ 278.39	\$ 325.00
Past President Pin	\$ -		\$ 140.00
Bank Fees	\$ -		\$ 200.00
Check Printing	\$ -	\$ 58.71	\$ 300.00
Filing Fees	\$ 60.00	\$ 78.00	\$ 60.00
Miscellaneous		\$ 25.00	

Office Admin Expense Total	\$ 15,047.43	\$ 19,761.25	\$ 22,705.00
State Officer Expenses			
State Officers' Expenses	\$ 4,856.41	\$ 5,827.91	\$ 6,800.00
State Board Mtg Expenses	\$ 2,751.06	\$ 1,819.15	\$ 6,100.00
State Chapter OV Exps	\$ 2,986.93	\$ 320.20	\$ 6,000.00
State Chapter Workshop Exps	\$ 3,230.36	\$ 294.41	\$ 3,615.00
New Chapter Gifts	\$ -	\$ 159.53	\$ 150.00
State Chapter Org Exps	\$ -	\$ 141.52	\$ 600.00
Int'l Convention Exps	\$ 1,929.20		
State Officer Exps Total	\$ 15,753.96	\$ 8,562.72	\$ 23,265.00
Standing Committee Exps			
Amend & Rec Cmts Exps	\$ 153.87		\$ 200.00
Budget/Fin Cmts Exps	\$ 1,267.12		\$ 550.00
History Cmte Exps	\$ 182.73		\$ 200.00
Nominate Cmte Exps	\$ -		\$ 200.00
Membership Cmte Exps	\$ 2,603.84	\$ 97.80	\$ 1,800.00
Unaffiliate Chairman Exps			\$ -
Future State Conv Site Comm.	\$ -		\$ -
Standing Cmt Exps Total	\$ 4,207.56	\$ 97.80	\$ 2,950.00
State Philanthropy Cmte			
CO State Scholarship Exps	\$ 143.32	\$ 77.46	\$ 300.00
CO Cottey Scholarship Fund	\$ 992.48	\$ 334.52	\$ 300.00
Int'l Philanthropy Cmte			
ELF Cmte Exps	\$ 178.36		\$ 300.00
IPS Cmte Exps	\$ 44.66		\$ 300.00
PCE Cmte Exps	\$ 373.52		\$ 300.00
PSA Cmte Exps	\$ 264.87		\$ 300.00
STAR Cmte Exps	\$ 80.00		\$ 300.00
Int'l Proj Cmte Exps	\$ 30.00		
Total Philanthropy Cmte	\$ 2,107.21	\$ 411.98	\$ 2,100.00

Convention Expenses			
State Convention Exps	\$ 75.00		
Total Convention Expenses	\$ 75.00	\$ -	\$ -
Conference Expenses			
LEAD Conference Exps	\$ 324.39		\$ 500.00
Cottey Seminar Exps	\$ -	\$ 408.00	\$ -
Membership Summit Exps	\$ 1,874.59		
Conference Exps Total	\$ 2,198.98	\$ 408.00	\$ 500.00

TOTAL EXPENSES	\$ 39,390.14	\$ 29,241.75	\$ 51,520.00
SURPLUS (DEFICIT)	\$ 12,373.50	\$ 24,635.21	\$
PROPOSED ALLOCATIONS 2021-2022			
International Chapter dues, which include \$6 for Cottey		\$ 26.00	
Expenses of Colorado State Chapter		\$ 5.00	
Expenses Convention of Colorado State Chapter		\$ 6.50	
Expenses of Convention of International Chapter		\$ 2.50	
Total Dues/Member		Approved	6/6/21

Chapter Delegates to 2021 Virtual 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 Murry	Glenwood Springs
AP	Pamela Thomas	Idaho Springs
AQ	Cheryl Hiebert	Grand Junction
AR	Sylvia Stauffer Neff	Aspen

Chapter Delegates to 2021 Virtual Convention of Colorado State Chapter

Chapter	Name	City
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 Eikelman	Denver
BD	Rachel McWhiter	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 Foster	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
CG	Marie Beise	Pueblo
CH	Carol Sessums	Center
CI	Sandra Taylor	Pueblo
CJ	Ryane Riddle	Longmont
CK	Shay Lindemann	Denver

Chapter Delegates to 2021 Virtual Convention of Colorado State Chapter

Chapter	Name	City
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
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

Chapter Delegates to 2021 Virtual Convention of Colorado State Chapter

Chapter	Name	City
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
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 Leaman	Denver
FG	Katilyn Gehring	Johnstown
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

Chapter Delegates to 2021 Virtual Convention of Colorado State Chapter

Chapter	Name	City
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
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

Chapter Delegates to 2021 Virtual Convention of Colorado State Chapter

Chapter	Name	City
HB	Catherine Jaquez	Englewood
HC	Bernadette Ossola	Carbondale
HD	Pat McCurry	Fort Collins
HE	Ann Balliet	Evergreen
HF	Linda Neuman	Estes Park
HG	Anna Hesler	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
IE	Sherri Jo St. John	Grand Lake
IF	Katheryn Waterman	Highlands Ranch
IG		Vail
IH	Shawn Ringleman	Monument
II	Constance Brodt	Longmont
IJ	Dorothy Hensley	Littleton
IK	Janet Anderson	Fort Collins
IL	Kelly Kezeor	Woodland Park
IM	Marynell Larson	Loveland

Chapter Delegates to 2021 Virtual Convention of Colorado State Chapter

Chapter	Name	City
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
JL	Jan Coons	Loveland
JM	Janet Gingerich	Broomfield
JN	Lavon Hood	Windsor

Colorado State Chapter Boards and Committees 2021-2022

Executive Board

President

Kendy Cusick-Rindone, CP
4252 E. Caley Pl.
Centennial, CO 80121

peopansy@gmail.com
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303-947-5123 (cell)

Vice President

Paisley Huntoon, IF
6635 Barnstead Drive
Castle Pines, CO 80108

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Organizer

Cori Tanner, FT
17875 Pioneer Crossing
Colorado Springs, CO 80908

peocori@yahoo.com
949-212-3350

Treasurer

Patty Fry, IB
757 Blue Ridge Road
Silverthorne, CO 80498

patty_peo@yahoo.com
970-390-8398 (cell)

Secretary

Kathryn Pirie, JH
1233 Twin Peaks Circle
Longmont, CO 80503

peo.kwirekat@gmail.com
303-250-2592

REFERENCE INFORMATION

Executive Assistant to the Treasurer

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Administrative Assistant

Diana Doyle, HO
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303-757-8591

STANDING COMMITTEES

AMENDMENTS AND RECOMMENDATIONS

Marcia Williamson, GG (2019-2022)
7209 Trout Court, Fort Collins, CO 80526

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970-221-5874

Leila Calkins, HK (2020-2023)
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Shari L. Fox, AT, PSPCSC (2021-2024)
PO Box 68, Fowler, CO 81039

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FINANCE

Joanne Graham, HU (2019-2022)
2932 Whitney Lane, Grand Junction, CO 81504

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970-242-1969

Catherine A. Balan, II (2020-2023)
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stvrainss@gmail.com
720-394-7774

Dottie Ruth, AQ, PSPCSC (2021-2024)
773 Old Orchard St., Grand Junction, CO 81506

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HISTORY COMMITTEE

Dyanna Haley-Rezac, EA (2020-2022)
2626 Avondale Dr., Colorado Springs, CO 80917

dyanna.rezac@rezaccpt.com
719-650-5856

Kathie Bartee, EJ (2021-2023)
6287 S. Coventry Lane West, Littleton, CO 80123

k.bartee@att.net
303-795-2205

P.E.O. EDUCATIONAL LOAN FUND (ELF)

Robin Kendrick, IV (2020-2022)
4707 W. 11th St., Greeley, CO 80634

kendrickrobin@hotmail.com
970-324-9947

Jean Burkhart, DT (2021-2023)
9625 E. Center Ave., 6C, Denver, CO 80247

singpaw@aol.com
720-989-9840

STANDING COMMITTEES

P.E.O. INTERNATIONAL PEACH SCHOLARSHIP (IPS)

Anne Rogers, HF (2020-2022)	annemorganrogers@aol.com
1985 Cherokee Dr., Estes Park, CO 80517	970-888-1899

Susan Schafer, ED (2021-2023)	gingercatmom@comcast.net
21957 E. Radcliff Circle, Aurora, CO 80015	303-946-9715

P.E.O. PROGRAM FOR CONTINUING EDUCATION (PCE)

Carol Krutzke, AU (2020-2022)	theladypilot@mindspring.com
1 Chism Trail, Pueblo, CO 81008	719-250-1057

Karen Olson, HE (2021-2023)	mamabear1951@att.net
33424 Elk Run, Evergreen, CO 80439	720-638-0380

P.E.O. SCHOLAR AWARDS (PSA)

Tana Foote, DY (2020-2022)	foote.tana@gmail.com
2933 Sylvia Ln., Grand Junction, CO 81504	970-424-0426

Lynne Farris, JN (2021-2023)	lynne.elizabeth@yahoo.com
1584 Grand Ave., Windsor, CO 80550	720-290-0659

P.E.O. STAR SCHOLARSHIP

Ericha Loosbrock, DP (2020-2022)	eloosbrock@yahoo.com
3 Bellwood Dr., Alamosa, CO 81101	719-588-4980

Margie Martinez, I (2021-2023)	lotus2050@msn.com
1650 35th Ave. Ct., Greeley, CO 80634	970-301-3313

STANDING COMMITTEES

COLORADO STATE SCHOLARSHIP FUND (CSSF)

Diane Gallagher, DF (2019-2022)	dianegallagher48@gmail.com
6425 S. Galena St., Englewood, CO 80111	303-929-3475

Abby Rule, T (2020-2023)	abby.rule@yahoo.com
43200 Road P.5, Akron, CO 80720	970-768-2560

Sara Canfield, EG (2021-2024)	jkc19307@msn.com
19307 Cty. Rd. Q, Fort Morgan, CO 80701	970-867-9680

COLORADO COTTEY (COLLEGE) SCHOLARSHIP FUND (CCSF)

Nancy Eakins, DN (2019-2022)	eakins.nancy@gmail.com
13890 E. Marina Dr., #409	303-688-5769
Aurora, CO 80014	

Martha Shuss, GT (2020-2023)	shussm@yahoo.com
11392 – 3150 Rd., Hotchkiss, CO 81419	970-872-6120

Melissa Davis, GM (2021-2024)	auntem_998@msn.com
17 W. 8th St., La Junta, CO 81050	719-469-5375

MEMBERSHIP COMMITTEE

MEMBERSHIP DISTRICT 1 – DENVER

Linda Dunn, AH (2019-2022)	lmdunn1003@yahoo.com
17552 E. Eldorado Cir., Aurora, CO 80013	303-693-9873

MEMBERSHIP DISTRICT 2 – SOUTH/SOUTHEAST

Carol Patrick, J (2019-2022)	patcarpat@aol.com
111 Radio Drive, Trinidad, CO 81082	719-859-1141

MEMBERSHIP DISTRICT 3 – DENVER AREA NORTH/WEST

Mary Staples, CJ (2020-2023)	memstaples17@gmail.com
9876 Bluegrass St., Firestone, CO 80504	847-903-1017

STANDING COMMITTEES

MEMBERSHIP DISTRICT 4 – NORTH/NORTHEAST

Ruth Ann Roberts, U (20221-2024) ruthannr323@gmail.com
167 S. Mountain View Dr., Eaton, CO 80615 515-370-0895

MEMBERSHIP DISTRICT 5 – WESTER SLOPE/SOUTH

Kim Eastman, GY (2020-2023) kjoykimmie@yahoo.com
PO Box 600, Gunnison, CO 81230 970-596-9457

MEMBERSHIP DISTRICT 6 – DENVER METRO AREA

Mary Kay Tomlinson, FF (2021-2024) mk.tomlinson@comcast.net
3623 S. Nepal St., Aurora, CO 80013 303-955-2247

MEMBERSHIP DISTRICT 7 – WESTERN SLOPE/NORTH

Janet Bowers, FU (2021-2024) jc.bowers@comcast.net
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PAST PRESIDENT – MEMBER AT LARGE

Janelle Mendelson, EN, PSPCSC (2020-2023) edustars7@gmail.com
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STATE UNAFFILIATE CHAIR FOR MEMBERSHIP

Michelle Schwartzkopf, HX (2020-2023) michelle.schwartzkopf@gmail.com
10947 Legacy Ridge Way 303-888-7722
Westminster, CO 80031

COLORADO P.E.O. CHARITABLE CORPORATION (CPCC) BOARD OF DIRECTORS

Susan Strain Miller, W (2018-2022) ssm4703@gmail.com
25590 Cty. Rd. 28, La Junta, CO 81050 719-384-4703

Patricia Graham, EK (2019-2023) pgrahamcpcc@gmail.com
130 W. Sterne Pkwy, Littleton, CO 80120 (c) 303-249-2084
(h) 303-734-0942

Janet Kline, CW (2020-2024) janetklinehomes@gmail.com
10575 Dacre Place, Lone Tree, CO 80124 303-917-4325

(2021-2025)
Vacant

STANDING COMMITTEES

CHAPTER HOUSE (CH) TRUSTEES

Martha Kuhn, AX, PSPCSC (2019-2022)
293 Cherry St., Burlington, CO 80807

jmbkuhn1@centurytel.net
719-340-0021

Kathy Bath, GH (2020-2023)
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Elizabeth (Liz) Aikin, Y (2021-2024)
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MARGUERITE FUND (MF) TRUSTEES

Barb Hunter, ID (2019-2022)
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303-665-3330 (home)

Barbara Pingrey, EY (2020-2023)
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Jan Kulhanek, HX, PSPCSC (2021-2024)
4181 W. 105th Way, Westminster, CO 80031

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COLORADO STATE CHAPTER EXECUTIVE BOARD NOMINATING COMMITTEE

PAST STATE PRESIDENT

Janet Kingsbury, BV, PSPCSC
210 E. Third St., Julesburg, CO 80737

cekingfish@yahoo.com
970-520-5692

DISTRICT 1

Michelle Tomky, AT
4413 Lane 8.5, Olney Springs, CO 81062

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DISTRICT 2

Connie McLaughlin, BS
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cnmclaugh@comcast.net
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DISTRICT 3

Gara Griffin, HD
1750 Silver Leaf Dr., Loveland, CO 80538

garagriffin@gmail.com
970-669-0361

STANDING COMMITTEES

DISTRICT 4

Shirley Rotert, FO srotert@comcast.net
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COLORADO P.E.O. CHARITABLE CORPORATION NOMINATING COMMITTEE

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REPRESENTATION FOR CONVENTION OF INTERNATIONAL CHAPTER

2023 Pittsburgh, PA

2025 Phoenix, AZ

2027 Orlando, FL

Note: The first chapter listed in each group is entitled to provide a delegate in 2023, the second in 2025, and the third in 2027, and so on.

<p>1 (6)</p> <p>IB Dillon</p> <p>FU Breckenridge</p> <p>IG Vail</p> <p>AF Leadville</p> <p>FN Salida</p> <p>IA Buena Vista</p>	<p>2 (6)</p> <p>BQ Pueblo</p> <p>F Pueblo</p> <p>DU Pueblo</p> <p>AU Pueblo</p> <p>CI Pueblo</p> <p>AT Ordway</p>	<p>3 (7)</p> <p>AB Eaton</p> <p>BE Greeley</p> <p>CR Greeley</p> <p>U Windsor</p> <p>EC Greeley</p> <p>JN Windsor</p> <p>FG Johnstown</p>
<p>4 (7)</p> <p>Y Colorado Springs</p> <p>BW Colorado Springs</p> <p>K Manitou Springs</p> <p>FT Colorado Springs</p> <p>IL Woodland Park</p> <p>GI Colorado Springs</p> <p>JA Colorado Springs</p>	<p>5 (8)</p> <p>M Longmont</p> <p>DI Longmont</p> <p>FD Longmont</p> <p>ID Lafayette</p> <p>JI Lafayette</p> <p>IN Louisville</p> <p>GH Longmont</p> <p>IO Broomfield</p>	<p>6 (7)</p> <p>HL Montrose</p> <p>AN Gunnison</p> <p>JG Montrose</p> <p>GY Gunnison</p> <p>FJ Montrose</p> <p>HK Gunnison</p> <p>BL Montrose</p>
<p>7 (6)</p> <p>HT Alamosa</p> <p>CH Center</p> <p>DP Alamosa</p> <p>V Monte Vista</p> <p>HQ Monte Vista</p> <p>AE Alamosa</p>	<p>8 (6)</p> <p>BG Sterling</p> <p>BM Holyoke</p> <p>BV Julesburg</p> <p>FS Sterling</p> <p>BX Haxtun</p> <p>Z Sterling</p>	<p>9 (8)</p> <p>FL Loveland</p> <p>DR Loveland</p> <p>GU Loveland</p> <p>JH Longmont</p> <p>HA Berthoud</p> <p>AS Berthoud</p> <p>CJ Longmont</p> <p>II Longmont</p>
<p>10 (8)</p> <p>JB Monument</p> <p>IR Castle Rock</p> <p>IC Castle Rock</p> <p>IH Monument</p> <p>GV Colorado Springs</p> <p>DL Colorado Springs</p> <p>C Colorado Springs</p> <p>BO Colorado Springs</p>	<p>11 (8)</p> <p>GS Fort Collins</p> <p>FM Fort Collins</p> <p>L Loveland</p> <p>IM Loveland</p> <p>HD Fort Collins</p> <p>JL Loveland</p> <p>GC Loveland</p> <p>HP Loveland</p>	<p>12 (7)</p> <p>CP Denver</p> <p>AI Denver</p> <p>FQ Littleton</p> <p>BB Denver</p> <p>EJ Lakewood</p> <p>CN Denver</p> <p>BF Denver</p>

13 (7) AQ Grand Junction HU Grand Junction N Grand Junction DY Grand Junction GF Grand Junction CY Grand Junction CD Palisade	14 (7) JC Denver DB Denver DJ Denver EO Denver GE Lakewood DS Parker DW Denver	15 (6) FE Lakewood DT Denver ED Aurora HM Aurora GL Denver GP Denver
16 (8) IE Grand Lake GQ Lakewood AP Idaho Springs FR Evergreen JK Evergreen IX Winter Park IZ Evergreen HE Evergreen	17 (6) AX Burlington BJ Yuma S Fort Morgan AA Wray EG Fort Morgan T Brush	18 (6) GM La Junta EU Rocky Ford W La Junta GD Lamar D Lamar B Las Animas
19 (7) IJ Littleton IQ Littleton HY Parker HB Englewood AM Englewood HN Englewood IF Highlands Ranch	20 (7) FV Denver DC Denver FB Littleton GZ Littleton FF Denver CL Denver DN Denver	21 (7) C EV Cortez DD Cortez FX Durango IT Durango BD Mancos BR Durango CS Durango
22 (6) BT Pueblo FW Pueblo BZ Walsenburg GO Pueblo J Trinidad CG Pueblo	23 (7) AZ Ft Lupton EZ Greeley BN Brighton FZ Greeley IV Greeley I Greeley FA Brighton	24 (7) HF Estes Park IS Estes Park HZ Estes Park IU Estes Park IY Estes Park GJ Estes Park AV Estes Park

25 (7) EM Colorado Springs HR Colorado Springs EL Colorado Springs FC Canon City AC Canon City EA Colorado Springs DK Canon City	26 (8) FK Lakewood CV Arvada FP Wheatridge O Golden EP Lakewood ER Golden GW Arvada EF Wheatridge	27 (6) IP Battlement Mesa IW Battlement Mesa JJ Rifle GT Delta BA Meeker BK Delta
28 (7) DF Denver DH Denver CF Denver CU Denver HI Denver DG Denver JF Centennial	29 (7) EY Boulder CB Boulder DV Boulder EI Boulder GA Boulder CZ Boulder GB Boulder	30 (8) H Boulder JD Broomfield HX Westminster EQ Boulder JM Broomfield FO Broomfield HG Broomfield ET Arvada
31 (7) G Fort Collins AL Fort Collins EX Fort Collins IK Fort Collins EB Fort Collins GG Fort Collins CO Fort Collins	32 (7) ES Denver HO Denver EH Denver CW Denver FI Denver GK Littleton DO Denver	33 (6) AJ Craig AR Aspen X Steamboat Springs FY Glenwood Springs HC Carbondale AO Glenwood Springs
34 (7) HV Littleton GR Littleton JE Centennial BS Littleton HH Littleton EN Englewood EK Littleton	35 (6) CM Denver CQ Denver CK Denver AH Denver AW Denver DM Denver	

SCHEDULE OF OFFICIAL VISITS

District 1: South, Southeast, San Luis Valley, Denver Suburbs - Fall of 2022 and 2026

B C D F J K V W Y AC AE AM AT AU BO BQ BT BW BZ
CG CH CI DK DL DP DU EA EL EM EN EP EU FC FQ FT FW
GD GI GM GO GQ GR GV HH HM HQ HR HT HV IH IL IR JA
JB JE JF =56

District 2: Denver and Denver Suburbs - Fall of 2023 and 2027

O AH AI AW BB BF BS CF CK CL CM CN CP CQ CU CW DB DC
DF DG DH DJ DM DN DO DS DT DW EH EJ EK EO ER ES FB
FE FF FI FK FR FV GE GK GL GP GZ HB HE HI HN HO IC IJ IN
IQ IZ JC JI JM =59

District 3: North and Northeast - Fall of 2024 and 2028

G I L M S T U Z AA AB AL AP AS AV AX BE BG BJ
BM BV BX CJ CO CR CV DI DR EB EC EF EG ET EX EZ
FD FG FL FM FS FZ GC GG GH GJ GS GU GW HA HD
HF HP HZ ID II IK IM IS IU IV IX IY JH JL JN =64

District 4: Mountains, West, Northwest, and North Metro Denver - Fall of 2021 and 2025

H N X AF AJ AN AO AQ AR AZ BA BD BK BL BN BR CB CD
CS CY CZ DD DV DY ED EI EQ EV EY FA FJ FN FO FP FU FX
FY GA GB GF GT GY HC HG HK HL HU HX HY IA IB IE IF IG
IO IP IT IW JD JG JJ JK = 62

New chapters will be in the district listed above, after completing three annual official visits:

JG – Reorganization –2021, 2022 - District 4
JM –2021 – District 2
JN – 2021, 2022, 2023 – District 3

State Convention Hostess Chapter Groupings

The following chapters are Hostess Chapters for the year designated

2022		2023		2024	
Chapter	City	Chapter	City	Chapter	City
M	Longmont	K	Manitou City	C	CO Springs
AS	Berthoud	BW	CO Springs	BO	CO Springs
CJ	Longmont	FO	Broomfield	DL	CO Springs
DI	Longmont	FT	CO Springs	EA	CO Springs
FD	Longmont	GI	CO Springs	EL	CO Springs
FG	Johnstown	HG	Broomfield	EM	CO Springs
GH	Longmont	IL	Woodland Park	GV	CO Springs
HA	Berthoud	IN	Louisville	HR	CO Springs
II	Longmont	IO	Broomfield	JB	Monument
JH	Longmont	JD	Broomfield		
		JM	Broomfield		
2025		2026			
Chapter	City	Chapter	City		
F	Pueblo	L	Loveland		
J	Trinidad	DR	Loveland		
AU	Pueblo	FL	Loveland		
BQ	Pueblo	GC	Loveland		
BT	Pueblo	GU	Loveland		
CG	Pueblo	HP	Loveland		
CI	Pueblo	ID	Lafayette		
DU	Pueblo	IM	Loveland		
FW	Pueblo	JI	Lafayette		
GO	Pueblo	JL	Loveland		
BZ	Walsenburg				

Hostess Chapter Groupings Committee
Dottie Ruth, AQ, PSP CO State Chapter
Jan Kulhanek, HX, PSP CO State Chapter
Susan Landers, IS, PSP CO State Chapter

**Executive Board Nominating Committee Chapter Rotation Schedule
Based Upon Grouping of Official Visits**

YEAR	DISTRICT 1	DISTRICT 2	DISTRICT 3	DISTRICT 4
2022	AT-Ordway	BS-Littleton	HD-Fort Collins	FO-Broomfield
2023	AU-Pueblo	CF-Denver	HF-Estes Park	FP-Wheatridge
2024	BO-Colorado Springs	CK-Denver	HP-Loveland	FU-Breckenridge
2025	BQ-Pueblo	CL-Denver	HZ-Estes Park	FX-Durango
2026	BT-Pueblo	CM-Denver	ID-Lafayette	FY-Glenwood Spgs
2027	BW-Colorado Springs	CN-Denver	II-Longmont	GA-Boulder
2028	BZ-Walsenburg	CP-Denver	IK-Fort Collins	GB-Boulder
2029	CG-Pueblo	CQ-Denver	IM-Loveland	GF-Grand Junction
2030	CH-Center	CU-Denver	IS-Estes Park	GT-Delta
2031	CI-Pueblo	CW-Denver	IU-Estes Park	GY-Gunnison
2032	DK-Canon City	DB-Denver	IV-Greeley	HC-Carbondale
2033	DL-Colorado Springs	DC-Denver	IX-Winter Park	HG- Broomfield
2034	DP-Alamosa	DF-Denver	IY-Estes Park	HK-Gunnison
2035	DU-Pueblo	DG-Denver	JH-Longmont	HL-Montrose
2036	EA-Colorado Springs	DH-Denver	JI-Lafayette	HU-Grand Junction
2037	EL-Colorado Springs	DJ-Denver	JN-Windsor	HX-Westminster
2038	EM-Colorado Springs	DM-Denver	G-Fort Collins	HY-Parker

**Bylaws and Standing Rules of Colorado State
Chapter P.E.O. Sisterhood
(As amended June 5, 2021)**

ARTICLE I – CONVENTION

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

- The Executive Board
- Past Presidents of Colorado State Chapter Resident
- Past Presidents of International Chapter
- One delegate from each local chapter, the president being a delegate when feasible
- Chairman of the EB Nominating Committee
- Board of Directors of CO P.E.O. Charitable Corporation Trustees of Colorado P.E.O. Chapter House
- Trustees of Colorado P.E.O. Marguerite Fund
- Members of the following Standing Committees:
 - Amendments and Recommendations
 - Colorado State Scholarship
 - Finance
 - History
 - International Projects
 - Membership
 - State Unaffiliate Chair
 - Technology**

Section 2. TIME AND PLACE. The convention shall convene annually in the month of June at a place approved by the executive board.

Section 3. HOSTESS CHAPTERS.

A. The convention shall be arranged by groups of local chapters, assigned geographically by a special committee composed of three past presidents appointed by the chairman of the Past Presidents' Group. A projected five- year schedule of hostess chapters shall be reported each year at convention and printed in the proceedings of convention.

B. The hostess chapters, when notified by the vice president of state chapter, shall meet to organize and formulate plans for the convention of state chapter at which she will preside.

Section 4. REPORTS. Within one month following convention, delegates shall make a report of convention business to their respective chapters.

Section 5. FORMAL ACTION. Any item passed by Convention of Colorado State Chapter that must be implemented by local chapters shall become effective at the close of convention, unless otherwise ordered, and shall be implemented by local chapters upon receipt of the Proceedings of

convention of Colorado State Chapter. Annual printing of the Bylaws and Standing Rules shall have all changes printed in bold type.

ARTICLE II – CONVENTION OF INTERNATIONAL CHAPTER

Section 1. DELEGATES. Delegates from Colorado State Chapter to the Convention of International Chapter shall be chosen in rotation from groups of seven local chapters or major fraction thereof. These groups shall be designated geographically by the executive board and the schedule shall be printed annually in the proceedings of the convention of state chapter.

Section 2. NOMINATION AND ELECTION.

A. In the year of Convention of International Chapter, local chapters entitled to representation shall nominate a delegate and an alternate at the time of annual election.

B. Names of the nominees for delegates and alternates shall be submitted as required by International Chapter. The nominees shall be submitted to the following convention of state chapter for election.

Section 3. PAST PRESIDENTS. Designation of the past presidents of the state chapter, and their alternates, entitled to housing and meals at the Convention of International Chapter shall be determined by the Past Presidents' Group. The immediate past president shall be one of those designated, when feasible.

Section 4. VACANCY IN DELEGATION.

A. A vacancy in the delegation shall be filled by the president of the state chapter who shall appoint in the following order:

1. The alternate;
2. A member of the chapter entitled to representation;
3. A member of another chapter in the group;
4. A member of the state chapter at large.

A chapter failing to have representation according to the established schedule is ineligible to nominate a delegate until the next rotational assignment.

B. A vacancy in the representation of past presidents entitled to housing and meals shall be filled by the president of state chapter by the appointment of an alternate designated by the Past Presidents' Group.

Section 5. REPORTS.

A. Each delegate shall prepare a report of the business and other highlights of the convention. The report shall be given in person to the chapters assigned by the president of state chapter within six weeks after the close of convention.

- B. Past state presidents and state officers who attend Convention of International Chapter may be called upon to make reports when needed.
- C. The president of state chapter shall be notified in writing when all reports have been completed.

ARTICLE III – NOMINATION AND ELECTION OF OFFICERS

Section 1. METHOD OF NOMINATION. Nomination of officers of Colorado State Chapter shall be by a nominating committee. The committee shall receive proposed names as follows:

- A. An officer presently serving on the executive board shall send written consent to be a nominee for the next office in sequence to the chairman of the Nominating Committee by March 1.
- B. The executive board, board of directors, trustees, standing committees, and local chapters may propose names by submitting an application with letters of recommendation to the chairman of the Nominating Committee by February 15.

Section 2. ELIGIBILITY.

- A. A member shall have served in **one** office of the executive board of state chapter before being elected to the office of president.
- B. In order to be eligible for any other office on the executive board of state chapter, a member shall:
 - 1. Be an active member of the P.E.O. Sisterhood for at least five years and shall have served one year as president of a Colorado chapter.
 - 2. Be a member of a chapter not represented currently on the executive board.
 - 3. Be a member of the convention at which her name is presented.
 - 4. Be present at the time of election, if not a member of the executive board.

Section 3. SEQUENCE OF OFFICERS. The sequence of officers for the executive board shall be president, vice president, organizer, treasurer and secretary.

Section 4. TENURE. An officer shall serve one term only in each office. A second term in the same office must have the unanimous approval of the executive board.

Section 5. NOMINATING COMMITTEE.

- A. Membership. The committee shall consist of past state president, and four active resident members. Committee members shall serve from the time the committee is announced at convention of state chapter to the

following May 1, with the exception of the chairman, who shall serve until the close of convention. A new committee shall serve annually.

B. Procedure for Membership.

1. The past state president shall be appointed by the president with the approval of the executive board. The executive board shall assign local chapters to a Nominating Committee District Rotation Schedule which shall be printed annually in the proceedings of convention of state chapter.
2. The chapters designated in the schedule shall elect a member to serve on the Nominating Committee the first business meeting in March.
3. The designated chapter presidents shall send the name, address, telephone number with area code, and email address of the elected member to the vice president by April 1.

C. Duties.

1. 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.
2. The committee shall review and select the nominee based on the data received.
3. At least two committee members shall interview each qualified candidate.
4. The chairman shall notify the executive board of the selected nominee and post the name and qualifications of the nominee on the Colorado State Chapter website by May 1, prior to convention of state chapter.
5. The chairman shall notify a chapter represented on the Nominating Committee to elect another member if a vacancy on the committee occurs from the chapter.
6. The chairman shall be the only member of the committee to be a member of convention of state chapter by virtue of this committee designation.
7. The chairman shall submit an annual report to the president of state chapter by May 1. The report shall be printed in the proceedings of convention of state chapter.

Section 6. NOMINATION OF OFFICERS. At convention of state chapter, the chairman of the Nominating Committee shall present one nominee for each office. At the time of election, opportunity shall be given for nominations from the floor for each office. Consent of all nominees must be obtained.

Section 7. ELECTION OF OFFICERS. Election of officers shall be by written ballot. When nomination of officers has been by a committee, and there is but one nominee for each office and no further nominations from the floor for each office called for in sequence, by general consent the ballot may be dispensed with and the vote for the ticket taken by voice. If there are

nominations from the floor for any office, separate elective ballots for such office shall be taken. A majority of votes cast shall elect.

Section 8. VACANCY. If a vacancy occurs from a resignation, such resignation shall be in writing to the executive board. The executive board shall declare the office vacant only if an officer fails or is unable to respond in writing within two weeks to a written request for clarification of her intent. The written request shall be sent to the member's address as listed on the International Chapter Membership Portal.

ARTICLE IV - DUTIES OF STATE OFFICERS

The following duties are in addition to those listed in the Constitution, Part II, Article VIII, and the Instructions to Officers of State, Provincial and District Chapters.

Section 1. PRESIDENT. The duties of president shall be:

A. To assign duties to the officers of Colorado State Chapter as advisers to all International and state philanthropies, state committees, except for the Nominating Committee, and other duties deemed appropriate as outlined in the Executive Board Policy Manual.

B. To provide for equitable representation of chapters by appointing no more than one member per chapter, (with exception of past state president chapters), to serve as a trustee or member of a standing committee, nor shall such member serve in more than one position concurrently as a director, trustee or member of a standing committee.

C. To appoint, at the beginning of her term of office, trustees of the Colorado P.E.O. Chapter House, trustees of the Colorado P.E.O. Marguerite Fund, standing committees, special committees, and a past state president to the Nominating Committee, with the approval of the executive board or by authorization of a convention of state chapter.

D. To fill an interim vacancy occurring on the trustees of the Colorado P.E.O. Chapter House, trustees of the Colorado P.E.O. Marguerite Fund, standing committees and/or special committees with the approval of the executive board.

E. To announce, at the beginning of her term of office, the members of the Nominating Committee.

F. To appoint annually at the beginning of her term of office, with the approval of the executive board, a Nominating Committee for the Colorado P.E.O. Charitable Corporation Board of Directors, consisting of a past state president of Colorado State Chapter who will serve as chairman, and two active resident members of Colorado State Chapter.

G. To fill an interim vacancy on the Colorado P.E.O. Charitable Corporation Board of Directors, upon recommendation of the Colorado P.E.O. Charitable Corporation Board of Directors Nominating Committee.

H. To designate the time and place for the annual meeting of the Colorado P.E.O. Charitable Corporation, in conjunction with the convention of state chapter.

I. To serve as an ex-officio member of the Colorado P.E.O. Charitable Corporation Board of Directors, trustees of the Colorado P.E.O. Chapter House, trustees of the Colorado P.E.O. Marguerite Fund, standing and special committees, except the Nominating Committee for the executive board and the Nominating Committee of the Colorado P.E.O. Charitable Corporation.

J. To assist the next state convention chairman and the chairman of the Finance Committee in preparation of a budget for the convention at which she will preside.

K. To direct the review and signing of the Executive Assistant Agreement(s).

L. To provide the executive assistant(s) with the Executive Assistant Policy Manual and direct review of the same annually.

M. To retain for four years all written communications received annually from executive assistant(s).

N. To conduct Local Chapter Officers' Workshops for chapters as assigned.

O. To serve as a proxy organizer.

P. As final duty as outgoing president, to ensure the compilation and distribution of proceedings of convention containing current bylaws and standing rules within three months of completing her term of office.

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

A. To perform duties as assigned by the president of Colorado State Chapter.

B. To serve as state adviser to the State Unaffiliate Chairman.

C. To serve as an ex-officio member, without vote, of the Finance Committee.

D. To serve as an ex-officio member of the Colorado P.E.O. Charitable Corporation Board of Directors, having a vote in the absence of the president of Colorado State Chapter.

E. To serve as state chairman of Colorado Cottey College Scholarship Fund and adviser for the state Cottey College subcommittee.

- F. To supervise Reciprocity Groups and P.E.O. Groups.
- G. To serve as a proxy organizer.
- H. To conduct Local Chapter Officers' Workshops for chapters as assigned.
- I. To notify the presidents of designated chapters on the Nominating Committee District Rotation Schedule to elect a member to the Nominating Committee.
- J. To provide the executive assistant(s) with necessary information as directed in the Executive Assistant Policy Manual.
- K. To notify each hostess chapter in January, one year preceding the convention, to elect two representatives to serve on the convention committee.
- L. To select members of a convention site selection committee, if needed, who will be appointed at the next state convention.
- M. To notify by February 1, in the year of Convention of International Chapter, those chapters entitled to representation.

Section 3. ORGANIZER. The duties of organizer shall be:

- A. To perform duties as assigned by the president of Colorado State Chapter.
- B. To group local chapters geographically for the official visits.
- C. To officially visit chapters and direct appointed proxies.
- D. To visit or direct a proxy to visit a new chapter during the year following organization and the second and/or third year as deemed necessary.
- E. To conduct Local Chapter Officers' Workshops and to appoint proxies to assist.
- F. To provide the executive assistant(s) with necessary information as directed in the Executive Assistant Policy Manual.
- G. To serve as adviser to the Membership Committee.
- H. To oversee the review of local chapter yearbooks for compliance with requirements.

Section 4. TREASURER. The duties of treasurer shall be:

- A. To perform duties as assigned by the president of Colorado State Chapter.
- B. To serve as ex-officio member, without vote, of the Finance Committee and provide financial information to said committee when requested.
- C. To serve as a proxy organizer.

- D. To conduct Local Chapter Officers' Workshops for chapters as assigned.
- E. To provide for the safe keeping of the financial documents of the state chapter.
- F. To submit, at the end of each fiscal year, the financial accounts of the state chapter to a qualified CPA firm appointed by the executive board.
- G. To provide the executive assistant(s) with necessary information as directed in the Executive Assistant Policy Manual.

Section 5. SECRETARY. The duties of secretary shall be:

- A. To perform duties as assigned by the president of Colorado State Chapter.
- B. To serve as a proxy organizer when necessary.
- C. To conduct Local Chapter Officers' Workshops for chapters as assigned.
- D. To distribute the Colorado State Chapter newsletter and other state chapter correspondence as directed by the president.
- E. To assist with publication on the Colorado State Chapter website, a copy of the current amended bylaws and standing rules of Colorado State Chapter, with assistance of the Amendments and Recommendations Committee, within a month following convention at which she served as secretary.
- F. To verify the eligibility of each nominee for delegate to Convention of International Chapter.
- G. To provide the executive assistant(s) with necessary information as directed in the Executive Assistant Policy Manual.

ARTICLE V – EXECUTIVE ASSISTANT

The Executive Board of Colorado State Chapter may contract for the services of a qualified executive assistant or assistants. The Agreement shall be reviewed and signed annually. The executive assistant(s) shall be an active Colorado P.E.O. member and shall provide services as directed in the Executive Assistant Policy Manual, provided and approved by a majority vote of the entire executive board. The amount of compensation for services rendered shall be determined by the executive board in consultation with the state Finance Committee and included in the annual budget of the General Fund. Conditions for termination shall be specified in the Agreement.

ARTICLE VI - CO P.E.O. CHARITABLE CORPORATION

Section 1. PURPOSE. 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.

Section 2. MEMBERS. All active members of the Colorado State Chapter are members of the corporation and are subject to the regulations of the state chapter and the International Chapter of the P.E.O. Sisterhood.

Section 3. ADMINISTRATION. Administration of the corporation shall be by a board of directors as provided in the Articles of Incorporation and the bylaws of the corporation.

Section 4. CORPORATE MEETINGS. Notice of the time and place of the annual meeting of the corporation shall be sent to local chapters as provided in the bylaws of the corporation.

Section 5. PROJECTS. The two primary Colorado State P.E.O. projects that are operated and maintained under the authority of the board of directors of Colorado P.E.O. Charitable Corporation are the Colorado P.E.O. Chapter House and the Colorado P.E.O. Marguerite Fund, as provided in the Articles of Incorporation and the Bylaws of Colorado P.E.O. Charitable Corporation.

Section 6. FINANCE.

A. Voluntary Contributions. Voluntary contributions for the Colorado P.E.O. Chapter House and the Colorado P.E.O. Marguerite Fund shall be sent to Colorado P.E.O. Charitable Corporation and shall be designated for the appropriate project.

B. Expenses. All expenses incurred by Colorado P.E.O. Charitable Corporation shall be paid from Colorado P.E.O. Charitable Corporation funds.

C. Annual Audit. A copy of the annual audit of Colorado P.E.O. Charitable Corporation shall be sent to the president of state chapter.

Section 7. ARTICLES OF INCORPORATION AND BYLAWS.

A. The Bylaws of Colorado P.E.O. Charitable Corporation shall be consistent with the Articles of Incorporation, laws of the Sisterhood and the Bylaws and Standing Rules of Colorado State Chapter.

B. The Articles of Incorporation and the Bylaws of Colorado P.E.O. Charitable Corporation shall be published annually on the Colorado State Chapter website.

ARTICLE VII - STANDING COMMITTEES

Section 1. AMENDMENTS AND RECOMMENDATIONS.

A. Appointment. The Amendments and Recommendations Committee shall consist of three members, one of whom shall be a past president of state chapter. Each member shall serve for three years. One member shall be appointed each year by the president of state chapter with the approval of the executive board. The senior member in point of service shall be chairman. If an entirely new committee must be appointed, the president shall designate the chairman and the second and third member who shall serve one, two and three years, respectively.

B. Duties.

1. To review and consider proposed amendments, resolutions and/or recommendations submitted by the executive board, board of directors, trustees, standing committees, and local chapters for conformity to the P.E.O. Constitution, Bylaws and Standing Rules of Colorado State Chapter.

2. To prepare, in parliamentary form, proposed amendments, resolutions and/or recommendations submitted to the committee for presentation at convention of state chapter.

3. To send a copy of the proposed amendments, resolutions and/or recommendations by May 1 to the following:

- a. Members of the executive board
- b. Members of board of directors, trustees and standing committees
- c. Past presidents of Colorado State Chapter
- d. Each local chapter
- e. Chairman of the Nominating Committee

4. To present all amendments, resolutions and/or recommendations to the convention of state chapter for approval.

C. Reports. 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.

Section 2. FINANCE.

A. Appointment. The Finance Committee shall consist of three members, one of whom shall be a past president of state chapter. Each member shall serve for three years. One member shall be appointed each year by the president of state chapter with the approval of the executive board. The senior member in point of service shall be the chairman. If an entirely new

committee must be appointed, the president shall designate the chairman and the second and third member who shall serve one, two and three years, respectively.

B. Duties. The following duties are in addition to those listed in the P.E.O. Constitution, Part II, Article IX, Sect. 9:

1. To consult with and advise the executive board on matters of state finance.
2. To prepare and present a general fund budget for the ensuing fiscal year for consideration at the convention of state chapter. A copy of the proposed general fund budget with appropriations shall be posted on the Colorado website by May 1. Upon request, any additional state chapter financial information shall be made available to any active member of Colorado State Chapter.
3. The chairman shall assist the chairman of the convention committee and the state president in preparing a proposed convention budget.
4. To prepare and present a proposed allocation of state dues, when necessary, for consideration at convention of state chapter.
5. To recommend transfer of funds, when necessary.

C. Reports. 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.

Section 3. HISTORY.

A. Appointment. The History Committee shall consist of two members, each of whom shall serve two years. The senior member in point of service shall be chairman. 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 the second member who shall serve one and two years, respectively.

B. Duties.

1. To compile and preserve historical data relative to P.E.O. in Colorado.
2. To compile and administer a program file for local chapters of topics other than International and state projects.

C. Reports. 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.

Section 4. INTERNATIONAL PROJECTS.

A. Appointment. The International Projects Committee shall consist of six subcommittees: P.E.O. Educational Loan Fund; Cottey College; P.E.O. International Peace Scholarship Fund; P.E.O. Program for Continuing Education; P.E.O. Scholar Awards and P.E.O. STAR Scholarship. Each

subcommittee shall consist of two members who shall serve for two years, except for the Cottey College subcommittee which shall consist of three members who shall serve for three years. One member shall be appointed annually to each subcommittee by the president of state chapter with the approval of the executive board. The senior member in point of service shall be the chairman. If an entirely new subcommittee must be appointed, the president shall designate the chairman and the other members with respective terms of service.

B. Duties.

1. The members of the P.E.O. Educational Loan Fund, P.E.O. International Peace Scholarship Fund, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards and P.E.O. STAR Scholarship subcommittees under the direction of the state adviser shall:

- a. Promote the project and maintain the necessary records.
- b. Provide informational and program material to local chapters upon request.
- c. Prepare project information for newsletter of state chapter, when requested.
- d. Prepare the project convention displays.

2. The members of the Cottey College subcommittee, under the direction of the state adviser and chairman of the state scholarships, shall:

- a. Promote Cottey College and assist in the selection of Colorado State Chapter Cottey scholarship recipients.
- b. Provide informational and program material to local chapters.
- c. Submit articles for newsletter of state chapter when requested.
- d. Prepare the project convention display.

C. Reports. Each subcommittee chairman shall submit an annual report to the state chapter adviser by May 1. These reports shall be printed in the proceedings of convention of state chapter.

Section 5. MEMBERSHIP.

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, **one the southwestern area and one the northwestern 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. If an entirely new committee must be appointed, the president shall designate the seven members with respective terms of service.

B. Duties.

1. To educate local chapters about methods of mentoring new members, maintaining membership of non-participating members, preventing and reinstating inactive members.
2. To motivate local chapters to increase membership through initiations and transfers.
3. To assist local chapters in revitalizing and reinvigoration when appropriate.
4. To celebrate and inspire healthy local chapters.
5. To maintain confidentiality at all times.
6. To prepare and present a membership workshop and display for convention of state chapter when requested.

C. Meetings. This committee shall meet when necessary with the approval of the state adviser.

D. Reports. The chairman shall submit an annual report to the state adviser by May

1. This report shall be printed in the proceedings of convention of state chapter.

Section 6. STATE UNAFFILIATE CHAIRMAN.

A. Appointment. The State Unaffiliate Chairman shall be appointed by the president with approval of the executive board for a term of three years.

B. Duties.

1. To maintain the state unaffiliate lists divided by district and provide monthly lists to the president for posting on the Colorado website.
2. To provide state unaffiliate lists and Introduction of a Woman not a P.E.O. lists upon request to Colorado reciprocities and active members of Colorado State Chapter.

C. Reports. The chairman shall submit an annual report to the state adviser by May

1. This report shall be printed in the proceedings of convention of state chapter.

Section 7. COLORADO STATE SCHOLARSHIP.

A. Appointment. The Colorado State Scholarship Committee shall consist of three members. Each member shall serve for three years. One member shall be appointed each year by the president of state chapter with the approval of the executive board. The senior member in point of service shall be chairman. If an entirely new committee must be appointed, the president shall designate the chairman and the second and third member who shall serve one, two and three years, respectively.

- B. Duties. The duties of this committee shall be as follows:
1. To receive and process applications and award scholarships from funds available.
 2. To provide information and program materials to local chapters.
 3. To prepare information for the newsletter of state chapter, upon request.
 4. To prepare a convention display, upon request.
- C. Meetings. This committee shall meet when necessary with the approval of the state adviser.
- D. Reports. The chairman shall send an annual report of the activities of the committee to the state adviser by May 1. This report shall be printed in the proceedings of convention of state chapter.

Section 8. TECHNOLOGY

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. 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.

- B. Duties.**
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.
 2. To maintain the Colorado State Chapter P.E.O. website as directed by the Executive Board.
 3. To maintain and manage the state chapter convention registration system as directed by the Executive Board and Convention Committee Chairman.
 4. To support local chapters in their use of technology, including navigating and finding information on the International and Colorado State Chapter websites.

C. Reports.

- 1. The Chairman shall provide a report/update to the president of the state chapter quarterly and upon request.**
- 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.**

ARTICLE VIII - FINANCE

Section 1. DUES.

A. The annual dues of Colorado State Chapter shall be fortydollars (\$40.00) per active member and shall be allocated as follows:

1. Twenty-six dollars (\$26.00) for International Chapter dues, which shall include six dollars (\$6.00) for Cottey College.
2. Fourteen dollars (\$14.00) for Colorado State Chapter dues.

B. The state chapter dues shall be allocated annually as recommended by the Finance Committee with the approval of the executive board and presented to convention of state chapter for approval.

C. Each local chapter shall pay a fifteen dollar (\$15.00) annual fee for workshops for local chapter officers. This amount shall be sent with the annual dues to the treasurer of the state chapter and shall be placed in the General Fund.

Section 2. CONVENTION OF STATE CHAPTER.

A. The State Chapter.

1. A convention fund shall be maintained, and disbursements shall be made for the following expenses:

- a. Housing and meals for local chapter delegates, members of the executive board, past presidents of the state chapter, standing committees, chairman of the Nominating Committee, and the chairman of the following year's convention. Convention committee members and other convention participants shall be included when deemed necessary by the president of state chapter.
- b. The Memorial Hour, Period of Instruction, Philanthropies Program(s), project and workshop materials, and insurance for convention.

c. Audio/Visual expenses of convention.

2. If the amount of the Convention Fund exceeds the expense of convention, the balance shall be transferred to the General Reserve Fund of the state chapter. If the expenses of the convention exceed the amount in the Convention Fund, the deficit shall be paid from the General Reserve Fund of the state chapter.

3. A complete financial report of the Convention Fund for the previous year shall be posted at convention and printed in the proceedings.

B. Convention Committee.

1. The chairman of the convention committee, with the assistance of the chairman of the Finance Committee, and the state president, shall prepare a proposed budget for convention within three months of the close of the previous convention.

2. A fee shall be charged for late convention registrations. This fee shall be deposited in the Convention Fund of the state chapter.

3. The treasurer of the convention committee shall submit, by September 15 following convention, all financial accounts to the Finance Committee for audit.

C. Local Chapter. Each chapter shall pay the delegate's travel expenses for convention as well as housing and travel expenses incurred prior to the formal opening and after closing of convention of state chapter. Each chapter shall pay the registration fee, if applicable, to convention of state chapter.

Section 3. CONVENTION OF INTERNATIONAL CHAPTER.

A. The state chapter shall maintain an International Convention Fund, and disbursements shall be made for the following expenses:

1. 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.

2. 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.

3. A meal allowance consistent with current GSA standards when travel arrangements for the delegation mandate arrival at the convention site more than twelve hours prior to the formal opening of Convention of International Chapter, when substantiated with original receipts or other documentation and submitted within three months of being incurred.

4. The necessary cost of arrangements incurred by the president in leading the delegation.

5. Mileage shall be paid to delegates when presenting a report of convention. The allowance for mileage shall be in accordance with Internal Revenue Service guidelines and the amount determined each

year. The amount for the ensuing year shall be included in the annual report of the Finance Committee and shall be effective from that date until the next convention of state chapter.

B. If the amount in the International Convention Fund exceeds the expenses of International Convention, the balance shall be kept in the International Convention Fund account. If the expenses of the International Convention exceed the amount in the International Convention Fund, the deficit shall be paid from the General Reserve Fund of the state chapter.

C. A complete financial report of the International Convention Fund shall be posted at convention and printed in the proceedings of convention of state chapter.

Section 4. EXECUTIVE BOARD AND COMMITTEES.

A. The state chapter shall pay from the General Fund:

1. All expenses incurred by the executive board in the transaction of official business. The allowance for mileage shall be in accordance with Internal Revenue Service guidelines and the amount determined each year. Should rates change, the executive board, after conferring with the finance committee, may decrease or increase the amount of reimbursement to align with IRS rates.
2. All necessary expenses of the standing committees, and special committees as authorized by the executive board. The allowance for mileage shall be in accordance with Internal Revenue Service guidelines and the amount determined each year. The amount for the ensuing year will be included in the annual report of the Finance Committee and will be effective from that date until the next convention of state chapter.
3. The cost of a past state president's recognition pin.
4. The cost of auditing the accounts of the treasurer of state chapter by an auditor appointed by the executive board of state chapter.
5. The cost of all additional items listed in the approved budget.

B. The state chapter funds shall be placed in accounts fully secured and/or insured by the Federal Government and, when feasible, interest bearing.

C. A quarterly report of the expenses of each state chapter office shall be submitted to the Finance Committee.

D. A request by a board of directors, trustees or committee for contributions and/or assessments from members and/or local chapters must be approved by a unanimous vote of the executive board of state chapter.

ARTICLE IX – CO COTTEY COLLEGE SCHOLARSHIP FUND

Section 1. ESTABLISHMENT. The state chapter shall establish a Colorado Cottey College Scholarship Fund within the P.E.O. Foundation. Scholarships shall be awarded annually to Cottey College students from Colorado. This fund shall be administered in keeping with the guidelines of the P.E.O. Foundation.

Section 2. FUNDING.

A. Voluntary contributions from local chapters shall be accepted for this fund and sent to the treasurer of Colorado State Chapter who will forward to the P.E.O. Foundation. Tax-deductible contributions from individuals may be sent directly to the P.E.O. Foundation.

B. Monies from excess state funds may be sent to the P.E.O. Foundation for this fund upon the recommendation of the Finance Committee, approval of the executive board, and a two-thirds (2/3) vote of members of convention of state chapter.

Section 3. SCHOLARSHIPS.

A. Scholarships may be granted annually based on the accumulated interest and fund principal in excess of a required minimum principal balance of five thousand dollars (\$5000.00) as reported by the P.E.O. Foundation.

B. The following scholarships may be awarded annually in the following order listed below:

1. The sum of one thousand dollars (\$1,000.00) shall honor a past state president and shall be awarded to a first-year student.
2. The sum of one thousand dollars (\$1,000.00) shall be awarded to a second-year student in honor of Virginia Corbett, first president of Colorado State Chapter, 1903-1905.
3. The sum of one thousand dollars (\$1,000) shall be awarded to a third-year student in honor of the current Colorado state president.
4. The sum of one thousand dollars (\$1,000) shall be awarded to a fourth-year student in honor of Chellie Stevens Wright, past state president, Colorado State Chapter and President of Supreme Chapter 1937-1939.
5. Additional scholarships may be awarded to any first, second, third, or fourth year students.

C. Each recipient and the Financial Aid Director of Cottey College shall be notified following selection, and the names of recipients and amounts of awards shall be announced at convention of state chapter.

Section 4. APPLICATIONS. Applications for scholarship funds shall be sent to the candidates who have been accepted by Cottey College. The deadline for return of the completed application form shall be stated on the form to conform to P.E.O. Foundation requirements.

Section 5. ELIGIBILITY. Eligibility and selection procedures shall be approved by the executive board. Requirements are as follows:

A. Applicants shall be a female Colorado resident.

B. Candidates shall have been accepted for enrollment by Cottey College prior to scholarships being awarded.

Section 6. DISPOSITION OF FUND. If, by a three-fourths (3/4) vote of two consecutive conventions of Colorado State Chapter, it is determined that the Colorado Cottey College Scholarship Fund held in the P.E.O. Foundation shall be discontinued, all assets of the fund shall be applied and distributed to a qualified charitable or educational project(s) in accordance with policies of the P.E.O. Foundation.

ARTICLE X - COLORADO STATE SCHOLARSHIP FUND

Section 1. ESTABLISHMENT. The state chapter shall establish a Colorado State Scholarship Fund within the P.E.O. Foundation. Scholarships shall be awarded annually to women enrolled in accredited institutions of advanced learning and in keeping with the guidelines of the P.E.O. Foundation.

Section 2. FUNDING.

A. Voluntary contributions from local chapters, individuals and/or bequests shall be accepted for this fund and sent to the treasurer of Colorado State Chapter.

B. Monies from excess state funds may be sent to the P.E.O. Foundation for this fund upon the recommendation of the Finance Committee, approval of the executive board, and a two-thirds (2/3) vote of members of convention of state chapter.

Section 3. SCHOLARSHIPS.

A. One or more scholarships may be granted annually based on the accumulated interest and fund principal in excess of \$50,000.00 as reported by the P.E.O. Foundation.

B. Scholarships shall be called the Colorado State Scholarship Award. One scholarship may be called the Colorado Past Presidents' Scholarship Award.

C. Preference may be given for non-traditional or vocational areas of study.

Section 4. ELIGIBILITY. Eligibility and selection procedures shall be approved by the executive board. Basic requirements are as follows:

- A. Colorado residency and U.S. citizenship.
- B. High school graduate or GED equivalency.
- C. No longer than two years past high school graduation or GED date.
- D. Submission of a completed application by the stated deadline on the form.

Section 5. DISPOSITION OF FUND. If, by three-fourths vote of two consecutive conventions of Colorado State Chapter, it is determined that the Colorado State Scholarship Fund held in the P.E.O. Foundation shall be discontinued, all assets of the fund shall be applied and distributed to a qualified charitable or educational project or projects in accordance with policies of the P.E.O. Foundation.

ARTICLE XI - ORGANIZATION AND OFFICIAL VISITS

Section 1. ORGANIZATION OF NEW CHAPTER.

(The following requirements are in addition to those listed in the Constitution, Part III, Article 1)

- 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.
- C. Each prospective charter initiate shall have letters of recommendation from three active members of the Sisterhood sent to the organizer prior to organization.

Section 2. OFFICIAL VISITS TO LOCAL CHAPTERS.

- A. An official visit shall be made every four years to each local chapter by the organizer or her proxy according to the Schedule for Official Visits published annually in the proceedings of convention of state chapter.

B. An official visit shall be made to a new chapter the year following organization by the organizing officer or her proxy and the second and/or third year at the discretion of the organizer. Thereafter, the chapter shall be placed on the Schedule for Official Visits. Additional visits may be made when deemed appropriate by the executive board.

C. The local chapter shall make provisions for housing and meals for the organizer or her proxy at the time of an official visit. If more than one chapter in an area is scheduled on the same visit, expenses may be pro-rated by those chapters.

D. A local chapter may request an official visit any year.

ARTICLE XII - DUTIES OF LOCAL CHAPTER OFFICERS

The following duties are in addition to those listed in the Constitution, Part III, Article V, and in the Instructions to Officers of Local Chapters.

Section 1. PRESIDENT. The duties of President shall be:

A. To appoint an auditing committee of at least two members.

B. To write and send an annual letter to the president of state chapter in February and send a copy to the organizer of state chapter.

C. To provide the current yearbook requirements for the chapter yearbook committee.

D. To notify promptly the president of state chapter of the serious illness or death (including date) of a past state president who is a member of the chapter.

Section 2. VICE PRESIDENT. The duty of the Vice President shall be to act as International Projects Chairman of the chapter by:

A. Updating project information annually.

B. Striving to increase interest in the projects.

C. Supervising the submitting of applications for project recipients.

D. Supervising the submitting of names of prospective students to Cottey College.

Section 3. RECORDING SECRETARY. The duties of the Recording Secretary shall be:

A. To send, by March 10, a completed copy of the local chapter bylaws and standing rules as instructed by the state executive board if the bylaws and/or standing rules were amended during the fiscal year.

B. To send, by March 10, notification indicating "no change" as instructed by the state executive board if the local chapter bylaws and/or standing rules were not amended during the fiscal year.

Section 4. CORRESPONDING SECRETARY. The duties of the Corresponding Secretary shall be:

- A. **To send with 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.**

Section 5. TREASURER. The duties of Treasurer shall be:

- A. To pay to the Colorado P.E.O. Charitable Corporation all contributions received for that corporation, for Colorado P.E.O. Chapter House, for Colorado P.E.O. Marguerite Fund and the Colorado P.E.O. Marguerite Fund Christmas Shower.
- B. To pay to the treasurer of the state chapter all contributions to the Colorado Cottey College Scholarship Fund and the Colorado State Scholarship Fund.

ARTICLE XIII - RECIPROCITY GROUPS

The following requirements are in addition to those listed in the Constitution, Part III, Article XIII.

Section 1. SUPERVISION. Each group formed shall be under the supervision of the vice president of the state chapter in compliance with the *Guidelines for Reciprocity Groups*.

Section 2. BYLAWS. Each group shall adopt bylaws consistent with the laws of the Sisterhood and the Bylaws and Standing Rules of Colorado State Chapter, with the approval of the vice president.

Section 3. ELECTION AND INSTALLATION OF OFFICERS. The annual election and installation of officers shall be held by June 15.

Section 4. UNAFFILIATE CHAIRMAN. Each group shall have an Unaffiliate Chairman who shall:

- A. Receive from a reciprocity representative of each chapter in the group, a report of chapter unaffiliate changes in order to maintain a current unaffiliate list.
- B. Report unaffiliate membership changes to the State Unaffiliate Chairman in order to maintain a current state unaffiliate list.
- C. Distribute, at each meeting, a copy of the current list of unaffiliates in the reciprocity area, to each representative in the group.

Section 5. REPORTS.

- A. Report of Election of Officers and contact person shall be submitted as required by International Chapter immediately following election.
- B. The financial report required by International Chapter shall be returned to the vice president of Colorado State Chapter by March 10.

ARTICLE XIV – P.E.O. GROUPS.

The following requirements are in addition to those stated in the Constitution, Part III, Article XIV.

Section 1. SUPERVISION. Each group shall be under the supervision of the vice president of the state chapter in compliance with the P.E.O. Group Book.

Section 2. BYLAWS. Each group shall adopt bylaws consistent with the laws of the Sisterhood and the Bylaws and Standing Rules of Colorado State Chapter, with the approval of the vice president. The president shall send a copy of the bylaws, if changed during the year, to the vice president of state chapter by May 1.

Section 3. MEETINGS. Meetings shall be indicated in the bylaws and yearbook of the group.

Section 4. FINANCE. P.E.O. Groups may have savings or other interest-bearing accounts.

Section 5. P.E.O. GROUP BOOK. Each group shall meet all reporting requirements contained in International Chapter's P.E.O. Group Requirements publication.

ARTICLE XV - PARLIAMENTARY AUTHORITY

The rules contained in the current edition of *Robert's Rules of Order, Newly Revised*, shall govern all meetings in matters not covered by these bylaws, or the *Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood*.

ARTICLE XVI - AMENDMENTS

Section 1. AMENDMENTS PROPOSED PRIOR TO CONVENTION.

A. Amendments to the bylaws and standing rules of the state chapter shall be proposed only by the executive board, board of directors, trustees, standing committees, or local chapters. Local chapters desiring to submit an amendment must have that proposal approved by a two-thirds vote at a regular business meeting, provided the amendment was submitted in writing at a previous regular business meeting and all absent resident members notified that a vote will be taken at the next regular business meeting. By February 1, proposed amendments shall be submitted in writing to the chairman of the Amendments and Recommendations Committee.

B. Copies of proposed amendments, recommendations and/or resolutions to be voted on at convention of state chapter shall be sent by May 1 to members of the executive board, members of board of directors, trustees and standing committees, past presidents, each local chapter and the chairman of the Nominating Committee.

C. Proposed amendments may be adopted by a two-thirds vote of the members present and voting in convention of state chapter.

Section 2. AMENDMENTS PROPOSED DURING CONVENTION.

A. Proposed amendments shall be submitted, in writing, to the chairman of the Amendments and Recommendations Committee by any member of convention.

B. Amendments may be called to the floor by a two-thirds vote of the members present and voting in convention of state chapter.

C. Such proposed amendments may be adopted by three-fourths vote of the members present and voting, provided the amendments shall have been read at a meeting prior to the one in which action is taken.

STANDING RULES

1. The requirements for local chapter yearbooks shall be determined by the executive board and published on the Colorado State Chapter website.
2. The name of a member whose death occurs after March 1 shall appear on the Memorial Roll at the convention of state chapter the following year.
3. All boards of directors, trustees and committees shall obtain approval of the president of state chapter before sending any form letters.
4. A gift of fifty dollars (\$50.00) shall be given each new local chapter at the time of organization.
5. The names, addresses with zip code, telephone numbers with area codes, and email addresses of current executive board members of Colorado State Chapter shall be posted on the Colorado website.
6. Area membership directories may be printed and distributed only with the express written permission of the Executive Board of Colorado State Chapter.
7. Amendments
 - a. Amendments proposed prior to convention:
 1. Amendments to the standing rules shall be proposed only by the executive board, board of directors, trustees, standing committees, or local chapters.
 2. By February 1, proposed amendments shall be submitted in writing to the chairman of the Amendments and Recommendations Committee.
 3. Copies of proposed amendments, recommendations and/or resolutions to be voted on at convention of state chapter shall be sent by May 1 to members of the executive board, members of board of directors, trustees and standing committees, past presidents, each local chapter and the chairman of the Nominating Committee.
 4. Proposed amendments may be adopted by a majority vote of the members present and voting in convention of state chapter.
 - b. Amendments proposed during convention:
 1. Proposed amendments shall be submitted, in writing, to the chairman of the Amendments and Recommendations Committee by any member of convention.
 2. Amendments may be called to the floor by a two-thirds vote of the members present and voting in convention of state chapter.
 3. Such proposed amendments may be adopted by two-thirds vote of the members present and voting, provided the amendments shall have been read at a meeting prior to the one in which action is taken.



COLORADO P.E.O. CHARITABLE CORPORATION

These governing documents are presented together as required/requested by the Study and Research Committee of International Chapter P.E.O. Sisterhood. These documents and revisions are governed by Roberts Rules of Order, newly revised, in all cases to which they are applicable, and in which they are not inconsistent with the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, and the Bylaws and Standing Rules of Colorado State Chapter. (CPCC Bylaws, Article XII Parliamentary Authority).

ARTICLES OF INCORPORATION

(As last amended June 4, 2016)

Portions revised on that date are in **bold print**.

Dates of revisions at end of document refer to dates adopted by the members of the Colorado P.E.O. Charitable Corporation.

BYLAWS

(As last amended June 5, 2021)

Portions revised on that date are in **bold print**.

Dates and document numbers noted in Article II – Establishing Act - refer to dates of the Articles of Incorporation being filed with the Colorado Secretary of State Office. Said office assigns document numbers when filed.

ARTICLES OF INCORPORATION
COLORADO P.E.O. CHARITABLE CORPORATION
Amended June 4, 2016

Know all men by these presents: That we, Rachel Allen Upton, Gladys Thompson and Margaret Aldom, residents of the state of Colorado and Citizens of the United States of America, have associated ourselves for the purpose of forming a body corporate and politic, not for pecuniary profit under and by virtue of the laws and of the state of Colorado, and we do hereby make, execute and acknowledge this certificate in writing of our intention so to become a body corporate under and by virtue of said laws.

First. The name of our said corporation shall be Colorado P.E.O. Charitable Corporation.

Second. The objects and purposes for which our said corporation is formed and incorporated are:

- A. To establish a fund to receive contributions, membership dues, gifts and bequests for the philanthropic, benevolent, charitable and nonprofit benefit of members of the Colorado State Chapter of the P.E.O. Sisterhood (and members of their families and other non-members as further described in the following section (B) of this Second article). Such funds to be allowed to accumulate toward the acquisition of a home for P.E.O. members, the operation of which shall qualify under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or any corresponding provision of any future United States Internal Revenue law) (the "Code").**
- B. To establish, maintain and operate in the state of Colorado a home for the benefit of members of the P.E.O. Sisterhood (including members of their families who meet criteria established by the corporation), who may desire to live in such a home. This will not preclude the corporation, if and to the extent deemed reasonable, necessary and prudent by the corporation's board of directors based upon the economic practicalities of operating such a home for such purposes, from providing residency in the home to persons who are not members of the P.E.O. Sisterhood (or qualifying members of the families), but who are sponsored by a P.E.O. sister. If this is done, preference for residency in the home shall be given first to members of the P.E.O. Sisterhood, second to qualifying members of their families and third to persons who are not members of the P.E.O. Sisterhood (or qualifying members of their families) but who are sponsored by a P.E.O. Sister.
- C. To erect, build or otherwise procure a suitable building or buildings for the aforesaid purpose.
- D. To acquire by gift, bequest, devise, purchase, lease or otherwise, all kinds of property, both real and personal.

- E. To own, hold, sell and convey, exchange, lease, mortgage and encumber and otherwise dispose of all kinds of property, both real and personal.
- F. To borrow money and make, execute and deliver promissory notes or other forms of indebtedness therefore and make, execute and deliver security thereof on real or personal property.
- G. To invest and reinvest funds of the corporation in all kinds of real and personal property, including bonds, stocks and other forms of securities.
- H. To do and perform all acts and things which may be deemed necessary or expedient for the proper and successful prosecution of the objects and purposes for which the corporation is created.

Third. The corporation shall be non-stock and no dividends nor pecuniary profits shall be declared.

Fourth. Every member of the Colorado State Chapter, P.E.O. Sisterhood in good standing shall be a member of this corporation.

Fifth.

- A. Board of Directors. The management of the affairs of the corporation shall be vested in a Board of Directors, except as otherwise provided in the Colorado Revised Nonprofit Corporation Act (the "Act"), these Articles of Incorporation, or the bylaws of the corporation. The number of directors, their classifications, if any, their terms of office, and the manner of their election or appointment shall be determined according to the bylaws of the corporation from time to time in force.
- B. Liability of Directors. No director shall be personally liable to the corporation for monetary damages for any breach of fiduciary duty as a director, except that the foregoing shall not eliminate or limit such director's duty of loyalty to the corporation for monetary damages for any of the following: (1) any breach of such director's duty of loyalty to the corporation, (2) any of such director's acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, (3) acts specified in Section 7-128-403 of the Act, as it now exists or hereafter may be amended, regarding a director's assent to or participation in the making of any loan by the corporation to any director or officer of the corporation, or (4) any transaction from which such director derived an improper personal benefit. If the Act hereafter is amended to authorize the further elimination of the liability of directors,

then the liability of a director of the corporation in addition to the limitation on personal liability provided herein, shall be further eliminated or limited to the fullest extent permitted by the Act. Any repeal or modification of this Article V (B) shall be prospective only and shall not adversely affect any right or protection of a director of the corporation existing at the time of such repeal or modification.

Sixth. The annual meeting of this corporation shall be held at the Convention of Colorado State Chapter of the P.E.O. Sisterhood. The time and place shall be designated in the convention program. A majority of the members of said convention shall constitute a quorum. The voting members of this corporation shall be the members of the annual convention of the Colorado State Chapter and the directors of the corporation.

Seventh. The principal office of said corporation shall be located in the City of Colorado Springs, and the County of El Paso, State of Colorado.

Eighth. The directors shall have power to make such prudential bylaws as they deem proper for the management of the affairs of this corporation according to the laws in such case made and provided.

Ninth. The term of existence of this corporation is perpetual unless dissolved according to law.

Tenth.

A. The corporation shall not carry on any other activities not permitted to be carried on: (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code, or (b) by a corporation contributions to which are deductible under section 170(c)(2) of the Code.

A. No part of the net earnings of the Colorado P.E.O. Charitable Corporation shall inure to the benefit of any private shareholder, member or individual, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Second article herein.

B. No substantial part of the activities of the corporation shall consist of carrying on propaganda, lobbying, or otherwise attempting to influence legislation, and the corporation shall not participate in any political campaign on behalf of or against any candidate for political office.

Eleventh.

- A. In the event of dissolution of this corporation, the assets remaining after the donors' requests have been met shall be distributed for charitable purposes only to charitable organizations which are exempt under Section 501(c)(3) of the **Code**. Any such assets not so disposed of shall be disposed by the Court of competent jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purpose.

- B. No member, director, or officer of the corporation, or any private individual shall be entitled to share in the distribution of any of the corporation assets upon dissolution of the corporation.

In testimony, Whereof, we have hereunto set our hands and seals, on this 22nd day of June, AD, 1949.

Revised June 11, 1963	Revised June 17, 1965	Revised June 12, 1969
Revised June 14, 1997	Revised June 05, 1999	Revised June 03, 2005
Revised June 02, 2012	Revised June 04, 2016	

GLADYS THOMPSON (SEAL)
RACHEL ALLEN UPTON (SEAL)
MARGARET ALDOM (SEAL)

**COLORADO P.E.O. CHARITABLE
CORPORATION BYLAWS
Amended June 5, 2021**

ARTICLE I - NAME

The name of this corporation shall be Colorado P.E.O. Charitable Corporation.

ARTICLE II - ESTABLISHING ACT

The Colorado Foundation Fund of the P.E.O. Sisterhood was incorporated as a Colorado corporation on July 20, 1949 under Colorado Secretary of State's document number 116747 (later renumbered as 19871180800). On July 2, 1963 under Colorado Secretary of State's document number 167369, the Articles of Incorporation were amended to (1) include among the objects and purposes of the corporation the receipt of funds for the philanthropic, benevolent, charitable, and non-profit benefit of members of the Colorado State Chapter of the P.E.O. Sisterhood, and (2) establish the corporation as a not for profit corporation. On July 2, 1965, under Colorado Secretary of State's document number 180800, the Articles of Incorporation were amended to change the name of the corporation to Colorado P.E.O. Chapter House, Inc. On July 6, 2012, under Colorado Secretary of State's document number 20121371156, the Articles of Incorporation were amended to change the name of the corporation to Colorado P.E.O. Charitable Corporation.

ARTICLE III - OBJECT AND PURPOSE

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 the Colorado State Chapter of the P.E.O. Sisterhood, and non-members within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or any corresponding provision of any future United States Internal Revenue law (the "Code"). 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) for the benefit of members of the P.E.O. Sisterhood, qualifying members of their families, and persons who are not members of the P.E.O. Sisterhood but who are sponsored by a P.E.O. and meet the criteria established by the Colorado P.E.O. Charitable Corporation and b) maintaining and operating the Colorado P.E.O. Marguerite Fund to provide assistance to Colorado P.E.O. members and non-

members.

ARTICLE IV - MEMBERS

Members in good standing of Colorado State Chapter of the P.E.O. Sisterhood, hereinafter referred to as Colorado State Chapter, are members of Colorado P.E.O. Charitable Corporation.

ARTICLE V - CORPORATION MEETINGS

Section 1. Annual Meeting.

- A. Time and Place. The annual meeting of Colorado P.E.O. Charitable Corporation shall be held at the Convention of Colorado State Chapter. The time and place of the annual meeting shall be designated in the convention program. Notice of the time and place of the annual meeting shall be sent to each local chapter by the Board of Directors of Colorado P.E.O. Charitable Corporation by May 1.
- B. Quorum. A majority of members of convention of Colorado State Chapter shall constitute a quorum.
- C. Voting. If a quorum exists, action on a matter is approved if the votes cast favoring the action exceed the votes cast opposing the action, unless approval by a greater number of votes is required by law, Colorado P.E.O. Charitable Corporation's Articles of Incorporation, or these bylaws.
- D. Voting Members. The voting members of this corporation shall be the voting members of the annual convention of Colorado State Chapter and the directors of the Corporation.

Section 2. Special Meetings.

- A. Procedure to Call
 - 1. Special meetings of the members of Colorado P.E.O. Charitable Corporation may be called by the chairman or a majority of the Board of Directors with the authorization of the Executive Board of Colorado State Chapter or Convention of Colorado State Chapter.
 - 2. Members of Colorado P.E.O. Charitable Corporation representing 15% of the P.E.O. Chapters in Colorado may call a special meeting. No chapter shall initiate the circulation necessary to call a special meeting without first obtaining authorization of the Executive Board of Colorado State Chapter or Convention of Colorado State Chapter.
- 3. Time and Place. The Board of Directors shall determine the time and place of

the special meeting. If not held in conjunction with the convention of Colorado State Chapter, thirty days' notice of the time, place and purpose of such special meeting shall be sent by the Board of Directors to each local chapter entitled to vote at the last annual meeting of Colorado P.E.O. Charitable Corporation.

4. Expenses. Expenses incurred by the Board of Directors and the cost of the meeting facility, printing and mailing shall be paid by the Colorado P.E.O. Charitable Corporation. Colorado P.E.O. Charitable Corporation will not be responsible for any other expenses pertaining to the special meeting.
5. Quorum and Manner of Voting. A majority of votes entitled to be cast by members of Colorado P.E.O. Charitable Corporation on a matter shall constitute a quorum for action on that matter. If a quorum exists, action on a matter is approved if the votes cast favoring the action exceed the votes cast opposing the matter, unless approval by greater number of votes is required by law, Colorado P.E.O. Charitable Corporation's Articles of Incorporation or these bylaws.

ARTICLE VI - BOARD OF DIRECTORS

Section 1. Number of Directors.

Colorado P.E.O. Charitable Corporation shall be administered by a Board of Directors of seven voting members. Four members shall be elected by the members of Colorado P.E.O. Charitable Corporation, one of whom, when feasible, shall be a past president of Colorado State Chapter. The president of Colorado State Chapter, the chairman of the Chapter House Trustees (as defined below) and the chairman of the Marguerite Fund Trustees (as defined below) shall serve as ex-officio members. In the absence of the Chapter House Trustees chairman and/or the Marguerite Fund Trustees chairman, another trustee from their respective entities shall serve as an ex-officio member having a vote. The vice president of Colorado State Chapter shall serve as an ex-officio member having a vote in the absence of the president of Colorado State Chapter.

Section 2. Qualifications and Term of Directors.

Any member of Colorado P.E.O. Charitable Corporation is eligible to serve on the Board of Directors. A term shall be a period of four years commencing at the first regular meeting following the annual meeting of Colorado P.E.O. Charitable Corporation. No person shall serve as an elected member for more than one consecutive four-year term. A director appointed pursuant to Section 5 below who serves a term of more than one year shall not be eligible for election to the Board of Directors in the year following expiration of

her appointed term.

Section 3. Nomination of Directors.

- A. Nomination of directors shall be by a nominating committee appointed by the president of Colorado State Chapter. The committee shall consist of a past state president of Colorado State Chapter who will serve as chairman, and two active resident members of Colorado State Chapter.
- B. By April 1, the name of the nominees and appropriate information about the nominees shall be forwarded to the chairman of the Board of Directors by the nominating committee.
- C. The names of the nominees and appropriate information shall be sent to each local chapter by the Board of Directors by May 1.
- D. At the time of the election, opportunity shall be given for nominations from the floor. Consent of all nominees must be obtained.
- E. All expenses of the nominating committee shall be paid by Colorado P.E.O. Charitable Corporation.

Section 4. Election of Directors.

- A. In a year a vacancy for a past president of Colorado State Chapter may be filled, if there is but one nominee for that vacancy, election shall be by voice vote. If more than one nominee is presented, election shall be by ballot.
- B. Election to fill the second vacancy shall be by ballot unless only one nominee is presented, in which case, election shall be by voice vote.
- C. When the number of nominees is greater than the number of vacancies, election shall be by ballot, otherwise a voice vote shall be taken. The two nominees who receive the highest number of votes cast shall be elected.

Section 5. Interim Vacancy.

An interim vacancy of the Board of Directors shall be filled by appointment by the president of Colorado State Chapter on recommendation of the nominating committee.

Section 6. Meetings and Quorum.

- A. Attendance. All meetings of the Board of Directors shall be open unless executive session is requested. A visitor is requested to notify the Board Chairman of his/her intent to be present at a meeting.
- B. Regular Meetings. Regular meetings shall be held when necessary but not less than once quarterly. Date, time and place of regular meetings shall be set by the chairman. Notice of each meeting shall be mailed, emailed or faxed to each

director at least ten days prior to the date of the meeting. Five voting directors shall constitute a quorum.

- C. Special Meetings. Special meetings may be called by the chairman or two members. Each director shall be notified by mail, email or fax of the date, time, place and purpose of such special meeting at least five days prior to the date of the meeting. Five voting directors shall constitute a quorum.
- D. Emergency Meetings. Emergency meetings may be called by any director when immediate and unexpected action must be taken. Notice of an emergency meeting may be made without written notice and requires no specific period of previous notice so long as a reasonable attempt is made to reach each director. Emergency action may be taken at such meeting or by telephone conference by any four voting directors.
- E. Voting. A vote of the majority of the directors present at a meeting at which a quorum is present, shall be the act of the Board of Directors. No director may vote or act by proxy at any meeting of the directors.

ARTICLE VII OFFICERS

Section 1. Officers.

Officers shall be chairman, vice-chairman, secretary and treasurer. Each officer shall be a member of the Board of Directors. Such other officers and assistant officers as may be deemed necessary may be elected or appointed by the Board of Directors.

Section 2. Duties of Officers.

- A. Chairman. The chairman shall, subject to the direction and supervision of the Board of Directors, be the chief executive officer of the Colorado P.E.O. Charitable Corporation. The chairman shall preside at all meetings of the Board of Directors. The chairman has the authority to table a discussion for future consideration, unless at that time a vote is called.
- B. Vice Chairman. The vice chairman shall in general, and in the absence of the chairman, perform all duties incident to the office of chairman and such other duties as may be prescribed by the Board of Directors.
- C. Secretary. The secretary shall prepare and maintain as permanent records the minutes of the proceedings of the Board of Directors and a record of all actions taken by the Board of Directors without a meeting.
- D. Treasurer. 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

Section 3. Election.

Election of officers shall be held at the first regular meeting following the annual meeting of Colorado P.E.O. Charitable Corporation. Outgoing members shall be present without vote. The director serving as chairman at the last annual meeting shall preside.

Section 4. Term of Office.

A term of office shall be one year. No director may serve in the same office more than two (2) consecutive terms. The term of office shall begin immediately following election.

Section 5. Vacancy in Office.

Any vacancy in office shall be filled by election of the Board of Directors for the remainder of the unexpired term.

ARTICLE VIII COMMITTEES

Committees may be appointed by the chairman with the approval of the Board of Directors. The chairman shall be an ex-officio member of all committees. In no case shall any committee have the authority to act for the Board of Directors.

ARTICLE IX FINANCE

Section 1. Reimbursement of Expenses.

Colorado P.E.O. Charitable Corporation shall pay all expenses incurred by members of the Board of Directors and committees in performing the duties relating to the operation and management of Colorado P.E.O. Charitable Corporation. The allowance for mileage will be consistent with the Colorado State Executive Board policy.

Section 2. Expenditures, Loans and Encumbrances.

Approval by written ballot by two-thirds of the votes cast at the annual meeting or at a special meeting of Colorado P.E.O. Charitable Corporation shall be required for:

- A. Expenditure of funds for the acquisition or improvement of real or personal property or incurrence of obligation for same, when the total amount involved is in excess of \$100,000.
- B. Placement of a loan of any kind or character, secured or unsecured or both, and/or placement of any encumbrance against real or personal property when the total amount of such a loan or loans is in excess of \$100,000.

C. Sale of real property.

Section 3. Annual Audit.

The treasurer shall send a copy of the annual audit of Colorado P.E.O. Charitable Corporation to the president of Colorado State Chapter.

ARTICLE X COLORADO P.E.O. CHAPTER HOUSE

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, 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. This will not preclude the Colorado P.E.O. Charitable Corporation, if and to the extent deemed reasonable, necessary and prudent by the Colorado P.E.O. Charitable Corporation's Board of Directors based upon the economic practicalities of operating such a home for such purposes, from providing residency in the home to persons who are not members of the P.E.O. Sisterhood (or qualifying members of their families), but who are sponsored by a P.E.O. sister. If this is done, preference for residency in the home shall be given as a residence first for members of the P.E.O. Sisterhood, second to qualifying members of their families, and third to persons who are not members of the P.E.O. Sisterhood (or qualifying members of their families) but who are sponsored by a P.E.O. sister. **If the Colorado P.E.O. Chapter House residence should be sold, the Colorado P.E.O. Chapter House project may continue without dissolution.**

Section 2. Administration.

The Colorado P.E.O. Chapter House shall be administered, subject to the direction and supervision of the Colorado P.E.O. Charitable Corporation Board of Directors, by a group of three (3) trustees, hereinafter called the Chapter House Trustees.

Section 3. Appointment.

The Chapter House Trustees shall consist of three (3) members, one of whom, when feasible, shall be a past president of Colorado State Chapter. Any member of Colorado P.E.O. Charitable Corporation is eligible to serve as a Chapter House Trustee. A term for Chapter House Trustees shall be a period of three (3) years, and no person shall serve consecutive terms. The president of Colorado State Chapter shall, with the approval of the executive board, appoint one Chapter House Trustee each year. The senior member in point of service shall be the chairman of the Chapter House Trustees. If an entirely new group of Chapter House Trustees must be appointed, the president of

Colorado State Chapter shall designate the chairman, the second and third member who shall serve one, two and three years, respectively. An interim vacancy of the Chapter House Trustees shall be filled by appointment by the president of Colorado State Chapter with the approval of the executive board. A Trustee who has been appointed to fill out a vacancy may serve an additional three (3) year appointment.

Section 4. Meetings.

- A. Attendance. All meetings of the Chapter House Trustees shall be open unless executive session is requested. A visitor is requested to notify the chairman of the Chapter House Trustees of his/her intent to be present at a meeting.
- B. Regular Meetings. Regular meetings shall be held when necessary but not less than once quarterly. Date, time and place of regular meetings shall be set by the chairman. Notice of each meeting shall be mailed, emailed or faxed to each Chapter House Trustee at least ten days prior to the date of the meeting. Two of the three Chapter House Trustees shall constitute a quorum.
- C. Special Meetings. Special meetings may be called by the chairman or two Chapter House Trustees. Each Chapter House Trustee shall be notified by mail, email or fax of the date, time, place and purpose of such special meeting at least five days prior to the date of the meeting. Two of the three Chapter House Trustees shall constitute a quorum.
- D. Emergency Meetings. Emergency meetings may be called by any Chapter House Trustee when immediate and unexpected action must be taken regarding the management of Colorado P.E.O. Chapter House. Notice of an emergency meeting may be made by mail, email, fax or telephone without written notice and requires no specific period of previous notice so long as a reasonable attempt is made to reach each Chapter House Trustee. Emergency action may be taken at such meeting or by telephone conference by any two Chapter House Trustees.
- E. Voting. A vote of the majority of the Chapter House Trustees present at a meeting at which a quorum is present, shall be the act of the Chapter House Trustees. No Chapter House Trustee may vote or act by proxy at any meeting of the Chapter House Trustees.

Section 5. Officers.

Officers shall be chairman, vice chairman and secretary. Each officer shall be a Chapter House Trustee.

Section 6. Finance.

- A. Annual Dues. Any allocation per active member of Colorado State Chapter

collected for Colorado P.E.O. Chapter House by the treasurer of Colorado P.E.O. Charitable Corporation shall be allocated specifically for the operations of Colorado P.E.O. Chapter House.

- B. Voluntary Contributions. Any voluntary contributions collected for Colorado P.E.O. Chapter House by the treasurer of Colorado P.E.O. Charitable Corporation shall be allocated specifically for the operations of Colorado P.E.O. Chapter House unless otherwise specified in the gift document.
- C. Rent and Other Income. Any amounts received by or for the benefit of Colorado P.E.O. Chapter House for rent, usage fees or other income shall be allocated specifically for the operations of Colorado P.E.O. Chapter House.
- D. Reimbursement of Expenses. Colorado P.E.O. Charitable Corporation shall pay all expenses incurred by members of the Chapter House Trustees in performing the duties relating to the operation and management of the Colorado P.E.O. Chapter House. The allowance for mileage will be consistent with the Colorado state executive board policy.

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 **two-thirds** of the votes cast at an annual **or special** meeting of Colorado P.E.O. Charitable Corporation:

- 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**.
- 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.
- 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 closed and sold** if there is a major catastrophic event... event (including, but not limited to, fire, flood, blizzard, etc.) which prevents residential occupancy for six or more months. This resolution will be presented at the earliest annual meeting of the Colorado P.E.O. Charitable Corporation and will become effective with a majority vote of that annual meeting.
- 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.

ARTICLE XI SHARE THE CARE FUND

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.

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.

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.

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.

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.

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.

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.

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 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.

ARTICLE XIII COLORADO P.E.O. MARGUERITE FUND

Section 1. Purpose.

The Colorado P.E.O. Marguerite Fund shall be maintained to provide assistance to Colorado P.E.O. members and nonmembers.

Section 2. Administration.

The Colorado P.E.O. Marguerite Fund shall be administered, subject to the direction and supervision of the Colorado P.E.O. Charitable Corporation Board of Directors, by a group of trustees, hereinafter called the Marguerite Fund Trustees.

Section 3. Appointment.

The Marguerite Fund Trustees shall consist of three (3) members, one of whom, when feasible, shall be a past president of Colorado State Chapter. Any member of Colorado P.E.O. Charitable Corporation is eligible to serve as a Marguerite Fund Trustee. Each Marguerite Fund Trustee shall serve for three (3) years. The president of Colorado State Chapter shall, with the approval of the executive board, appoint one Marguerite Fund Trustee each year. The senior member in point of service shall be the chairman of the Marguerite Fund Trustees. If an entirely new group of Marguerite Fund Trustees must be appointed, the president of Colorado State Chapter shall designate the chairman, the second and third member who shall serve one, two and three years, respectively. An interim vacancy of the Marguerite Fund Trustees shall be filled by appointment by the president of Colorado State Chapter with the approval of the executive board.

Section 4. Meetings.

Members of the Marguerite Fund Trustees shall meet at the call of the chairman.

Section 5. Finance.

- A. Voluntary Contributions. This fund shall be supported by voluntary contributions sent to the treasurer of Colorado P.E.O. Charitable Corporation.
- B. Christmas Shower. Local chapters, assigned in alphabetical groups, may be asked to contribute to the Colorado P.E.O. Marguerite Fund Christmas Shower.

- C. Reimbursement of Expenses. All expenses of the Marguerite Fund Trustees shall be paid by Colorado P.E.O. Charitable Corporation.
- D. Investment of Funds. Funds shall be invested in secure investments such as certificates of deposit and money markets where there is no loss of principal.

Section 6. Application Procedure.

- A. Application. An application for assistance, which includes a case history and financial summary, may be secured from any member of the Marguerite Fund Trustees or from the Colorado State Chapter website by any member of a chapter.
- B. Approval. An application for assistance, completed and signed by the applicant, may be recommended for payment by Colorado P.E.O. Charitable Corporation only upon unanimous approval by the Marguerite Fund Trustees.
- C. Renewal. All recipient applications must be updated and reviewed in order to be renewed.
- D. Sponsor. All applicants are required to have a Colorado P.E.O. sponsor.

Section 7. Financial Assistance.

- A. Monthly Allowance. An applicant may be recommended for an allowance not to exceed five hundred dollars (\$500.00) monthly for one year.
- B. One-time assistance. Any applicant may be recommended for one grant not to exceed seven hundred fifty dollars (\$750.00) within any twelve-month period.
- C. Emergency assistance, approved by the Board of Directors of Colorado P.E.O. Charitable Corporation, after consultation with the Marguerite Fund Trustees shall not exceed five hundred dollars (\$500.00) annually.
- D. Discontinuation of Assistance. The Marguerite Fund Trustees shall, upon the written recommendation of a recipient's sponsor, discontinue assistance.

Section 8. Visits/Contact.

One or more members of the Marguerite Fund Trustees may visit/contact each recipient when feasible.

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.
- B. Disbursement of Assets. If dissolved, all assets of the Colorado P.E.O. Marguerite Fund shall be disbursed to the general funds of Colorado P.E.O. Charitable

Corporation.

ARTICLE XIV PARLIAMENTARY AUTHORITY

Robert's Rules of Order, newly revised, shall govern Colorado P.E.O. Charitable Corporation in all cases to which they are applicable, and in which they are not inconsistent with the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood, and the Bylaws and Standing Rules of Colorado State Chapter.

ARTICLE XV AMENDMENTS

Section 1. Bylaws.

- A. Proposal of Amendments. Amendments to the bylaws of Colorado P.E.O. Charitable Corporation may be proposed by any local chapter, the Board of Directors, the Chapter House or Marguerite Fund Trustees, or the Executive Board of Colorado State Chapter. Proposed amendments shall be submitted in writing to the chairman of the Board of Directors by November 1 of each year. Proposed amendments shall be sent by the Board of Directors by January 1 to the State Executive Board for circularization permission.
- B. Distribution to Members. Copies of the proposed amendments and resolutions to be voted on at the annual corporate meeting shall be sent by the Board of Directors to each local chapter and other members of convention eligible to vote at the annual corporate meeting during convention by May 1.
- C. Approval. Proposed amendments shall be subject to the approval by two-thirds of the votes cast at the annual meeting of Colorado P.E.O. Charitable Corporation.

Section 2. Articles of Incorporation.

- A. Proposal of Amendments. Members of Colorado P.E.O. Charitable Corporation may adopt a resolution setting forth proposed amendments to the Articles of Incorporation in accordance with the Colorado Non-profit Corporation Act provided that the authorization for the necessary circularization has been obtained from the Executive Board of Colorado State Chapter or convention of Colorado State Chapter. Amendments shall be submitted in writing to the chairman of the Board of Directors by November 1. Proposed amendments shall be sent by the Board of Directors by January 1 to the State Executive Board for circularization permission.
- B. Distribution to Members. Copies of the proposed amendments and resolutions to be voted on at the annual corporate meeting shall be sent by the Board of

Directors to each local chapter and other members of convention eligible to vote at the annual corporate meeting during convention by May 1.

- C. Approval. Proposed amendments shall be subject to the approval by two-thirds of the votes cast at the annual meeting of Colorado P.E.O. Charitable Corporation.

D. ARTICLE XVI DISSOLUTION

E.

- F. 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.

G.

- H. Section 1. Resolution by Board of Directors.

- I. The Board of Directors may adopt a resolution recommending that Colorado P.E.O. Charitable Corporation be dissolved.

J.

- K. Section 2. Resolution by Members of Colorado P.E.O. Charitable Corporation.

- L. Members of Colorado P.E.O. Charitable Corporation representing 15% of the P.E.O. Chapters in Colorado may present a resolution to dissolve 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.

M.

- N. Section 3. Disbursement of Assets.

- O. If dissolved, all assets of the Colorado P.E.O. Charitable Corporation shall be disbursed to P.E.O. related Section 501(c)(3) organizations, or in furtherance of P.E.O. related 501(c)(3) purposes, pursuant to the recommendation of the Colorado State Executive Board as finally determined by the Board of Directors of the Colorado P.E.O. Charitable Corporation.

Colorado P.E.O. Charitable Corporation (CPCC) Virtual Annual Meeting Minutes
June 5, 2021

- 1) Welcome by Cheryl Burnside, Chapter ES, CPCC Board Chair.
- 2) The virtual Annual Meeting of the Colorado P.E.O. Charitable Corporation was called to order at 1:02 p.m. by Cheryl Burnside.
- 3) Invocation by Belinda Alkula, Chapter JI.
- 4) Board of Directors introductions: Susan Strain Miller, Chapter W (Vice Chairman); L J Van Belkum, Chapter JA, PP-CO (Treasurer); Jill Hyde, Chapter JI (Secretary); Shari Fox, Chapter AT (President, CSC); Liz Aikin Chapter Y (Chapter House Trustees-Chair); Janet Kingsbury, Chapter BV, PP-CO (Marguerite Fund Trustee-Chair).
- 5) Introductions:
 - a) Trustees- Chapter House- Martha Kuhn, Chapter AX-PP/CO and Kathy Bath, Chapter GX; and Marguerite Fund- Barb Hunter, Chapter ID and Barbara Pingery, Chapter EY.
 - b) Representative of P.E.O. International Chapter Beth McFarland, S&R, PP/TX.
- 6) A sample poll was conducted.
- 7) A quorum for the annual meeting was established.
 - a) According to the CPCC bylaws voting members of this corporation are the voting members of the annual convention of Colorado State Chapter and the directors of the corporation. The Credentials committee for the opening meeting of convention of Colorado State Chapter reported showing 289 total Members of Convention.
 - b) According to the CPCC bylaws, a majority of members of convention of Colorado State Chapter shall constitute a quorum for the CPCC Annual Meeting.
Number of members needed for majority- 145. Number of members responding to poll- 274.
- 8) Rules of the virtual annual meeting were adapted from those adopted by the executive board of International Chapter due to the COVID-19 pandemic emergency and accepted and approved by the CPCC board.
- 9) Agenda of the 2021 CPCC Virtual Annual Meeting was adopted.
- 10) Appointment of committee to approve minutes: Liz Aikin Chapter Y, Paisley Huntoon , Chapter IF, Organizer, CSC, Marion Anderson, Chapter AP, PP-CO.
- 11) Appointment of Parliamentarian: Barbara Rosi, PRP, International Chapter, with heartfelt thanks for all of her time and help.
 - a) Cheryl Burnside gave a brief primer on the projects of the CPCC, which is a nonprofit corporation separate from the CSC with a separate governing board, and how those projects show up on the CPCC financial statements. The following points were reviewed:

- b) Annual reports were included in the CSC Convention Program for Delegates that was mailed in delegate packets. The 2020 Chapter House Review Committee Report was included separately in the mailed delegate packet.
- c) Unaudited Financial Reports for the fiscal year April 1, 2020 - March 31, 2021, were provided to members online and in mailed delegate packets. Reports included CPCC Balance Sheet as of March 31, 2021, and CPCC Profit and Loss by Class for April 1, 2020 – March 31, 2021.
- d) The CPCC 2021-2022 Budget was included separately in the mailed delegate packet.
- e) The potential beneficiaries or recipients of our projects are not limited to only P.E.O. members. If we did that, we would no longer be eligible for tax exempt status from the IRS.
- f) The word education does not appear anywhere in the Articles of Incorporation or the Bylaws of the CPCC and none of the CPCC's projects are used for education.
- 12) Report of the Nominating Committee – Dottie Ruth, Chair, Chapter AQ, PP-CO: Lynn Doyle, Chapter GP has been nominated to the position of director. Election completed by poll. Majority vote was obtained, and Lynn was welcomed to the board of directors of the CPCC for a 4-year term.
- 13) Proposed Amendments and Resolutions
- a) Proposed amendments and resolutions were distributed via email to all chapter presidents on April 30, 2021 and posted on the Colorado State Chapter website. They are also printed in the Convention program on pages 35 - 57. As provided in the rules, the Chairman of Amendments and Recommendation Committee read only the explanation provided for all proposed amendments.
- b) Amendments & Recommendations (A&R) Chairman, Sandy Renner, presented the 2021 proposed amendments to the 2019 Bylaws of the Colorado P.E.O. Charitable Corporation. Page numbers refer to the printing/posting of the Bylaws of the Colorado P.E.O. Charitable Corporation.
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."
- The amendment was adopted by Pro-271/Con-6.
2. 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."
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.

Amendments 2 and 3 were considered seriatim with a single vote and were adopted by Pro-271/Con-5.

4. Submitted by CPCC Board of Directors. Amend CPCC Bylaws. Amend ARTICLE V – CORPORATION MEETINGS by striking out Section 3. Proxies.

The amendment was adopted by Pro-223/Con-52.

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.”

The amendment was adopted by Pro-254/Con-22.

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.

The amendment was adopted by Pro-266/Con-9.

7. Submitted by CPCC Board of Directors. Amend CPCC Bylaws. 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.

The amendment was adopted by Pro-266/Con-11.

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.”

The amendment was adopted by Pro-241/Con-30.

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.”

The amendment was adopted by Pro-249/Con-23.

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.

The amendment was adopted by Pro-264/Con-11.

11. Chapter House Resolution:

The resolution was adopted by Pro-248/Con-23.

12. Editorial Resolution

The Editorial Resolution was adopted by Pro-266/Con-3.

14) Thank you to: Emilie Fox Chairman of Tellers, Ashleigh Snoozy and Shari Fox Timekeepers, and the Registration and Credentials Committees.

15) Closing thoughts and thanks to all voting members – CPCC Chair.

The meeting adjourned at 3:19 p.m. Submitted by:

Jill Hyde

CPCC Board Secretary

Approved by Committee to Approve Minutes:

Paisley Huntoon-Organizer CSC

Marion Anderson- PSPCSC

Liz Aikin-Chapter House Trustee

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