

# Happy NEW YEAR 2024

January



Welcome to 2024! It's the New Year, so many times we are asked what are your resolutions? What do you want to accomplish? What are your hopes for the new year? What are your goals? Sometimes we don't often put much thought into those questions or sometimes we've put a lot of thought into them and we have our list ready to go! I like to believe maybe they are not resolutions, but perhaps more dreams. We all have them, why should you not right them down? If you believe motivational speaker Greg Reid, "A dream written down with a date becomes a goal. A goal broken down into steps becomes a plan. A plan backed by action makes your dreams come true."

What about one for your chapter? This month's newsletter is full of vital ways to ring in the new year and get your chapter off to a great start! Goals! Yes, we all need them, we should have them! They might be small, that is OK, they don't have to be big and honestly, they shouldn't be. Start with manageable goals, goals you know you can do or at least come close to. If they are too far out of reach, we will never achieve them! You have had remarkable success with the "Add 2 to P.E.O." campaign! We are so proud of the chapters that have accomplished this! Don't stop, reach for the second part of that campaign, "And P.E.O. adds to you" How does P.E.O. add to you? Leadership, serving as an officer, a state committee, personal growth; P.E.O. gives us so many tools for a variety of purposes. Continue this new year with GROWTH, both in numbers and leadership.

Take that step, dream a dream that becomes a goal, have a plan. Talk to your sisters, have a plan for your chapter, you will be amazed at how your chapter will sparkle by taking small steps and choosing to shine!!!

Lovingly,  
Kellie Stang, President

## ALL OFFICERS: IOLC FUNDRAISING POLICIES UPDATED

Instructions to Officers of Local Chapters  
( "IOLC" ) Fundraising Policies are being  
updated as part of the biennial revisions.

These will go into effect when IOLC is  
published in January 2024. Be sure to  
read through these; understanding the  
changes will enable you to provide  
guidance to your local chapter members.



Dear Nebraska P.E.O. Sisters,

As you know, our membership took a hit during the COVID years. We have been slowly building back up, but it takes time and effort on our part.

One of my "jobs" as organizer is to oversee the health of our chapters. Over the course of a five-year span, every chapter in the state will have an Official Visit where we review the health of a chapter, find out the exciting things they are doing, and offer suggestions on how each chapter can grow and build connections.

Since we are only able to visit a chapter once every five years on occasion we find out about a chapter that is struggling but hasn't reached out to the state executive board for help.

The following information is taken from the Leadership Development area on the International website under Successful Officer Transitions. It is a Chapter Trends Assessment and will be helpful for use in recognizing how your chapter is doing. Click here to access this information in the Local Chapter Toolbox.

The chart on the next page contains words to help you describe your chapter's vitality. Once each chapter has reviewed and utilized each of these charts, I encourage you to reach out to me, or anyone on the state board, for any suggestions and/or next steps to encourage your chapter to continue to be a healthy and vital chapter so you can be a blessing to each other and to others, especially if you realize that your chapter is struggling rather than growing. Doing a chapter self assessment by using the new vitality chart or our current CHAT brochure your chapter can help by recognizing the signals for a healthy and vibrant chapter or one that may need a little TLC. With the New Year take some time and see how you can help the "health" of your chapter!

Your executive board is here to help. Let's start the New Year off on a new path and remember the theme for the year "Scatter Love, Sparkle with Grace, and Choose to Shine"

Jean Matheny, Organizer



### LAST CALL:

We are down to our final month of orders!

Please turn in your chapter order for this

Original handmade Nebraska pin!

Pin orders will be available at State Convention!

Use the [link](#) to mail the orders to Kellie Stang



### Look for this information in the coming months:

- January Mailing
- SSO on the International website
- Annual reports instructions
- New Yearbook Evaluation
- Chapter Information Form
- LCOW information



### PRESIDENT & CORR SEC: LOST CONTACT DESIGNATION

Lost Contact Designation is changing. Local chapters are no longer responsible for reporting a Lost Contact. Any member who has been inactive for ten years or longer will be removed from the chapter membership roster after the 2024 annual report cycle. Previously, we asked local chapters to keep records of members for 25 years. This designation was typically reported during the annual report process but will no longer be needed.



### PRES: President's Letter Reminder

I am looking forward to receiving and reading the President's Letter from each chapter president. This is a great way to celebrate and share your chapter's accomplishments and special moments from the past year. Here is the [link for information](#). The letter needs to be read as an item of new business and approved by the chapter at a meeting in February. Please then email it to me by March 1st as an attachment





# P.E.O. Chapter Vitality Chart

	Healthy Strong, Growing, Thriving	Challenged Vital but Vulnerable	Declining Enhanced Vulnerabilities	Distressed At Risk of Dying
<b>Membership</b>	GROWING	DOING ALL THE RIGHT THINGS TO GROW but net growth 0 or less	No growth and attitude of ‘we don’t know anyone’; Unaffiliates may visit but choose NOT to return	No growth over prolonged period.
<b>Culture: Within the Chapter</b>	LOVING WITH MUTUALITY OF RESPECT Within the chapter there is an enthusiastically nurturing atmosphere, a nurturing and welcoming community	LOVING WITH MUTUALITY OF RESPECT, a nurturing and welcoming community and potential issues that challenge health.	Care and concern for each other, often within subgroups of sisters. There may be personality conflicts and fear of expressing oneself due to lack of mutual respect.	May seem more like a civic organization. Talk of disbandment; focus NOT on renewing the chapter spirit or each other; giving up. One or a few personalities may be negatively influencing the chapter.
<b>Culture: Outside the Chapter</b>	Connected and involve with other chapters, at state and potentially INTL PEO levels	Attitude and intention to be connected and involved with other chapters, at state and potentially INTL PEO levels but not always able.	Insular attitude and actions. Hesitant to interact outside the chapter. Hesitant to welcome sisters let alone non-PEOs.	Insular attitude and actions. Not open or welcoming to other sisters let alone non-PEOs.
<b>Engagement + Participation</b>	Enthusiastic and involved	Enthusiastic and involved as able	Been there, done that attitude, unwilling or unable	Burned out and apathetic.
<b>Projects</b>	Active, engaged, mission oriented	Active, engaged, mission oriented as best as obstacles allow	Some attempts and potential awards; lacks actionable plans	Little to no action in this area



**JANUARY 2024**

Nebraska P.E.O. Home, 413 North 5 th Street, Beatrice, NE 68310-2902

Phone: 402-228-4208

Email: [nebraskapeohome@outlook.com](mailto:nebraskapeohome@outlook.com)

[https://www.nebraskapeohome.org/  
January Newsletter](https://www.nebraskapeohome.org/JanuaryNewsletter)

“Whet your appetite” for reading more about these pieces in the longer article.

Click on the link above to access the Nebraska P.E.O. Home website to read more.

Nebraska P.E.O. Home PRE-READING teasers,

More can be discovered by reading the Newsletter Article on our website!

1. Happy New Year and report of the Board of Directors
2. Home Holiday activities
3. Future donations for the long term and what is needed now
4. Tours still happening
5. Chapters and individuals can still make arrangements for tours of our Home.
6. Order honorary and memorial bricks now – hope to begin the “build” this spring
7. We are still celebrating 85 years of loving care at our beloved Home

We are giving thanks to all of you for your gifts, donations, and prayers for our residents and staff. YOU make a difference in our much-loved Home.

Happy New Year from the Residents, Staff, and Board of Directors.





# IMPORTANT

## PRESIDENT, TREASURER & CORR SEC: ANNUAL REPORTS

Chapters will be submitting annual reports electronically again this year. We are hopeful that some of the challenges encountered last year have been worked out. Local chapters can begin to prepare now for the electronic annual report in these five ways.

Submit member updates, (including address changes, initiations, reinstatements, transfers and deaths) as they occur, using the Member Update form on the P.E.O. International member website. These changes **MUST** be completed no later than February 24, 2024 for accurate reporting.

Ensure you have reported your chapter officers for the 2023-2024 year. (Note: Do not report your new 2024-2025 officers until after your annual report is submitted in early March.)

Ask members to update their contact information using the online Member Update form, or have your corresponding secretary do that for them.

Work as a team to increase efficiency! This is a great opportunity to work together as the president, corresponding secretary and treasurer of your chapter. If you work together at the same you can get everything done at once without the need of rejecting a report to send back to one of the officers! This is highly recommended by your state board!!!!

Participate in training. Local Chapter Officer training will be available through the P.E.O. International Website after February 1, 2024.

Remember, your state officers are here to help. If you would like an updated copy of your Chapter Membership Roster for use when completing annual reports, please e-mail [Secretary@sdpeo.org](mailto:Secretary@sdpeo.org) and include your name and chapter letters with your request.

Please feel free to reach out to us if any other questions arise. We will navigate this process together.

Kellie Stang, President, Beth Anderson, Treasurer, and Amy Dusenbery, Secretary



### TREASURERS & PRESIDENTS

**1. Make sure your Chapter Membership Roster (CMR), your president received from Beth or Amy recently, matches your current member roster. (As directed above)**

**Any updates to your roster must be made by February 24th in order to correspond with your annual report roster. You still may have changes after February 29th of inactives but this will streamline your entries.**

**2. Locate your 2022-2023 IRS-LC that you printed last year when your chapter treasurer completed your Annual Report. This will help you to complete your 2023-2024 IRS-LC correctly. A blank form for March 1, 2023-February 29, 2024 can be printed from here**

**<https://members.peointernational.org/resource/irs-lc-worksheet>**

**This completed form for 2023-2024 will help you fill in numbers and responses very quickly on the electronic form of Annual Reporting.**

**3. Watch the training video called P.E.O. Electronic Report Training Video (Keep checking International Website for the most current update it is planned to be updated in January or February located on the International Website).**

**4. Read the Local Chapter Annual Report Reference Guide found on the International Website in January or February.**



# Bylaw Information

It is that time of year again to turn in your chapter bylaws to the state secretary. Amy is looking forward to reviewing them. Due to CIC, there are both mandatory changes and the optional change about emailing your chapter minutes. Last month we prepared a document to help you with both. Remember the International dues have increased by \$5.00. We are including the link [here](#) again for your review and to help you with your wording. We also have a recommendation for your membership committee and their duties.

The Membership Committee shall:

- a. Do an annual review of the chapter health and set membership goals.
- b. Give a brief committee report at each chapter meeting.
- c. Present a membership program annually.
- d. Facilitate the mentoring program for new initiates and transfers.
- e. Maintain contact with the chapter's inactive members.

Bylaws are due to Amy, the state secretary, by March 31, 2024! Please be courteous and get these to her as soon as they are finalized. EVERY chapter will need to send their CHAPTER BYLAWS to her. To respond "No changes" is not an option this year as every chapter's bylaws will have changed. Email bylaws to amydpco@gmail.com.



## COTTEY: Vacation College and Visiting Cottey College



Vacation College is May 19-24, 2024 at Cottey College and registration opens January 17th! Vacation College is a wonderful opportunity to combine a Cottey experience with personal enrichment and have some fun along the way.

Participants experience Cottey from the inside out as they stay in one of the residence halls, eat in Raney Dining Room, and attend classes taught by Cottey College faculty and staff – all without the pressure of mid-term exams or finals! Nightly entertainment, recreational activities, and extraordinary chances for fellowship are all a part of this exciting week. It is bound to be an experience you will never forget! P.E.O.s, BILs, alumnae, and friends of the College who are over the age of 21 are invited to attend.

Prospective students are welcome to schedule a visit and tour at any time!

P.E.O. members are also invited to schedule a tour if you are passing through Nevada, MO and would like to learn more about the college.

If you would like more information check out the Cottey website or contact Cottey Chair Sherry Erlewine.

# Bylaw Template for Dues

Bylaws and Standing Rules update for 2024: The following update does not require a vote by your chapter, as this changes are required due to the amendments that were adopted at the 2023 Convention of International Chapter. **Even though no vote is taken by the chapter, these bylaw changes must be made to each local chapter bylaws.**

## Increase in Dues

An amendment passed which increases our International dues a total of \$10.00 over the next two years.

Note: If you include changes for both 2024 and 2025, you will be current for the Dues of Members Bylaw for International dues. Unless you have a change in your local dues in 2025, no further updates will need to be made.

The first blank will be filled in with total dues for your chapter members: International, state and local dues. The second blank will be filled in with your local chapter dues.

Dues of Members.

The annual dues for 2024-2025 for all active members shall be \$\_\_\_\_\_. \$31.00 for International dues which includes \$6.00 for Cottey College; \$16.50 for Nebraska State Chapter dues which includes \$6.00 for maintenance of the Nebraska P.E.O. Home, \$6.00 for the General fund and \$4.50 for the Convention Fund; \$\_\_\_\_\_ for local dues.

The annual dues for 2025-2026 for all active members shall be \$\_\_\_\_\_. \$36.00 for International dues which includes \$6.00 for Cottey College; \$16.50 for Nebraska State Chapter dues which includes \$6.00 for maintenance of the Nebraska P.E.O. Home, \$6.00 for the General fund and \$4.50 for the Convention Fund; \$\_\_\_\_\_ for local dues.

PROVISO: The increase of dues to thirty-six dollars (\$36.00) shall be implemented in two steps; an increase of five dollars (\$5.00) to thirty-one dollars (\$31.00) for the 2024 - 2025 fiscal year; and an increase of five dollars (\$5.00) to thirty-six dollars (\$36.00) beginning the 2025 - 2026 fiscal year.

This is what it looks like:

### 2024-2025

International Chapter Dues \$31.00  
(includes \$6.00 for Cottey College)

Nebraska State Chapter Dues \$16.50

Includes:

Maintenance of P.E.O. Home \$6.00

NE State General Fund \$6.00

General Fund \$4.50

Local Dues General Fund \$\_\_\_\_\_

Total \$\_\_\_\_\_

### 2025-2026

International Chapter Dues \$36.00  
(includes \$6.00 for Cottey College)

Nebraska State Chapter Dues \$16.50

Includes:

Maintenance of P.E.O. Home \$6.00

NE State General Fund \$6.00

General Fund \$4.50

Local Dues General Fund \$\_\_\_\_\_

Total \$\_\_\_\_\_

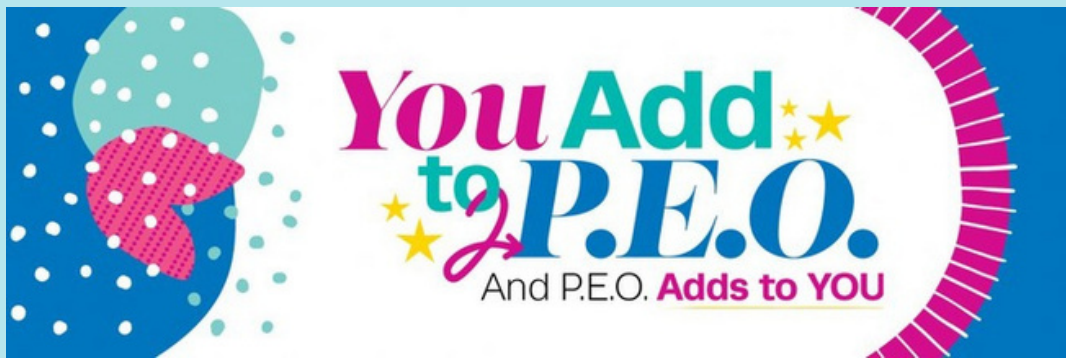


## FOUNDERS' DAY AND WEAR YOUR PIN

Founders' Day is on January 21, please take part by wearing your pin on Founders' Day. Consider how small groups or your entire chapter can draw attention to P.E.O.

Could you volunteer as a group while wearing your pins? How about making and sending cards to all unaffiliate and nonparticipating members of your chapter to wish them a Happy Founders' Day? We would love to see how you celebrate the day by posting a picture of your gathering or activity on our official Nebraska State Chapter Facebook page!

More ideas for celebrating our Founders can be found in the Resource Library/Local Chapter/Local Chapter Members/P.E.O. History/Founders.



As we experience the busy season of giving and receiving, it's the perfect time to reflect on the joy of giving and receiving. And what better gift to give or receive than the gift of P.E.O. Sisterhood?

With the exciting initiative called "You Add 2 P.E.O.", we can all be a part of something truly special.

This fun program covers three key areas that remind us of the value of the P.E.O. Sisterhood.

First, we are reminded that each sister has unique gifts and talents to share. By contributing our hospitality, mentoring, or leadership skills, we can help further the mission of the P.E.O. Sisterhood.

Second, we are reminded of what P.E.O. can add to our lives. From leadership development opportunities to cultivating friendships, being a part of the P.E.O. Sisterhood can enrich our lives in countless ways.

Finally, we are encouraged to share the gift of P.E.O. with others who would benefit from our loving concern and bring their own unique gifts and talents to the Sisterhood.

As a member of the P.E.O. Sisterhood, you understand the power of this amazing organization. By participating in "You Add to P.E.O." you can help spread that power to others and make a positive impact on the world. So why not take this opportunity to give the gift of P.E.O. in this new year?



leave a little  
*sparkle*  
wherever you go





# How chapters are adding some Sparkle!

Chapter AW Gothenburg met at Carol Vahlgren's home for our Christmas social pajama party and white elephant gift exchange. Such a fun evening!!!



Lincoln Chapter FB once again got together on the first Saturday of December, and had a banner turn out of nine sisters for our monthly coffee at the Harbour Coffee House! So so much fun to spend social time with our sisters! 💖



Chapter EE, Lincoln, had our Christmas meeting this morning at Saint Paul United Methodist Church. A great turnout. We received recognition from International Chapter for initiating two new members. This is our second recognition of this accomplishment. Unfortunately, one of our newest members could not be with us due to illness. So that everyone could be in a photo, we divided into two groups. Our program was given by our sister, Carmen Maurer. First, we heard a brief history of the McKinley Chimes and then she serenaded us with Christmas music from the bell tower.



Chapter F enjoyed an English Tea after our meeting yesterday. Mary Reinholdt opened her beautiful home and had La Petit Paris Bakery serve sandwiches and delicious desserts and tea from the Tea Smith Shop. Mary shared the history of her mansion to 30 sisters.

