



**INSTRUCTIONS to OFFICERS
of
LOCAL CHAPTERS
of the
P.E.O. Sisterhood**

Modified for COVID-19

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INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) PRESIDENT

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

RETENTION RECORD

TYPE OF RECORD	RETENTION
Retain or destroy material in accordance with this record.	
Chapter Charter	Life of Chapter
Sponsor for Membership forms complete with three signatures	Destroy after balloting is recorded in minutes and minutes are approved
Letters from officers of s/p/d chapter	Current year
Constitution (three copies)	Two years
Annual Report of Treasurer	Six years
Emblems of inactive members	Retain in president's box three years; if reinstatement is not requested within three years, return to P.E.O. emblem division
List of Emblem Returns	Life of chapter
Proceedings of Convention of s/p/d chapter	Current copy or per s/p/d chapter requirement
Scrapbooks and other chapter memorabilia	May be preserved by a chapter historian at discretion of the chapter in accordance with archival policy. Refer to Policies section of IOLC Archival Storage for Minutes and/or Historic Memorabilia .
Local chapter president's annual letters	Life of chapter
Chapter IRS identification number (U.S. chapters only)	Life of chapter
Initiation by Affirmation form signed by new member	Until Ceremony of Initiation performed for new member

GENERAL INFORMATION	
<ul style="list-style-type: none"> Study all instructions in the President's Book. During the COVID-19 pandemic emergency, the current Procedure for Chapter Meeting, Appendix Supplementary Materials, and Procedure for Special P.E.O. Chapter Meeting, last updated January 2020, will not be used. Those pages must be kept for future use. Do not discard any pages. Insert the September 2020 version of Modified In-person, Virtual and Hybrid Chapter Meeting formats in the front of the President's Book binder. 	President's Book
<ul style="list-style-type: none"> Study Part III of the Constitution, bylaws and standing rules of local, s/p/d, and International chapters. 	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none"> Keep on hand, at all times, the required supplies for office as shown on List of Supplies for Officers of Local Chapters. Supplies available on the P.E.O. website may be printed as needed. Exception: The president shall print IOLC Modified for COVID-19, updated September 2020, in its entirety and place behind the IOLC tab in the President's Book. The previous IOLC, dated January 2020, may be discarded. 	Supplies of Office
<ul style="list-style-type: none"> The Proceedings of Convention of International Chapter may be accessed online in the Members Only section of the P.E.O. website. Printed copies of the proceedings are not required to be kept. 	Proceedings of Convention of International Chapter
<ul style="list-style-type: none"> Call special meetings of the chapter when needed. Refer to Appendix #2 of the President's Book for a list of business that can or cannot be transacted in a special meeting. 	Special Meetings
<ul style="list-style-type: none"> The president may appoint an assistant for any officer, except for the office of president. The name of the assistant may be listed in the chapter yearbook. Only one officer is elected and installed. The vice president serves as the president's assistant and presides when she is absent. If the president vacates her office, the vice president assumes the office. She is not installed. Vacancy in office, except that of president, is filled by appointment made by the president and approved by vote of the chapter. (Constitution, Part III, ARTICLE IV, Sec. 5) The appointed officer is not installed. 	Officer Assistants & Vacancies
<ul style="list-style-type: none"> President and recording secretary sign the Consent to Select a Charter List form. The president sends the form to the organizer of the s/p/d chapter or, if in subordinate territory, the organizer of International Chapter. 	Consent to Select a Charter List
<ul style="list-style-type: none"> Chapters are not required to have an official visit during a vacation period. A chapter unable to be visited after an advance notice of 30 days shall be required to pay the expenses of the s/p/d or International officer's official visit at another time. Refer to Constitution, Part III, ARTICLE III, Sec. 7. Refer to the bylaws and standing rules of the s/p/d chapter for provision for housing and meals of the s/p/d officer at the time of the official visit or, if in subordinate territory, refer to the Constitution, Part I, ARTICLE VIII, Sec. 4. 	Official Visit of Chapter

<ul style="list-style-type: none"> • Call for presentation of an annual budget and acceptance by chapter vote, if applicable. • Call for acceptance of the Audit Committee's annual report of the treasurer's books by a vote of the chapter at a business meeting in March or April. 	<p>Chapter Finances/Audit</p>
<ul style="list-style-type: none"> • Be responsible for the safekeeping of the following items in the President's supplies: <ul style="list-style-type: none"> ○ President's Book ○ P.E.O. Ceremony of Initiation booklets ○ IRS identification number (U.S. chapters only) ○ Notebook for names of unsuccessful candidates ○ Emblems of inactive and expelled members ○ List of all emblems returned by members (inactives, expelled, deaths) ○ Completed Initiation by Affirmation forms until Ceremony of Initiation is performed for member; if member transfers prior to ceremony, forward completed form to president of her new chapter. ○ Chapter charter ○ File of all annual chapter presidents' letters (if letter is required by s/p/d chapter) ○ All Sponsor for Membership forms. Refer to President's section of IOLC <u>Retention Record</u>. ○ Annual Report of the Treasurer for the past six years, and any other records and materials that should be kept. Refer to President's section of IOLC <u>Retention Record</u>. 	<p>Items to be Maintained</p>
<ul style="list-style-type: none"> • If a new Bible is ordered, the used Bible is not returned. 	<p>Order for New Bible</p>
<ul style="list-style-type: none"> • Instructions to delegates to convention of s/p/d (or International) chapters are furnished prior to convention by the president of the s/p/d chapter or, if in subordinate territory, by the organizer of International Chapter. • If the chapter is entitled to two delegates to convention of s/p/d chapter, the alternate first elected fills the first vacancy. • If required by s/p/d bylaws and standing rules, the convention report may be given during new business or after close of meeting. If the latter, the president makes announcement so it is recorded in the minutes. 	<p>Convention (Constitution, Part I, ARTICLE II and ARTICLE III; Part II, ARTICLE III and ARTICLE IV)</p>

SUPERVISION OF OFFICERS

<ul style="list-style-type: none"> Following election, call a meeting of the officers for instruction in their duties. (Constitution, Part III, ARTICLE V, Sec. 1) Deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office. Coordinate the work of all offices. Be thoroughly familiar with procedures, regulations and supplies of all officers. Make certain all officers' supplies are complete and a sufficient number of items, not available on the P.E.O. website, are on hand. Refer to current List of Supplies for Officers of Local Chapters. 	Officer Transition / Supplies
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ANNUAL REPORTS

<ul style="list-style-type: none"> Write an annual letter to an officer of the s/p/d chapter as required by the bylaws and standing rules of s/p/d chapter. In subordinate territory, write a brief annual letter to the organizer of International Chapter informing her of the condition of the chapter. Annual letters shall be kept for the life of the chapter in the president's box. The annual letter shall be read as an item of new business, approved at a chapter meeting in February and sent before March 1. 	Chapter President's Annual Letter
<ul style="list-style-type: none"> Upon receipt of annual reports, distribute all forms to the corresponding secretary and treasurer as designated. Ask the corresponding secretary to read the names of inactive members to the chapter in February and verify information on inactive members. Determine prior to March 1 potential need by member(s) for assistance with dues. Compare annual reports of the corresponding secretary and treasurer to make certain they agree before signing the reports. The vice president may sign in the absence of the president. 	Preparation
<ul style="list-style-type: none"> Notify treasurer upon receipt of release of approved annual reports and provide a copy for her file. Call for the reading of the approved annual reports by the corresponding secretary and treasurer with the first monthly reports following receipt of approved copies. Keep a copy of the Annual Report of the Treasurer in the president's supplies. 	Approved Annual Reports

BALLOTING FOR MEMBERSHIP DURING COVID-19 RESTRICTIONS

<ul style="list-style-type: none">• Refer to Vice President's section of IOLC Balloting Procedure for detailed instructions on balloting.• After president announces result of a written ballot, she will seal ballots in an envelope. Immediately after meeting, the president will destroy the written ballots. All ballots received from videoconferencing or telephone conference, including polling, emails and texts, must be deleted.• Number of unfavorable votes on any ballot shall not be revealed.• A name balloted upon unfavorably shall be kept by the president on a separate page of a small notebook. At expiration of six months from date of balloting, page shall be destroyed. The name may be re-presented after six months.	Balloting Procedure
<ul style="list-style-type: none">• When more than one name is to be balloted upon at the same meeting, president repeats the voting instructions provided within Procedure for Chapter Meeting Order of Business #13 in the President's Book and vice president repeats the process for distributing ballots and collecting ballots.	Balloting Upon More than One Name

INITIATION (Constitution, Part III Article VI)

- Due to the COVID-19 pandemic emergency, the P.E.O. Ceremony of Initiation (COI) will not be performed until further notice by the Executive Board of International Chapter and is not included in this version of the *Instructions for Officers of Local Chapters* (Modified for COVID). The COI will resume when all government and health regulations are lifted, and all restrictions to the local chapter meeting procedure, due to the pandemic, have been removed.

INITIATION BY AFFIRMATION (President's Book Procedure for Chapter Meetings Order of Business #6)

- See that the corresponding secretary sends the Invitation to Membership to the prospective member immediately following the favorable ballot. If the invitation is accepted, the candidate must acknowledge in her acceptance letter her belief in God. (Constitution, Part III, ARTICLE VI, Sec. 1)
- Immediately following a favorable ballot, the president shall appoint a committee to counsel with the prospective member, preferably from sponsors. The president serves as chairman. Use the P.E.O. Counsel for Membership Booklet and the P.E.O. Preacceptance Counseling PowerPoint available on the International website.
- A copy of the brochure, A Guide for When You Are Invited, may be provided to the prospective member. Membership brochures are available on the official website or from the P.E.O. Supply Department.
- Give the candidate an opportunity to read the Constitution before her Initiation by Affirmation.

Preacceptance Actions

- The candidate for Initiation by Affirmation is present at the beginning of the meeting. Prior to the meeting, give the candidate instructions about the procedures of Initiation by Affirmation. If there is to be balloting, explain the procedure to the candidate.
 - No changes shall be made of a member's original signature in the President's Book. If a change in name is made, it shall be recorded by the corresponding secretary in the chapter's Chapter Membership Summary and submitted by the online Change in Membership (CIM) form to the Membership Department. Refer to Corresponding Secretary's section of IOLC **Change in Membership Information**.
 - Date of Initiation by Affirmation is not recorded in the President's Book.
- If Initiation by Affirmation is being conducted at a **Modified In-person Meeting** the Initiation by Affirmation form may be signed during the meeting. If the Initiation by Affirmation is being conducted at a **Virtual** or **Hybrid** meeting, the president should send the Initiation by Affirmation form to the candidate prior to the meeting. The signed form may be returned to the president at the post-initiation counseling meeting.
- No photos may be taken during any meeting format of the Initiation by Affirmation Ceremony. Pictures may be taken after the close of the meeting.

Initiation by Affirmation

<ul style="list-style-type: none"> • Direct treasurer to order an emblem and a copy of the Constitution for the new member. (Emblem must not be ordered until after Initiation by Affirmation.) <ul style="list-style-type: none"> ○ If New Member Welcome Gift is ordered from the P.E.O. Supply Department, a Constitution is included. • Appoint a committee for a postinitiation conference with the initiate. (The committee may be a standing committee.) Use the P.E.O. Counsel for Membership Booklet and Postinitiation Counseling PowerPoint. Share the private meaning of our letters and password at the meeting. New member will also sign the President's Book. <ul style="list-style-type: none"> ○ The president should collect the signed Initiation by Affirmation form, if she has not already done so. ○ The Initiation by Affirmation form is kept by the president until COVID-19 meeting restrictions are lifted and a Ceremony of Initiation can be performed for the new member. • If the new member transfers prior to her Ceremony of Initiation, the president shall send the completed Initiation by Affirmation form to the member's new chapter. After the Ceremony of Initiation has been performed for the new member, the Initiation by Affirmation form may be destroyed. • If an initiate is not in the geographic vicinity of the chapter for post Initiation by Affirmation counseling, the chapter president shall write the initiate(s) name in pencil in the President's Book (in order of Initiation by Affirmation); this placeholder shall be kept until the member can sign the book. • Give instruction regarding ownership and forfeiture of emblem. (Constitution, Part III, ARTICLE VII) • Explain the fixed time for payment of dues and assessments and penalties for nonpayment. Dues are payable in advance. If initiation occurs in February, dues for the coming year must be paid prior to March 1; if initiation occurs in March or thereafter, dues are paid prior to March 1 of the following year. (Constitution, Part III, ARTICLE VIII) 	<p>Post-initiation by Affirmation</p>
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<p>INCREASE IN MEMBERSHIP</p>	
<ul style="list-style-type: none"> • Be familiar with all requirements pertaining to transfers, with special reference to order of procedure for invitation to transfer and acceptance of transfer. <ul style="list-style-type: none"> ○ An inactive member may accept a chapter's invitation to transfer if she indicates in her acceptance that she is reinstating and includes her reinstatement fee of \$35.00. • See that official forms are used and encourage promptness in reporting (e.g., the corresponding secretary submits the Change in Membership [CIM] form online only). • An invitation to transfer may not be extended or accepted in February. An exception is made for an organizing or reorganizing chapter. (Constitution, Part III, ARTICLE X, Sec. 2) • A P.E.O. remains a member of her current chapter until the inviting chapter has accepted the transfer by reading her acceptance letter. • Instruct the corresponding secretary to record on the Annual Report of Corresponding Secretary (ARCS) form the date the transfer was accepted. 	<p>Transfer In</p>

<ul style="list-style-type: none"> • If reinstating member has been inactive three years or less and is transferring to another chapter, the accepting chapter shall contact the member's previous chapter to obtain her emblem. • If member has been inactive more than three years or has lost her emblem and is transferring to another chapter, the accepting chapter shall order an emblem for the member using funds from the reinstatement fee. 	<p>Reinstatement (Constitution, Part III, ARTICLE IX)</p>
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DECREASE IN MEMBERSHIP	
<ul style="list-style-type: none"> • Notification of member transferring into another chapter will be sent by the Membership Department upon receipt of the Change in Membership (CIM) form from accepting chapter. • Upon receipt of such notification from the Membership Department, the corresponding secretary shall make the appropriate entry on the Chapter Membership Summary (CMS). No other action is required by the "transferring out" chapter. 	<p>Transfer Out</p>
<ul style="list-style-type: none"> • A member is inactive when her dues are not paid before March 1. Refer to President's section of IOLC Emblems section for further instructions. • Direct corresponding secretary to make the appropriate entry on the Chapter Membership Summary and on the Annual Report of Corresponding Secretary, dated March 1. 	<p>Inactive</p>
<ul style="list-style-type: none"> • Upon death of member, direct corresponding secretary to make the appropriate entry on the Chapter Membership Summary and submit online the Change in Membership (CIM) form to the Membership Department. Refer to President's section of IOLC Emblems for further instructions. 	<p>Death</p>

EMBLEMS	
<ul style="list-style-type: none"> Refer to Treasurer's section of IOLC Emblems for instructions on replacing lost and/or exchanging emblems for active members. 	Emblem Orders for Active Members
<ul style="list-style-type: none"> Refer to Treasurer's section of IOLC Emblems for instructions on ordering an emblem for reinstating members. 	Emblem Orders for Reinstating Member
<ul style="list-style-type: none"> Ascertain if the emblem was buried or cremated with the member. If not, secure the emblem and return it with the Emblem Return form, to the P.E.O. Emblem Division. It is recommended the pin(s) be returned in a padded envelope. The official Request for Emblem of Deceased Member form may be used to secure the emblem. Be very respectful when requesting the return of an emblem. Cremation is a form of burial. P.E.O. emblem may be enclosed with ashes in the cremation urn. If ashes are scattered, emblem must be returned to the Emblem Division. 	Emblem Disposition for Deceased Member (Constitution, Part III, ARTICLE VII, Sec. 5)
<ul style="list-style-type: none"> Upon the death of a past president of a s/p/d chapter, ascertain if her recognition pin was buried or cremated with her. If not, secure the recognition pin and send it to the president of the s/p/d chapter. It is recommended the pin be returned in a padded envelope. 	Emblem Disposition for Past President of a S/P/D Chapter
<ul style="list-style-type: none"> Upon the death of a current or past president of International Chapter, secure the large emblem with a diamond in the upper point and send it to the executive director of the P.E.O. Sisterhood, 3700 Grand Avenue, Des Moines, IA 50312. It is recommended the pin be returned in a padded envelope. Such emblem shall not be buried or cremated with her. 	Emblem Disposition for Current or Past President of International Chapter
<ul style="list-style-type: none"> Secure the emblem of an inactive member promptly unless her nonpayment of dues is a result of physical or emotional health. <ul style="list-style-type: none"> An inactive member whose nonpayment of dues is a result of physical or emotional health may retain her emblem until her death. Emblems returned shall be held in the president's supplies for three years from the March 1 date when the member became inactive and indicate return on list of emblem returns. If reinstatement is not requested by the end of three years, return the emblem with the Emblem Return form to the P.E.O. Emblem Division in the P.E.O. Executive Office. It is recommended the pin(s) be returned in a padded envelope. <ul style="list-style-type: none"> Gavel or other guard is not to be returned. 	Emblem Disposition for Inactive Member (Constitution, Part III, ARTICLE VII, Sec. 3)

EXPULSION AND/OR DISCIPLINARY ACTION	
<ul style="list-style-type: none"> A local chapter with a situation involving expulsion (Constitution, Part III, ARTICLE IX, Sec. 3) or disciplinary action (Constitution, Part III, ARTICLE XII) shall contact the s/p/d chapter president. The s/p/d president will notify the president of International Chapter. 	Expulsion and/or Disciplinary Action

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) VICE PRESIDENT

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

GENERAL INFORMATION	
<ul style="list-style-type: none">Study Part III of the Constitution, bylaws and standing rules of local, s/p/d, and International chapters.	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none">Deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office.	Officer Transition
<ul style="list-style-type: none">Be familiar with the duties of the president and perform her duties when necessary.Become president in the event the president vacates her office.	Support to President
<ul style="list-style-type: none">Carefully follow instructions from the president for a chapter meeting and balloting.Arrange with hostess for an appropriate container for balloting as needed.	Chapter Meeting Responsibilities

BALLOTING FOR MEMBERSHIP DURING COVID-19 RESTRICTIONS	
<ul style="list-style-type: none"> • At a Modified In-person Meeting – Members remain seated during balloting. The vice president distributes a ballot to each member and then collects the ballots; undistributed ballots are placed on president’s table. ○ At a Virtual Meeting – The videoconferencing platform must allow for confidential and contemporaneous balloting/polling/voting. Members joining by phone will send their ballots and votes to the president by email or text. ○ At a Hybrid Meeting – In-person members remain seated during balloting. The vice president distributes a ballot to each member attending in person and then collects the ballots; undistributed ballots are placed on president’s table. Members attending by videoconference must choose a platform that allows for confidential and contemporaneous balloting/polling/or voting. Members balloting by phone will send their ballots to the president by email or text. Each member must use an individual device. • President reads instructions for balloting. <p>If a member is visually or otherwise impaired, the president shall offer to assist her with voting prior to the container being presented.</p> <ul style="list-style-type: none"> • After all ballots have been collected or submitted, vice president presents container to the president. The president reviews ballots. • If another ballot is to be taken, the president will repeat the balloting procedure. • Ballots must be counted only if there are three or more con votes on the first ballot. 	Balloting Procedure
<ul style="list-style-type: none"> • When more than one name is to be balloted upon at the same meeting, president repeats the voting instructions provided on page 13 of Chapter Procedure in the President’s Book. 	Balloting Upon More than One Name

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) RECORDING SECRETARY

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

RETENTION RECORD

TYPE OF RECORD	RETENTION
Retain or destroy material in accordance with this record.	
Instructions for Minutes, Recording Secretary's Record Book	Current
Corresponding Secretary's Monthly Report to Chapter form	Destroy after report is recorded in minutes and minutes are approved
Social Correspondence	Destroy after correspondence is recorded in minutes and minutes are approved
Treasurer's Monthly Report to Chapter form	Keep until end of fiscal year and give to Audit Committee Destroy after audit report is recorded in minutes and minutes are approved
Worksheets or temporary minutes	May be destroyed after minutes are approved by the chapter
Minutes	Life of chapter Minutes of chapter must be kept in their original form for a minimum of 25 years Upon vote of chapter, minutes older than 25 years may be preserved in any manner in accordance with archival policy. Refer to Policies section of IOLC Archival Storage for Minutes and/or Historic Memorabilia .

GENERAL INFORMATION	
<ul style="list-style-type: none"> Study all instructions in the President's Book. Retain or destroy material in accordance with instructions in the <u>Retention Record</u>. Read/review all papers, not correspondence. If attending a Modified In-person Meeting, or a Hybrid Meeting (when recording secretary is attending in-person), minutes are not read; provide paper copies of the minutes for all members attending to read silently or review. All copies are placed on the president's table after the closing of the meeting to be destroyed. Minutes are read at a Virtual Meeting. 	Basic Instructions
<ul style="list-style-type: none"> Study Part III of the Constitution, bylaws and standing rules of local, s/p/d and International chapters. 	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none"> Keep on hand at all times the required supplies for office as shown on List of Supplies for Officers of Local Chapters. Forms available on P.E.O. website may be downloaded when needed. 	Supplies of Office
<ul style="list-style-type: none"> Deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office. 	Officer Transition
<ul style="list-style-type: none"> In the absence of the president and vice president, call the chapter meeting to order and act as the chairman until a chairman pro tem is elected, said chairman to serve for that meeting only. (As reference, refer to <u>Appendix 3</u> from the President's Book) 	Chapter Meeting – Absence of Pres & Vice Pres

BYLAWS & STANDING RULES	
<ul style="list-style-type: none"> Copy annually (immediately after March 1) the local chapter bylaws and standing rules in the Recording Secretary's Record Book. Include any amendments adopted during the past year following instructions in the front of the book. 	Where to Maintain Copy
<ul style="list-style-type: none"> If local chapter bylaws and standing rules have been amended since the previous March 1, the recording secretary shall send a copy as instructed by the s/p/d executive board. Chapters in Hawaii send a copy to the organizer of International Chapter. A second copy for the President's Book is given to the president of the local chapter. <ul style="list-style-type: none"> If local chapter bylaws and standing rules were not amended since the previous March 1, the recording secretary will send notification of "No Change" as instructed by the s/p/d executive board. For chapters in Hawaii, notification indicating "No Change" shall be sent in March by the outgoing recording secretary to the organizer of International Chapter. 	Amended Bylaws & Standing Rules

BALLOTING FOR MEMBERSHIP DURING COVID-19 RESTRICTIONS

<ul style="list-style-type: none"> A name balloted upon favorably shall be included in the minutes of the meeting at which the vote is taken, together with names of sponsors and the date the name was proposed for membership. 	Favorable Ballot
<ul style="list-style-type: none"> The number of unfavorable votes on any ballot shall not be disclosed. A name balloted upon unfavorably shall not be recorded in the minutes. 	Unfavorable Ballot

MINUTES

<ul style="list-style-type: none"> Refer to the Appendix #7 of the President's Book for instructions on how to record the minutes for business, social, emergency business and special meetings. 	Instructions
<ul style="list-style-type: none"> Minutes of the local chapter shall not be sent to members of the chapter by postal service, email, or fax except between the president, recording secretary and their pro tem. 	Distribution
<ul style="list-style-type: none"> Remove minutes from Recording Secretary's Record Book when notebook is filled and place in numerical or chronological order in large envelopes with date of minutes on each envelope. Minutes older than 25 years may be archived on digital media. If this method of preservation is chosen, the chapter is responsible to maintain the archived minutes on current technology. Refer to Policies section of IOLC <u>Archival Storage for Minutes and/or Historic Memorabilia.</u> 	Maintenance

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) CORRESPONDING SECRETARY

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

RETENTION RECORD

TYPE OF RECORD	RETENTION
Retain or destroy material in accordance with this record.	
Correspondence from officers of s/p/d chapters	Give to appropriate local chapter officer.
Social correspondence	Destroy after correspondence is recorded in minutes and minutes are approved.
Chapter Membership Summary (CMS)	Current year; retain previous year CMS until release for annual report is received.
Annual Release Letter	Six years
Chapter Membership History (CMH)	Life of chapter – Updated copy may be obtained from the Membership Department.
General Enrollment Book (for chapters organized prior to March 1, 2010)	Life of chapter

FORMS & PROCESS FOR MEMBERSHIP ACTIVITY

Member Activity	Action	Forms	Send	Double Check
Initiation	Record information on Annual Report of Corresponding Secretary form Record Member ID # received from Membership Dept.	Annual Report of Corresponding Secretary Change in Membership	Submit online Change in Membership form to Membership Dept.	Member information including correct email & mailing addresses Proper recording of the Member ID #
Transfer In	Record information on Annual Report of Corresponding Secretary form	Annual Report of Corresponding Secretary Change in Membership	Submit online Change in Membership form to Membership Dept.	Member ID # (via P.E.O. website) Date of transfer in
Transfer Out	Record information on Chapter Membership Summary	Chapter Membership Summary	N/A (notice sent to chapter from Membership Dept.)	Date of transfer out
Reinstatement	Record information on Annual Report of Corresponding Secretary form	Annual Report of Corresponding Secretary Change in Membership	Submit online Change in Membership form to Membership Dept.	Member ID # (via P.E.O. website or as listed on Chapter Membership Summary) Date of reinstatement
Death	Record information on Chapter Membership Summary	Chapter Membership Summary Change in Membership	Submit online Change in Membership form to Membership Dept.	Member ID # (as listed on Chapter Membership Summary) Date of death
Member Becomes Inactive (send with annual report)	Record information on Chapter Membership Summary Record year only Record information on the Annual Report of Corresponding Secretary	Chapter Membership Summary Annual Report of Corresponding Secretary	Annual Report of Corresponding Secretary to person designated on Annual Report cover letter (only submitted at annual report time)	Treasurer's record of dues not paid
Name Change	Record information on Chapter Membership Summary	Chapter Membership Summary Change in Membership	Submit online Change in Membership form to Membership Dept.	Member ID # as listed on Chapter Membership Summary
Notice of Member in Your Area	Record information on Notice of Member In Your Area form Secure addresses of local chapters from P.E.O. website	Notice of Member In Your Area Change in Membership	Notice of Member In Your Area to Organizer of s/p/d where member is living or to Membership Dept. if member is living in subordinate territory (online entry or email or postal service) Submit online Change in Membership form to Membership with change of address	Member's contact information
Election of Officers	Complete Report of Election of Officers of Local Chapters	Report of Election of Officers of Local Chapters	N/A Online entry only – technology contact may make entry	Officer's contact information
Change of Address for Officers	Record information on Report of Election of Officers of Local Chapters	Report of Election of Officers of Local Chapters	N/A Online entry only – technology contact may make entry	Officer's new contact information
Change of Address (mail and email)	Complete Change in Membership form or confirm that member is reporting the change	Change in Membership	Submit online Change in Membership form to Membership Dept.	Member information including correct email & mailing addresses

GENERAL INFORMATION	
<ul style="list-style-type: none"> Study Part III of the Constitution, bylaws and standing rules of local, s/p/d, and International chapters. 	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none"> After release of annual report is received, deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office. 	Officer Transition
<ul style="list-style-type: none"> Keep on hand at all times the required supplies for office as shown on List of Supplies for Officers of Local Chapters. Download official forms for office from the P.E.O. website, as needed, to ensure the most recent form is used. 	Supplies of Office
<ul style="list-style-type: none"> Refer to official P.E.O. website for the updated Directory of Presidents for name, address, phone number (and email address when available) of presidents of local chapters, s/p/d chapter officers, and past presidents of s/p/d and International chapters. Conduct the correspondence of the chapter. Maintain updated membership records on Chapter Membership Summary (CMS) and Annual Report of Corresponding Secretary. Submit online Change in Membership (CIM) form for all changes to Membership Department. <ul style="list-style-type: none"> Refer to Forms & Process for Membership Activity table provided on page 2 for details about forms and processes to be used. 	Duties
<ul style="list-style-type: none"> Report to the chapter at the first business meeting each month using Corresponding Secretary's Monthly Report to Chapter form. The date on the report is the date of the chapter meeting. The report indicates correspondence sent during the month and should state names to whom letters were written and the subject matter of each letter. <ul style="list-style-type: none"> The report is filed with the recording secretary and copied in full in the minutes. Read/review correspondence received at each chapter meeting. During the COVID-19 pandemic emergency, reading correspondence at a Modified In-Person Meeting and Hybrid Chapter Meeting should be minimal. Correspondence may be shared with chapter members via email. Virtual Meeting allows correspondence to be read. 	Reports Given at Chapter Meetings

CHAPTER MEMBERSHIP	
<ul style="list-style-type: none"> As of March 1, 2010, each chapter's General Enrollment Book was replaced with a Chapter Membership History (CMH). Keep Chapter Membership History for life of chapter. <ul style="list-style-type: none"> Chapter Membership History record lists all P.E.O.s who have been a member of your chapter, except those who were deceased prior to 1980. Information about members who were deceased prior to 1980 may be found in the retired General Enrollment Book. An updated copy of the complete Chapter Membership History is available from the Membership Department upon request by the local chapter president. It is recommended that requests for updated copies of the CMH not be made in increments less than five years. Chapters organized before March 1, 2010, shall keep their General Enrollment Book for the life of the chapter. An updated copy of the Chapter Membership Summary (CMS) will be sent each year to the corresponding secretary with the annual report. This report represents all members who were living during the previous fiscal year, including those who died or moved during the year, and shall be used as follows: <ul style="list-style-type: none"> As reference document for the Annual Report of Corresponding Secretary (ARCS). To record decreases in membership during the ensuing year. 	Records / Reports
<ul style="list-style-type: none"> A Member ID # is assigned by the Membership Department for each P.E.O. and is to be used for all membership records. <ul style="list-style-type: none"> Refer to IOLC section Glossary of Terms for Member ID # guidelines. 	Member ID #
INCREASE IN MEMBERSHIP	
<ul style="list-style-type: none"> Enter name of all members who have been initiated by affirmation on the Annual Report of Corresponding Secretary (ARCS) exactly as it is to appear on all P.E.O. records. Check with the member for correct entry. Submit the online Change in Membership (CIM) form for all members received by Initiation by Affirmation immediately to the Membership Department. Leave the Member ID# blank when completing the CIM form to report an initiation. An initiate will receive The P.E.O. Record and her Member ID # will be assigned after the online CIM form has been received and recorded by the Membership Department. It is important for the corresponding secretary to get an initiate's information reported on the online CIM form to the Membership Department immediately after Initiation by Affirmation. The order for the initiate's emblem, submitted by your chapter's treasurer, will not be processed by the P.E.O. Executive Office until the CIM form has been received. 	Initiation by Affirmation

<ul style="list-style-type: none"> • Enter on Annual Report of Corresponding Secretary (ARCS) the name and Member ID # of a member received by transfer. Verify information with member. • Submit the online Change in Membership (CIM) form for members received by transfer to the Membership Department. • Member's official Member ID # is entered on the Annual Report of Corresponding Secretary (ARCS) and noted on the online Change in Membership (CIM) form submitted to the Membership Department. • Date of acceptance of the transfer is the date of the business or special meeting at which the acceptance letter is read. • If the acceptance letter is not received and read at a meeting before February 1, the member must pay her dues to her current chapter. An invitation to transfer may not be extended or accepted in February. An exception is made for an organizing or reorganizing chapter. (Constitution, Part III, ARTICLE X, Sec. 2) • In the case of a transferring member from a disbanded chapter, refer to the Constitution for procedure. (Part III, ARTICLE X, Sec. 2) • If a member is received by transfer and another by Initiation by Affirmation at the same meeting, record the name of the initiate first in the Chapter Membership Summary. 	<p style="text-align: center;">Transfer In</p>
<ul style="list-style-type: none"> • Record date of reinstatement on the Annual Report of Corresponding Secretary (ARCS). <ul style="list-style-type: none"> ○ If reinstating member is also transferring in, refer to the Constitution for the procedure. (Part III, ARTICLE X, Sec. 4) Reinstatement fee must be included with her acceptance letter. • Submit the Change in Membership (CIM) form for all members reinstated to the Membership Department. Refer to Treasurer's section of IOLC Annual Dues information. • Following reinstatement, a member, regardless of how many years she has been inactive, may be honored as a 50-year member upon reaching the anniversary of her initiation. 	<p style="text-align: center;">Reinstatement</p>

DECREASE IN MEMBERSHIP	
<ul style="list-style-type: none"> • When notification of a member's transfer to another chapter is received from the Membership Department, read the notification letter to the chapter. No action is taken. The notification letter only informs that another chapter has accepted the member. • Make appropriate entries in the Chapter Membership Summary. <ul style="list-style-type: none"> ○ Date of transfer is specified in the notification letter. 	<p style="text-align: center;">Transfer Out</p>

<ul style="list-style-type: none"> Record whether member is Active or Inactive beside date of death in the Chapter Membership Summary. Submit the online Change in Membership (CIM) form to the Membership Department. Refer to the bylaws and standing rules of your s/p/d chapter for any additional reporting requirements. 	Death
<ul style="list-style-type: none"> Make appropriate entries on the new Annual Report of Corresponding Secretary (ARCS) form. Inactive members are reported only after March 1. Members who on March 1 have been inactive for 25 years and have not been heard from within a reasonable number of years and/or whose whereabouts are unknown shall be reported LC (lost contact) on the Annual Report of Corresponding Secretary (ARCS). Refer to Corresponding Secretary's section of IOLC Annual Reports instructions. 	Inactive

CHANGE IN MEMBERSHIP INFORMATION

<ul style="list-style-type: none"> No changes in the original signature of a member shall be made in the President's Book. Changes in name are recorded in the Chapter Membership Summary as follows: <ul style="list-style-type: none"> If married after initiation, married name is added to previous entry. Spouse's initials indicate marital status. Hyphenate only if the member wishes to use two surnames. If member requests any part of name deleted, draw a pencil line through that part of the name being deleted. Do not erase. If member is divorced after initiation and assumes former name, draw a line through the name being dropped and, if necessary, add the name being assumed. Make this entry in ink. Submit the online Change in Membership (CIM) form to the Membership Department. 	Change of Name
<ul style="list-style-type: none"> Multiple options are available for submitting a member's change of address: <ul style="list-style-type: none"> Corresponding secretary may complete the online Change in Membership (CIM) form to submit a member's change of address (mailing and email) for both active and inactive members. (This is the recommended method to ensure expediency of notification.) A member may submit her own change of address to the Membership Department by one of the following methods: <ul style="list-style-type: none"> Make entries on Mailing (or Email) Address Change link on public side of P.E.O. website. Mail or fax completed form available on back cover of each issue of The P.E.O. Record. Call 1-800-343-4921. (Automated line available 24 hours a day. May not be available in all areas of Canada.) 	Change of Address (mailing and email)

<ul style="list-style-type: none"> Report the name and address of a member moving to or already living in another city by sending the Notice of Member In Your Area form to the organizer of the s/p/d chapter in which the city is located and to the president of each local chapter in the city. If a member is moving to a city in subordinate territory with no chapter or to a foreign country, send the Notice of Member In Your Area form to the P.E.O. Executive Office, 3700 Grand Avenue, Des Moines, IA 50312. The Notice of Member In Your Area form may be mailed or emailed (as a Word attachment). Local chapter presidents may be found in the Directory of Presidents on the P.E.O. website. 	<p>Notice of Member In Your Area</p>
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ELECTIONS	
<ul style="list-style-type: none"> Immediately after installation of officers in March (Constitution, Part III, ARTICLE IV, Sec. 1) make the appropriate online entries for the Report of Election of Officers of Local Chapter. To enter appropriate information, go to Members Only section of the P.E.O. website under the Local Chapter Forms link, Corresponding Secretary, Report of Election of Officers. Corresponding secretary or technology contact may make online entries. 	<p>Report of Election of Officers</p>
<ul style="list-style-type: none"> Immediately after election, make the appropriate online entries to report the name(s) of delegate(s) and alternate(s) elected to convention of s/p/d chapter. To enter appropriate information, go to Members Only section of the P.E.O. website under the Local Chapter Forms link, Corresponding Secretary, Delegates to Convention (select correct link for 1 delegate or 2 delegates). Corresponding secretary or technology contact may make online entries. 	<p>Delegate to Convention (s/p/d conventions)</p>
<ul style="list-style-type: none"> In a year when the chapter is eligible for a delegate to Convention of International Chapter, make the appropriate online entries to report the names of nominees for delegate and alternate. To enter appropriate information, go to Members Only section of the P.E.O. website under the Local Chapter Forms link, Corresponding Secretary, Nominee for Delegate to Convention of International Chapter. Corresponding secretary or technology contact may make online entries. <ul style="list-style-type: none"> The local chapter nominates the delegate and alternate to Convention of International Chapter. They are elected at the convention of s/p/d chapter. Delegate and alternate for an eligible chapter in subordinate territory are elected by their local chapter. 	<p>Nominee for Delegate to Convention of International Chapter (odd-numbered years for eligible chapters)</p>

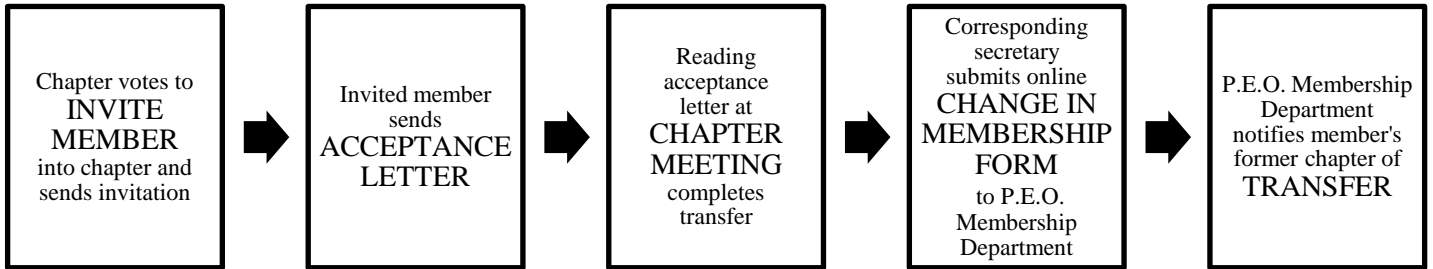
ANNUAL REPORTS	
<ul style="list-style-type: none"> Compare the information designated on the updated Chapter Membership Summary sent in the annual report packet from the P.E.O. Executive Office with your records of membership activity during the past year (refer to previous Chapter Membership Summary for decreases in membership during the past year and previous Annual Report of Corresponding Secretary [ARCS] for increases in membership during the past year). <ul style="list-style-type: none"> Note any discrepancies on the new Annual Report of Corresponding Secretary (ARCS). Make appropriate entries on the new ARCS form for members who became inactive on March 1. Members who on March 1 have been inactive for 25 years and have not been heard from within a reasonable number of years and/or whose whereabouts are unknown shall be reported LC (lost contact) on the new ARCS. Send the original and one copy of the completed and signed ARCS to the person designated on Annual Report cover letter on or before March 10 and maintain one copy for your files. 	Annual Report of Corresponding Secretary
<ul style="list-style-type: none"> Record an increase in membership during the ensuing year on the Annual Report of Corresponding Secretary (ARCS) by adding the appropriate information for an initiate by affirmation, transfer in or reinstatement. Record a decrease in membership during the ensuing year on the Chapter Membership Summary by making appropriate notations for a transfer out or a death. 	Use of Membership Reports During Ensuing Year

ANNUAL REPORT TIMELINE	
<ul style="list-style-type: none"> Annual report forms and instructions sent to chapter president. Check with president to receive annual report materials. 	January
<ul style="list-style-type: none"> Read names of inactive members to the chapter to confirm contact information. 	February
<ul style="list-style-type: none"> Submit completed Annual Report of Corresponding Secretary (ARCS) to person designated on cover letter. 	March 10
<ul style="list-style-type: none"> Read the Annual Release Letter to the chapter with the next monthly report. Transfer books and supplies to newly installed corresponding secretary. Annual Report of Corresponding Secretary (ARCS) is used during ensuing year to record increases in membership by adding the appropriate information for initiates by affirmation, transfers in or reinstatements. Updated Chapter Membership Summary (CMS) provided with the annual report packet shall be used during the ensuing year to record decreases in membership (e.g., transfers out, deaths, inactives). 	Upon Receipt of Release

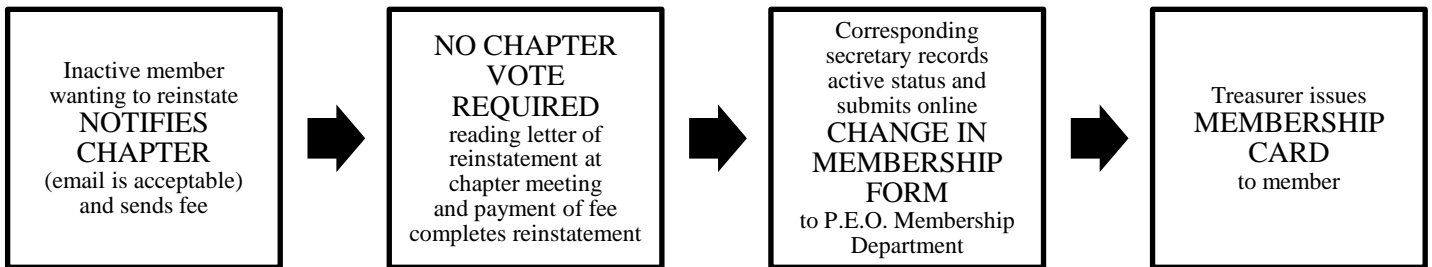
<ul style="list-style-type: none">○ Previous CMS used for membership activity during the past year may be destroyed.	
<ul style="list-style-type: none">• The Annual Release Letter will be mailed to the corresponding secretary, indicating the reported membership totals are in agreement with the official records of International Chapter.• Annual Release Letter is to be retained for six years.• Chapter Membership Summary (CMS) for the current year shall be used to record decreases in membership.<ul style="list-style-type: none">○ CMS for the previous year must be kept until the release is received.	Retention Requirements

TRANSFER AND REINSTATEMENT PROCESSES FLOW CHARTS

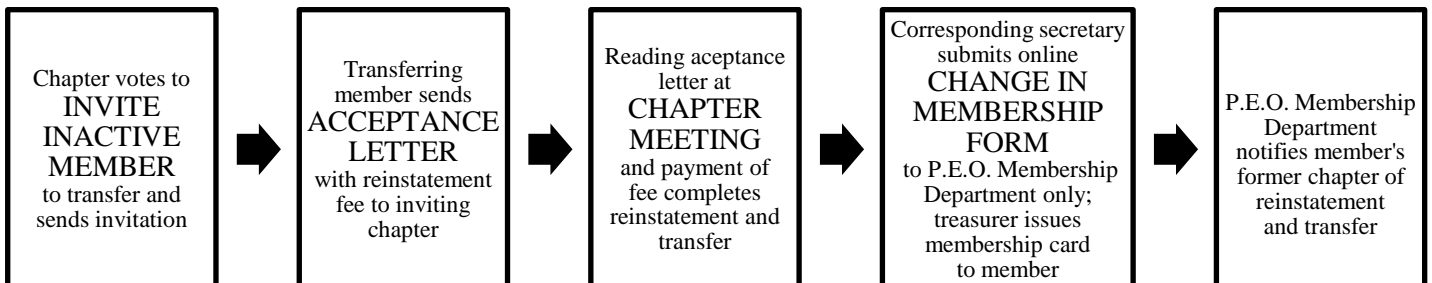
TRANSFER PROCESS



REINSTATEMENT PROCESS FOR INACTIVE MEMBER



REINSTATEMENT PROCESS FOR INACTIVE MEMBER TRANSFERRING TO NEW CHAPTER



INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) TREASURER

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

RETENTION RECORD

TYPE OF RECORD	RETENTION
Retain or destroy material in accordance with this record.	
Emblem Order form	Destroy after order checked and found correct
Monthly treasurer reports	Retained in recording secretary's files
Bank deposit slips, withdrawal slips, bank statements, check stubs or register	Six years
Canceled checks	Keep according to state or provincial law
Receipt Book duplicates	One year
Annual Report of Treasurer	Six years
Annual Summary of Treasurer, Form IRS-LC (U.S chapters only)	Six years
Savings passbooks	Six years following last entry
Roll Call Pages	Three years; includes the current year and the previous two.
Financial ledger spreadsheets	Six years following last entry
Chapter IRS identification number (U.S. chapters only)	Life of chapter

GENERAL INFORMATION	
<ul style="list-style-type: none"> Study Part III of the Constitution, bylaws and standing rules of local, s/p/d and International chapters. 	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none"> Deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office. 	Officer Transition
<ul style="list-style-type: none"> Receive and disburse funds of the chapter. Give receipts for all cash received or upon request. Enter all transactions in Local Chapter Treasurer's Financial Records and Roll Call book. Deposit all money from dues, gifts, fundraisers, ways and means, etc., into the checking account and then transfer to savings, if desired. The first receipt issued on or after March 1 shall be No. 1. A budgeted item requires approval by chapter vote before a check may be written. All disbursements of a local chapter are to be approved by chapter vote prior to payment. Modified In-person Chapter Meeting - Visually complete the roll at each business meeting and provide a sign-in sheet in lieu of roll call at social meetings. Virtual Chapter Meeting - Call the roll at each business meeting; make a list of all in attendance at social meetings including those who have indicated their presence via telephone. Hybrid Chapter Meeting – Visually complete the roll at each business meeting and social meeting; include those members who have indicated their presence via telephone. 	Treasurer's Duties
<ul style="list-style-type: none"> Report to the chapter at the first business meeting of each month using Treasurer's Monthly Report to Chapter form. The report is dated the first day of the month. <ul style="list-style-type: none"> A consolidated report may be given at the first business meeting following a social meeting and/or a vacation period. The report is filed with the recording secretary and only the summary is recorded in the minutes. The report is kept for the Audit Committee. Present all bills to be allowed. <ul style="list-style-type: none"> Members shall submit bills to the treasurer before the meeting begins. 	Reports Given at Chapter Meetings
<ul style="list-style-type: none"> Debit cards and credit cards are not to be issued or held using the name or tax ID number of a local chapter. The treasurer shall pay all bills of the chapter by check. Cards that are automatically issued in conjunction with a bank account should be destroyed and not used. 	Local Chapter Credit / Debit Cards

<ul style="list-style-type: none"> Chapters may choose to receive funds by debit/credit card reader (Square, Roampay, Payanywhere, etc.) and/or Peer-to-Peer (P2P) mobile app service (Venmo, Zelle, Square Cash, etc.) to accept payments for: <ul style="list-style-type: none"> Dues, Initiation and Reinstatement Fees Fundraisers Non-tax deductible donations to chapters (for tax deductible donations, please refer to the Treasurer section on Contributions to P.E.O. Projects) The debit/credit card reader and/or P2P service must be linked directly to the chapter's bank account. At the chapter's discretion, transaction fees associated with this service may be paid by chapter funds or added to the charges processed for the card holder. Use of a debit/credit card reader and/or P2P service must be approved by chapter vote. 	<p>Receiving Payments by Debit/Credit Card Reader and/or Peer-to-Peer Mobile Apps</p>
<ul style="list-style-type: none"> Remit immediately chapter contributions to P.E.O. projects to the treasurer (or paid assistant) of the s/p/d chapter or, if in subordinate territory, to the Director of Finance/Treasurer of International Chapter. Forward immediately to the Director of Finance/Treasurer of International Chapter contributions to qualified International Chapter P.E.O. projects received from individuals (members and nonmembers), with the exception of Cottey College. Contributions for Cottey College should be forwarded directly to the college. Do not record contributions in the Local Chapter Treasurer's Financial Records and Roll Call Book. These contributions are tax-deductible if conveyances (checks, money orders, etc.) are: <ul style="list-style-type: none"> made payable to the qualified project; and forwarded without endorsement or deposit. 	<p>Contributions to P.E.O. Projects</p>
<ul style="list-style-type: none"> Contributions by individuals should be made payable to the P.E.O. Foundation and sent by the donor to the Director of Finance/Treasurer of International Chapter. Do not deposit P.E.O. Foundation contributions by individuals or record them in the Local Chapter Treasurer's Financial Records and Roll Call Book. The contributions are deductible for United States federal income, state and gift tax purposes only if conveyances (checks, money orders, etc.) are made payable to the P.E.O. Foundation. 	<p>Individual Contributions to P.E.O. Foundation</p>
<ul style="list-style-type: none"> Chapter contributions to the P.E.O. Foundation should be made payable to the s/p/d chapter and sent immediately to the treasurer (or paid assistant) of the s/p/d chapter or, if in subordinate territory, to the Director of Finance/Treasurer of International Chapter. 	<p>Chapter Contributions to P.E.O. Foundation</p>
<ul style="list-style-type: none"> No scholarship shall be set up in the P.E.O. Foundation which duplicates or is in conflict with the purposes of the International Chapter projects. 	<p>Contributions to P.E.O. Foundation</p>

<ul style="list-style-type: none"> Supplies may be ordered by the following methods: <ul style="list-style-type: none"> Local Chapter Supply Order form: Send with correct remittance to P.E.O. Supply Department, 3700 Grand Avenue, Des Moines, IA 50312. Form may be downloaded from the official P.E.O. website. Credit card orders on the P.E.O. website: Member ID # will be requested to access this section of the website. Refer to IOLC section Glossary of Terms for guidelines on obtaining Member ID #. Keep on hand at all times the required supplies for office as shown on List of Supplies for Officers of Local Chapters. Forms available on P.E.O. website may be downloaded when needed. Order a Constitution from the P.E.O. Supply Department for the new initiate. <ul style="list-style-type: none"> If New Member Welcome Gift is ordered from the P.E.O. Supply Department, a Constitution is included. 	Supplies
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EMBLEMS	
<ul style="list-style-type: none"> The P.E.O. Emblem Division receives emblem orders, related correspondence and returned emblems. Use the Official Emblem Order Form for ordering all emblems and send with correct remittance to the P.E.O. Emblem Division. Emblems may be ordered online with a credit card payment. The treasurer will order and deliver emblems for initiates and for others upon request. (Constitution, Part III, ARTICLE V, Sec. 6; ARTICLE VII, Sec. 6) The name listed for engraving must agree with the name of the member as recorded in the Annual Report of Corresponding Secretary. Emblem for a member MUST NOT be ordered until after her Initiation by Affirmation. Two-clasp options for the P.E.O. emblem are available. One style has the traditional safety latch; the second style has a button back clasp. Purchase price is the same for both styles. Determine which style the member prefers before ordering. Confer with the corresponding secretary to see that the Change in Membership (CIM) form has been sent to the Membership Department. Emblem, Member ID # and The P.E.O. Record will be received following receipt of the Change in Membership form by the Membership Department. 	Emblem Orders for New Member
<ul style="list-style-type: none"> Members who wish to exchange their current safety latch emblem for the button back style must pay the cost of a new emblem and return their current emblem to the P.E.O. Supply Department before the new style emblem will be shipped. 	Emblem Exchange
<ul style="list-style-type: none"> Use the Official Emblem Order Form entering the reinstatement date on the form. <ul style="list-style-type: none"> The reinstating chapter orders the emblem, if needed, using funds from the reinstatement fee. 	Emblem Order for Reinstating Member

ANNUAL DUES	
<ul style="list-style-type: none"> At least six weeks prior to March 1, notify all active members that dues are payable including nonresidents and members whose transfers have not been accepted. Send second notice if necessary. Determine prior to March 1 potential need by member(s) for assistance with dues. Collect annual dues from the members. Membership Cards are issued and serve as receipts when dues are paid. Membership Cards are available from the Supply Department or fill/print from the website. Issue Membership Card to each member who has paid dues including those Initiated by Affirmation and members who have reinstated during the year. Fifteen dollars of the Initiation by Affirmation or reinstatement fee shall be held, then forwarded, with the annual dues and in addition to them. (Constitution, Part III, ARTICLE VIII, Sec. 1; ARTICLE IX, Sec. 1) A member remains an active member of her current chapter until another chapter has accepted her transfer. If inviting chapter does not accept a transfer before February 1, the current chapter must collect s/p/d and International chapter dues from the member. 	Notice / Collection of Dues
<ul style="list-style-type: none"> The following procedure may be used to advance the dues for a member whose dues have not been received before March 1: <ul style="list-style-type: none"> At the last meeting of the chapter in February, the treasurer announces the name of any member whose dues have not been received. By vote of the chapter, the treasurer may be authorized to advance s/p/d and International dues. (Payment of these dues maintains the member's active status.) The treasurer remits dues to the s/p/d treasurer for all paid members and those whose dues were voted on to be advanced. A notation should be made in the description section of the checking spreadsheet that dues were advanced for members. No other entry is made on the spreadsheet other than the amount of the dues paid. If the dues are received the next month, the treasurer makes a deposit and enters the transaction like any other dues deposit. A notation should be made in the description section that dues were reimbursed by members. No other entry is made on the spreadsheet. <p>Note: Dues collected (receipts) will not equal dues paid (disbursements) when dues have been advanced during the year.</p> <ul style="list-style-type: none"> In using this process, the chapter maintains the integrity of the accounting records, recording only what was <u>actually received and disbursed</u> each year. 	Explanation of Dues Advancement for Treasurer's Record Book Entry
<ul style="list-style-type: none"> Send s/p/d and International chapter dues to the treasurer (or paid assistant) of the s/p/d chapter or, if in subordinate territory, to the Director of Finance/Treasurer of International Chapter. (Constitution, Part I, ARTICLE VIII, Sec. 1; Part III, ARTICLE VIII, Sec. 1 and 2; ARTICLE IX, Sec. 1) 	Payment to International and S/P/D Chapter
<ul style="list-style-type: none"> For chapters in the United States, record chapter IRS identification number and keep in the Local Chapter Treasurer's Financial Records and Roll Call Book. 	IRS Identification Number

ANNUAL REPORT	
<ul style="list-style-type: none"> Annual report forms and instructions will be sent to chapter president in January. Check with president to receive annual report materials. 	Receipt of Materials
<ul style="list-style-type: none"> Local chapters shall notify the Director of Finance/Treasurer of International Chapter (this information will be requested at time of annual reports) of any funds held for local scholarships, grants and/or educational loans in order to protect the tax-exempt status of the P.E.O. Sisterhood. Local chapters bear the responsibility to administer such funds. Any questions regarding IRS compliance should be directed to the Director of Finance/ Treasurer. 	Funds held for Local Scholarships
<ul style="list-style-type: none"> Complete annual report forms for the year and send no later than March 10. 	Due Date (March 10)
<ul style="list-style-type: none"> Annual reports of the treasurer and corresponding secretary MUST AGREE and must be signed by the respective officers and president before being sent. 	President's Signature (required)
<ul style="list-style-type: none"> Retain books and supplies until notice of release is received from the treasurer (or paid assistant) of the s/p/d chapter or, if in subordinate territory, from the Director of Finance/Treasurer of International Chapter. When approved copies of the annual report are returned, read the report to the chapter with the next monthly report. One copy is filed by the president; the other copy is for the files of the treasurer. Copies of annual reports must be kept for six years. 	Retention Requirements

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) CHAPLAIN

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

GENERAL INFORMATION	
<ul style="list-style-type: none">Study Part III of the Constitution, bylaws and standing rules of local, s/p/d and International chapters.	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none">Keep on hand at all times the required supplies for office as shown on List of Supplies for Officers of Local Chapters.	Supplies of Office
<ul style="list-style-type: none">Deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office.	Officer Transition
<ul style="list-style-type: none">It is not necessary for the chaplain to address the chair before conducting the devotions in any meeting format.At a Virtual Meeting, conduct the devotions of each business and special meeting following instructions in the President's Book. Any version of Bible which contains both Old and New Testaments and which is acceptable to the chapter may be used; the P.E.O. prayer may be read by the chaplain or the recorded version may be used. Members may choose to recite the Lord's Prayer in unison or use a pre-recorded version.Devotions at Modified In-person Meeting and Hybrid Meeting are limited to a pre-recorded Bible scripture passage with references, the pre-recorded P.E.O. Prayer and the pre-recorded Lord's Prayer, available on the International Chapter website. After scripture passage, the chaplain says, "Let us pray."; members will pray silently. Scripture reading is optional.	Devotions

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) GUARD

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

GENERAL INFORMATION	
<ul style="list-style-type: none">Study Part III of the Constitution, bylaws and standing rules of local, s/p/d and International chapters.	Constitution, Bylaws & Standing Rules
<ul style="list-style-type: none">Keep on hand at all times the required supplies for office as shown on List of Supplies for Officers of Local Chapters.	Supplies of Office
<ul style="list-style-type: none">Deliver to successor all books, papers and supplies at the expiration of term of office and train successor on the duties and responsibilities of the office.	Officer Transition
<ul style="list-style-type: none">The password will not be taken at any meeting. Any unknown unaffiliate will show her current membership card or, if attending by telephone, notify the chapter of her chapter letters and location (city and state/province/district). A candidate for Initiation by Affirmation will be included from the start of her initiation meeting.	Chapter Meeting Responsibilities

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC) POLICIES PERTAINING TO LOCAL CHAPTERS

Instructions may be downloaded from the official P.E.O. website:

Address: peointernational.org

Username: sisterhood

Password: seven

KEY GUIDELINES	
<ul style="list-style-type: none">A local chapter shall use the Procedure for P.E.O. Chapter Meeting and Ceremony of Installation as they appear in the President's Book. (Constitution, Part I, ARTICLE IV, Sec. 4)Due to the COVID-19 pandemic emergency, those chapters following the Modified In-person Meeting or Hybrid Meeting should use the pre-recorded version of the Opening Ode and Objects and Aims available on the International Chapter website. Chapters using the Virtual Meeting may choose to use the recorded version or sing and recite.	Statement of Policy During COVID-19
<ul style="list-style-type: none">The P.E.O. Sisterhood, or any division thereof, shall not affiliate with any other organization. (Constitution, Standing Rule #1)Reciprocities, P.E.O. Groups, s/p/d chapters and local chapters shall not establish a P.E.O. fund within a college educational foundation or community foundation.	Affiliations
<ul style="list-style-type: none">The Constitution, Bylaws and Standing Rules of International Chapter and the bylaws and standing rules of s/p/d and local chapters shall be followed as the rules and regulations of the Sisterhood. International, s/p/d and local chapters are not permitted to try procedures which are contrary to the Constitution or their respective bylaws and standing rules.When an item has been adopted at Convention of International Chapter or s/p/d chapter which must be implemented by the local chapter, all local chapters must edit their bylaws and standing rules accordingly and send copy as instructed by the s/p/d executive board.The year following Convention of International Chapter, the Constitution and all revisions relating to the local chapter shall be sent directly and billed to the chapters as directed by the Executive Board of International Chapter. The bill will appear on the Annual Report of Treasurer of Local Chapter.	Constitution, Bylaws & Standing Rules

<ul style="list-style-type: none"> • If a local chapter wishes to propose an amendment to one of the International documents listed below, the chapter president should contact the Amendments and Recommendations chairman of the s/p/d chapter for detailed instructions on the procedures to be followed. International documents that may be amended are: <ul style="list-style-type: none"> ○ Constitution: Introduction, Part I, Part II and Part III ○ Bylaws and Standing Rules of International Chapter ○ Procedure for P.E.O. Chapter Meeting (which includes the Opening Ode, Objects and Aims and Ceremony of Initiation) <p>Note: The portions of the Procedure for P.E.O. Chapter Meeting and Ceremony of Initiation that are in italics are instructions from the Executive Board of International Chapter and are not amendable.</p> <ul style="list-style-type: none"> • The Manual for the Amendments and Recommendations Committee is available on the International Chapter website. 	<p>Proposed Amendments to the Constitution, Bylaws and Standing Rules, and Procedures for P.E.O. Chapter Meeting</p>
<ul style="list-style-type: none"> • Internal Revenue Service Identification Numbers will be assigned by the P.E.O. Executive Office in Des Moines, Iowa. Each chapter is to have only one ID number which is to be used on all bank accounts as well as on Form IRS- LC, Annual Summary of Treasurer of Local Chapter, filed with the P.E.O. Executive Office in March. <ul style="list-style-type: none"> ○ IRS Identification numbers are typically assigned within 2-3 weeks following a chapter organization meeting. ○ All questions concerning IRS identification numbers should be directed to the P.E.O. Executive Office; any correspondence received from the IRS should be forwarded to the P.E.O. Executive Office for handling. Do not contact the IRS. • IRS Classification <ul style="list-style-type: none"> ○ No local chapter shall be allowed to obtain an IRS 501(c)(3) charitable classification for local chapter funds. 	<p>IRS Identification Numbers & Classification (Chapters in US only)</p>
<ul style="list-style-type: none"> • If a charter of a local chapter is lost, a new charter may be purchased from the P.E.O. Executive Office upon recommendation of the organizer of the s/p/d or International chapter. Requests should be emailed to the executive director. A replacement charter shall be reissued in the name of the original governing body, i.e., Supreme Grand, Supreme or International Chapter. 	<p>Lost Charter</p>
<ul style="list-style-type: none"> • The name of one city only shall be used to designate a chapter. • A proposal for change in location of a local chapter shall be presented at a business meeting of the chapter and voted upon at the next business meeting. A two-thirds ($\frac{2}{3}$) affirmative vote of members present shall be required. Action taken shall be reported to the president of the s/p/d chapter. Refer to IOLC Exhibit A – Procedure for Securing Change in Location of a Local Chapter of the P.E.O. Sisterhood. <ul style="list-style-type: none"> ○ Upon receipt of the chapter report, the president of the s/p/d chapter shall send a copy of the Petition of Local Chapter for Change in Location of Chapter Designation to be signed by the chapter and returned to the secretary of the s/p/d chapter. Refer to IOLC Exhibit B – Petition of Local Chapter for Change in Location of Chapter Designation. ○ The treasurer of the local chapter shall forward payment of the fee to the executive director. 	<p>Change in Chapter's City Designation</p>

<ul style="list-style-type: none"> By decision of each local chapter, yearbooks may be distributed electronically with printed copies made available for members upon request and to s/p/d officers as required. Username and password for the International Chapter website are not printed in yearbooks. 	Yearbooks
<ul style="list-style-type: none"> Chapter meetings, as listed in the yearbooks, that are canceled for reasons of emergency (e.g., inclement weather, etc.) are not rescheduled. Chapter meetings, as listed in the yearbooks, that are canceled because of lack of quorum are not rescheduled. <ul style="list-style-type: none"> Refer to the President's Book Appendix 7 for instructions. 	Canceled Meetings

LEGAL ENTITIES	
<ul style="list-style-type: none"> No local chapter or group of local chapters shall incorporate or form any partnership, trust or other legal entity without first securing the written approval of the executive board of the s/p/d chapter having jurisdiction over the chapter or group of chapters. Consent is also required from the Executive Board of International Chapter. 	Incorporation or Formation of Other Legal Entities
<ul style="list-style-type: none"> Should a local chapter be the recipient of real property, title to such property may be held by the P.E.O. Foundation and, under direction of the Foundation trustees, the local chapter may act as administrative agent. 	Real Property

MISCELLANEOUS	
<ul style="list-style-type: none"> Observance of Founders' Day shall be done in accordance with s/p/d bylaws and standing rules. 	Founders' Day
<ul style="list-style-type: none"> The storage of local chapter minutes and/or historical memorabilia may not be housed in a facility (e.g., library, museum, college archives, historical society, etc.) which would allow access to the materials by the public (anyone other than P.E.O. members). Minutes older than 25 years may be archived on digital media. If this method of preservation is chosen, the chapter is responsible to maintain the archived minutes on current technology. 	Archival Storage for Minutes and/or Historic Memorabilia
<ul style="list-style-type: none"> S/P/D and local chapters wishing to collect and remit funds in response to a natural disaster or other catastrophe may do so only at the s/p/d or local chapter level. In order to protect its educational and charitable status, the P.E.O. Foundation will accept no funds for disaster relief purposes. All disaster relief funds are to be temporary and are not to take precedence over support for the P.E.O. philanthropic projects. Any communications regarding s/p/d and local disaster relief efforts should be approved by the executive board of the s/p/d chapter. 	Disaster Relief Funds

<ul style="list-style-type: none"> • The supplies of a local or s/p/d chapter lost or damaged due to a disaster shall be replaced free of charge by International Chapter upon request of the president of the s/p/d chapter. • When a member's emblem is lost due to a natural disaster such as a flood, tornado or hurricane, the emblem shall be replaced by International Chapter at no charge. This includes a past president of International Chapter's recognition emblem and a past s/p/d president's recognition emblem. 	<p>Losses Due to Natural Disaster</p>
<ul style="list-style-type: none"> • If an event is held in an establishment that is in the business of selling liquor, it is the responsibility of the establishment to maintain liquor liability insurance and a valid liquor license. It is also their decision to determine who to serve and, more importantly, who not to serve. • If an event is held in a member's home, liability will be the responsibility of the homeowner. The homeowner's insurance coverage should be verified prior to the event and will be considered primary in the event of a claim. • If a chapter, reciprocity or other group of chapters sponsors an event in a public venue involving the consumption and/or sale of alcohol, it will be their responsibility to investigate the applicable local and state/provincial laws pertaining to a liquor license requirement. • Under no circumstances may a P.E.O. chapter, reciprocity (or other group of chapters) or a member acting on behalf of P.E.O. obtain a liquor license. 	<p>Alcohol Policy</p>
<ul style="list-style-type: none"> • P.E.O. does not carry automobile insurance to cover vehicles rented by any members other than the Executive Board of International Chapter. • For all other members of the P.E.O. Sisterhood (including members of boards and committees, s/p/d officers and local chapter members), their personal auto insurance shall be the only auto insurance coverage for damages to the rental vehicle as well as any liability for bodily injury or property damage to others. Liability insurance would cover P.E.O. as an organization, but not individual members in the event a third party filed a claim against P.E.O. for damages or injuries incurred while a member was driving a rented vehicle. • It is strongly advised that members traveling for P.E.O.-related business NOT rent a vehicle unless purely for personal use. 	<p>Car / Vehicle Rental</p>
<ul style="list-style-type: none"> • Publicity for the local chapter meeting may consist of the place, date, time of meeting, the name of the hostess, the subject of the program and those participating in it. Local chapters should consult the Media Guide available on the P.E.O. website for assistance in style and content of a news release or other publicity. 	<p>Newspaper Policy</p>

<ul style="list-style-type: none"> • The P.E.O. insignia registered in the U.S. Patent Office (#766095) may only be used on items for official business of local, s/p/d and International chapters (including P.E.O. Groups) or on articles sold by the P.E.O. Supply Department. • Approval is given for the use of the P.E.O. emblem on a headstone or a P.E.O. grave marker at the place of burial of a member if the family of the deceased so desires. The P.E.O. emblem may also be used as an identifying logo on an official P.E.O. website or a convention program/proceedings. • The P.E.O. emblem shall only be used as a standalone insignia. It may not be incorporated or used as an enhancement in other graphic designs. • Other star designs and informal stylized logo may be used at the chapter's discretion. <ul style="list-style-type: none"> ○ Exception: Informal, stylized designs shall not be used on a headstone or grave marker. For uses of a more serious nature, the registered "star" logo should continue to be used. • The "Little Girl" icon as originally shown in "The Girl Who Reached for the Star" is to be regarded as an icon, not as a logo or insignia. It is copyrighted but may be used at will by members following published guidelines on the P.E.O. website. Its use should be intended "just for fun." 	<p>Use of P.E.O. Insignia</p>
<ul style="list-style-type: none"> • No photos of the Initiatory Emblem may be taken for any reason. Photos of the initiate(s) and members are allowed after the meeting is adjourned. The Initiatory Emblem is not to be used during the COVID-19 Pandemic Emergency. 	<p>Initiatory Emblem</p>
<ul style="list-style-type: none"> • Quotations from the Procedure for P.E.O. Chapter Meeting (except the Opening Ode and Objects and Aims), Ceremony of Initiation, and Ceremony of Installation shall not appear in yearbooks, The P.E.O. Record, or papers which may come before the public. (Constitution, Part III, ARTICLE XI, Sec. 5) 	<p>P.E.O. Quotations</p>
<ul style="list-style-type: none"> • P.E.O. informational materials prepared by local chapters shall not be advertised for sale in The P.E.O. Record. They shall not be circularized, sold or distributed in any way without permission of the executive board of the s/p/d and/or International Chapter. 	<p>P.E.O. Informational Materials</p>

- Local and s/p/d chapters can use social media to stay connected with each other online and/or to share with others about their chapter. Accounts for local or s/p/d chapters are to be owned and managed by the chapter and are not monitored by or affiliated with International Chapter. Participation or interaction with any local or s/p/d chapter social media presence is at the discretion of each individual person.
- Chapters using social media should consider the following guidelines:
 1. A Page or a Group can be created on Facebook for a chapter. A Page is public-facing and can be viewed by members and nonmembers alike. It is a good option if the intention is to bring awareness to the chapter and to P.E.O. If a Page is chosen, be cognizant of what is posted as it can be viewed by anyone. A Group can be closed, requiring the group administrator to approve members. A Group is best if the chapter wants to have a discussion forum or posting board for members.

Platforms such as Instagram, Pinterest and Twitter are generally visible to anyone; however, they can be set to private if desired. It is up to the administrator of these accounts to manage these settings and for the chapter to determine the intent and preference for these accounts.
 2. Members who interact with P.E.O. on social media in any capacity should be reminded that they must abide by Constitution Standing Rule #2 – Circularization. Also refer to Policies section of IOLC [Circularization](#) for information.
 3. Refer to Policies section of IOLC [Promotion of Fundraisers on Facebook](#) for information on how to use social media for chapter fundraisers.
 4. The official P.E.O. insignia is only to be used by International Chapter; however, P.E.O. International posts that use the official insignia can be shared to a chapter Page, Group or other social media profile. Other logos and graphics may be used.
 5. International Chapter has official social media profiles on Facebook, Instagram, LinkedIn and Twitter. Use these profiles to find the most accurate information and to share content to your local or s/p/d chapter profiles.

Facebook: PEO International
 Instagram: @peointernational
 LinkedIn: International Chapter of the P.E.O. Sisterhood
 Twitter: @PEOSisterhood

Social Media Guidelines

1. The primary purpose of a P.E.O. website for a state/provincial/district (s/p/d) or local chapter or a P.E.O. Group is to provide information only.
2. Please refer to the P.E.O. International Member Website Brand Resource Center for resources.
3. Adhere to Constitution Standing Rule #2. Also refer to Policies section of IOLC [Circularization](#) for information.
4. Information must be of local or s/p/d chapter interest.
5. Local chapters' websites may be used to sell items as part of fundraising. Refer to Policies section of IOLC [Internet Fundraising](#) for requirements.
6. Any P.E.O. website must be secured by a password. The use of P.E.O. membership lists and/or addresses is prohibited unless in the password protected area of the website to limit exposure to any mass mailing and solicitations. If a chapter chat room is included, topics must be limited to items of general information such as programs, fundraising, social activities, etc.
7. Consult the International Chapter website for current project information.
8. Applicants for P.E.O. projects shall not be solicited on a website. The only exception is student application forms available on the Cottey College website.
9. Keep the information on the website current.
10. When creating a website do NOT use the official P.E.O. insignia (the star, letters P.E.O. and Greek key design). The new informal logo with the yellow and pink daisy, a rendering of the emblem, stylized stars or marguerites may be used. Be cognizant that the appearance of your "Facebook wall" or social media front page portrays an image of P.E.O. to everyone – members and nonmembers.
11. CAUTION – It is important to contact and provide information for all members not on email or members without access to a website.
12. Local Chapters/P.E.O. Groups: You MUST register your site and any passwords with your s/p/d president.

Note: Chapter minutes may not be posted on websites.

S/P/D Chapters: You MUST register your site and any passwords with the executive office. Send all applicable information to mediamanager@peodsm.org.

Website Guidelines

CIRCULARIZATION	
<ul style="list-style-type: none"> • Standing Rule #2 in the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood requires s/p/d and/or International executive board authorization for circularization among members, local chapters, reciprocity groups, P.E.O. Groups or hostess groups. • Circularization is defined as the circulation of letters, leaflets or canvassing by any other means (including social media, electronic or verbal communication) to other chapters and/or individual members of other chapters. • Examples of social correspondence that are not circularization requiring authorization: <ul style="list-style-type: none"> ○ Fundraising correspondence among chapters within a state, province or district. The fundraiser shall be in compliance with the Fundraising Policy. Refer to Policies section of IOLC P.E.O. Fundraising. ○ A luncheon or other social event among chapters within a state, province or district. ○ Social invitations, anniversary celebrations or greetings to local and/or s/p/d chapters in other states, provinces or districts. 	Definition / Examples
<ul style="list-style-type: none"> • In the absence of specific P.E.O. guidance, Robert's Rules is the formally adopted parliamentary authority. As it pertains to proposed amendments to P.E.O. documents, guidance from Robert's Rules tells us that it is essential that every side has an equal opportunity to explain the pros/cons during debate. Therefore, discussion about the merits of or concerns with amendments shall be avoided until all sides can be heard during debate at convention. • Absentee or proxy ballots are not allowed for local chapter business. 	Parliamentary Authority
<ul style="list-style-type: none"> • Authorization is required when the circularization within the state, province or district pertains to a project of the Sisterhood at large. <ul style="list-style-type: none"> ○ If the circularization has been approved by a s/p/d convention, the consent of the s/p/d executive board is not required. • An example of circularization that requires the authorization of the executive board of a s/p/d is: <ul style="list-style-type: none"> ○ Contacting other chapters and/or individual members of other chapters with opinions on P.E.O. matters through social media, letters, petitions, leaflets and electronic or verbal communication. • Any circularized communication should include a statement that authorization has been granted by the s/p/d executive board (and the Executive Board of International Chapter when required). 	Authorization Required by S/P/D Executive Board

<ul style="list-style-type: none"> • Authorization is required by the Executive Board of International Chapter when the circularization would extend beyond the s/p/d chapter. This is not applicable to social correspondence. • Any circularized communication should include a statement that authorization has been granted by the Executive Board of International Chapter. 	<p>Authorization Required by International Executive Board</p>
<ul style="list-style-type: none"> • Members, local chapters or s/p/d chapters shall not circularize other members, local chapters or s/p/d chapters for the sale of an item connected with the Ceremony of Initiation. • Members, local chapters or s/p/d chapters shall not circularize other members or local chapters beyond the boundaries of their state, province or district concerning the sale of goods and services whether the profit be for personal gain or the benefit of P.E.O. projects. Refer to Standing Rule #2 of the P.E.O. Sisterhood regarding circularization within a state, province or district. • P.E.O. members shall not use P.E.O. membership information for <i>private inurement</i>, which is an IRS concept that prohibits the use of nonprofit information or resources for personal financial gain or other business purposes. 	<p>Sales of Goods and Services</p>
<ul style="list-style-type: none"> • Members provide us with their email addresses with the understanding they will not receive “unsolicited” or mass emails from P.E.O. members. Chapter presidents and state officers have allowed us to publish their email addresses for your convenience. Please respect their trust in us. • Circularization is defined as the circulation of letters or canvassing by any other means (including social media, electronic or verbal communications) to other chapters and/or individual members of other chapters. This rule is in place strictly for the protection of our members’ contact information and to limit solicitation. Our membership publications and listings (e.g. Directory of Presidents, Bed and Breakfast, Rx: TLC, Reciprocity Reference) and local chapter yearbooks are not to be used to compile mailing lists or send emails for one’s personal and/or business use. • Email addresses are only intended for official P.E.O. business and/or approved communications. Each P.E.O. should be aware of Standing Rule #2 in the Constitution, which requires s/p/d and/or International executive board authorization for circularization among members, local chapters, reciprocity groups or P.E.O. Groups. 	<p>Privacy Policy</p>

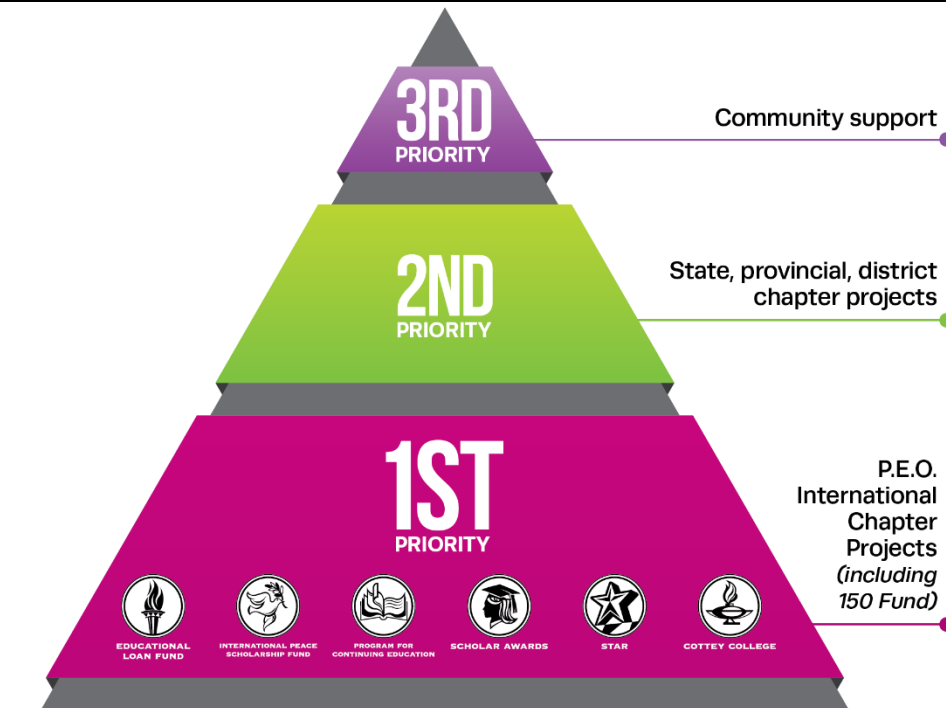
MEMBERSHIP	
<ul style="list-style-type: none"> • P.E.O. membership lists are to be used exclusively by P.E.O.s and are not to be used, even by P.E.O.s, for circulation, solicitation or commercial purposes of any kind. 	<p>Membership Lists</p>
<ul style="list-style-type: none"> • The lateral transfer provides a solution for the member who – for a variety of reasons – is now unable to attend business meetings of her chapter. A lateral transfer makes it possible for a P.E.O. to join another chapter in the same city or area with a more convenient meeting time or location. • Chapters should encourage the lateral transfer process when applicable. Use the Lateral Transfer Introduction form that is available on the P.E.O. website under Local Chapter Forms – President. 	<p>Lateral Transfer Introduction</p>

<ul style="list-style-type: none"> The Introduction of a Woman Who is Not a P.E.O. form, available on the P.E.O. website under Local Chapter Forms – President, may be used by a P.E.O. to introduce a woman who is NOT a P.E.O. member to a chapter(s) in another community. This form is an introduction. Although the chapter receiving this form is under no obligation to issue an invitation, please consider meeting this woman. 	Introduction of a Woman Who is Not a P.E.O.
<ul style="list-style-type: none"> Due to the COVID-19 pandemic emergency, Reaffirmation of Vows, during a Modified In-person Chapter Meeting or Hybrid Chapter Meeting, will not be conducted until further notice. Reaffirmation of Vows may be conducted during a Virtual Meeting. 	Reaffirmation of Vows
<ul style="list-style-type: none"> A member who has not paid s/p/d and International dues before March 1 is inactive. Refer to President's section of IOLC Emblem Disposition for Inactive Member for guidelines on return of an inactive member's emblem. Members inactive for 25 years who have not been heard from within a reasonable number of years and/or whose whereabouts are unknown, shall be reported LC (lost contact) on the Annual Report of Corresponding Secretary. Refer to Corresponding Secretary's section of IOLC Annual Reports for instructions. 	Inactive Member

P.E.O. RECIPROCITIES & GROUPS	
<ul style="list-style-type: none"> When reciprocities have regular dues or per capita assessments, the dues shall be in the article on finance in the bylaws and standing rules of the local chapter. If the assessment is of a temporary nature, it need not be in the bylaws and standing rules but may be paid upon vote of the chapter. 	Dues
<ul style="list-style-type: none"> All funds of P.E.O. Reciprocities and P.E.O. Groups shall be kept in checking accounts, savings accounts or other interest-bearing accounts. The Internal Revenue Service requires that identification numbers be on file for P.E.O. Reciprocities and Groups maintaining bank accounts. <ul style="list-style-type: none"> Identification numbers must be obtained by the P.E.O. Executive Office. 	Checking / Savings Accounts
<ul style="list-style-type: none"> Because P.E.O. Reciprocities and Groups are included under International Chapter's group exemption with the IRS, all fundraising events should comply with the current P.E.O. Fundraising Policy. Effective May 1, 2016, permanent funds may only be established through the P.E.O. Foundation in support of P.E.O. International projects. 	Tax Exemption

BED & BREAKFAST	
<ul style="list-style-type: none"> Due to the COVID-19 pandemic emergency, P.E.O. Bed and Breakfast is suspended until further notice. 	General Guidelines

PYRAMID OF GIVING



P.E.O. Pyramid of Giving

- The purpose of the Pyramid of Giving is twofold:
 - to ensure the future viability of the P.E.O. Sisterhood by supporting the shared mission of our International Chapter projects; and
 - to maintain compliance with the group exemption granted to P.E.O. by the United States Internal Revenue Service.
- A chapter should consider giving on three priority levels. The base of the pyramid represents the largest portion of a chapter's giving and this should be support to the International Chapter projects. The middle section of the pyramid represents contributions to state/provincial/district chapter projects. The smallest portion of the pyramid is the tip—the portion of chapter giving that is available for community support—such as honorariums for chapter speakers, minimal gifts to project recipients, and local scholarships (whether paid directly from chapter funds or chapter donations made to those held in P.E.O. Foundation)*.
- Though the exact amounts or percentages of giving may be different among chapters, the shape of the pyramid should guide chapter decisions and help to focus support on the projects that represent the shared mission of our Sisterhood.

* Please note that local chapter scholarships are permissible, but not encouraged by International Chapter. Financial support of local chapter scholarships and community giving shall not exceed support to state/provincial/district projects, which shall not exceed International. Refer to the Policies section of IOLC for [P.E.O. Finances & Service Policy](#).

P.E.O. FUNDRAISING (Raffles, Silent Auctions, etc.) The purpose of this policy is to allow members to support P.E.O. through various fundraising activities that reflect devotion to our principles, protection of members from legal liability, and adherence to all applicable laws and regulations. Due to the COVID-19 pandemic emergency, all chapter fundraising activities must follow local health guidelines and Overarching Guidance for P.E.O. Gatherings, which includes wearing masks and physical distancing.	
<ul style="list-style-type: none"> In keeping with the mission of P.E.O., the focus of chapter funds and fundraising activities shall be International Chapter projects, followed by state/provincial/district projects. To protect International Chapter's tax exemption with the United States Internal Revenue Service, chapters must demonstrate the mission of P.E.O. through financial support. Therefore, P.E.O. dollars, offered and earned by members in the name of P.E.O., should be considered primarily for approved P.E.O. projects and/or the P.E.O. Foundation with minimal chapter funds used for outside philanthropic or local educational activities. To strengthen P.E.O.'s visible influence in the community, chapters and chapter members are encouraged to offer their talents and skills, time and service for local philanthropic and educational endeavors. 	P.E.O. Finances & Service Policy
<ul style="list-style-type: none"> In any fundraising event sponsored by a chapter or by a member, it is imperative that the following statement be provided on all event advertisements or communications and distributed to all donors: <i>"P.E.O. chapters support the educational and charitable funds of the P.E.O. Sisterhood, but are not classified as charitable by the IRS. Therefore, donations to individual chapters do not meet the IRS requirements for a charitable income tax deduction. P.E.O. shall not be liable in any way for any goods and services supplied by third-party vendors or public establishments."</i> <p>Further, individual members must be made aware that they are potentially liable for any accident occurring on property owned by them or in any automobile or other motorized vehicle used or provided by them for any activity associated with P.E.O.</p>	Required Notice
<ul style="list-style-type: none"> P.E.O. chapters are classified as nonprofit entities, but are not considered charitable by the IRS under Section 501(c)(3). All donations to and payments for a chapter fundraiser must be issued directly to the chapter and are not eligible for a charitable contribution deduction. Payments are not to be made payable to any P.E.O. project or P.E.O. Foundation in connection with a fundraiser involving exchange of goods or services. 	Payments for Chapter Fundraisers
<ul style="list-style-type: none"> All chapter fundraisers must be conducted and promoted using only volunteer labor. No form of compensation can be offered to any individual, organization or vendor (including professional fundraisers) to conduct, promote or sell items for a P.E.O. fundraiser. <p>(Exception: Casino/Bingo Events must use a professional party company. Refer to Policies section of IOLC Casino/Bingo Events.)</p>	Volunteer Labor

<ul style="list-style-type: none"> • Prizes <ul style="list-style-type: none"> ○ Services MUST be individually valued at \$500 or less. <ul style="list-style-type: none"> ▪ Performed by a commercial business: <ul style="list-style-type: none"> – Services offered to a chapter as part of a fundraiser may be offered by a commercial business. A gift certificate or other documentation spelling out the exact nature of the services should be provided to the recipient. – The business donating services must be informed that the chapter is NOT a 501(c)(3) charitable organization, meaning no charitable contribution tax deduction is available to the donor. Refer to Policies section of IOLC Required Notice.) ▪ Performed by a member for another individual: <ul style="list-style-type: none"> – Fundraising events may include sales of services by members or individuals. Examples include meal preparation, lawn care, pet-sitting, etc. – EXCEPTION: No fundraising event shall include an offering of chauffeur or delivery services, unless done by a professional commercial business. ○ Goods MUST be individually valued at \$500 or less. <ul style="list-style-type: none"> – The individual or commercial business donating goods must be informed that the chapter is NOT a 501 (c)(3), charitable organization, but merely nonprofit, meaning no charitable tax deduction is available to the donor. Refer to Policies section of IOLC Required Notice. • Online raffles are not permitted. • Permits <ul style="list-style-type: none"> ○ Local Chapters (Provide documentation to s/p/d chapter) <ul style="list-style-type: none"> – The chapter bears responsibility to research and follow all applicable local and s/p/d gambling and tax laws and provide proof of such to the s/p/d chapter prior to the announcement of the event. ○ S/P/D Chapters (Maintain documentation in s/p/d chapter records) • S/P/D chapters holding these events must also comply with all applicable local and s/p/d gambling and tax laws and be able to provide proof of such to the auditor or Audit Committee. 	<p style="text-align: center;">Raffles, Silent Auctions & Other Fundraisers Involving an Element of Chance</p>
<ul style="list-style-type: none"> • No limit on value of items. • All sales are to be conducted using volunteer labor. • All items for resale must be purchased outright – no sales on commission or shared profits with vendors. • All sales must be to the final buyer. No two chapters can profit from selling the same item. (For example, goods cannot be sold at a profit to another chapter for resale purposes.) 	<p style="text-align: center;">Direct Sale of Goods & Other Fundraising Events Not Involving an Element of Chance</p>

<p>Before any sale of goods, determine possible sales tax liability. Contact the state department of revenue and inquire as to sales tax liability for an <i>upcoming</i> fundraiser held by a 501(c)(4) organization. Describe your proposed fundraiser only. Do not offer any information concerning past fundraisers or other chapters.</p>	
<ul style="list-style-type: none"> Allocation of income and expenses: <ul style="list-style-type: none"> Expenses can be paid directly by each chapter and income received and deposited by each chapter. (Each chapter would pay vendors for their share of expenses and receive income directly for the tickets they sell.) OR One chapter maintains records and handles all income and expenses for the event. At the conclusion of the event, expenses and revenue are allocated in the same, though not necessarily equal, proportion. (If one chapter is responsible for 60% of expenses, they receive 60% of the revenue.) The exact allocation is determined by the chapters participating in the joint fundraiser. Joint fundraisers only allowed with other chapters or reciprocities. No joint fundraisers with non-P.E.O. entities are permitted. 	<p>Joint Chapter Fundraisers</p>
<ul style="list-style-type: none"> Participation Requirements Determined by Sponsoring Company <ul style="list-style-type: none"> May be asked to provide proof of IRS status – Section 501(c)(3), meaning charitable, or Section 501(c)(4), meaning nonprofit (but not charitable). Local and s/p/d chapters are all 501(c)(4). If the sponsoring company requires proof of charitable or 501(c)(3) status, P.E.O. chapters cannot participate. Other requirements for participation may determine chapter’s ability to enroll. Requires Approval from the P.E.O. Executive Office <p>Due to complexity and variety of these programs, please contact the P.E.O. Executive Office to request approval for participation.</p>	<p>Scrip Programs</p>
<ul style="list-style-type: none"> Individuals may offer time shares, vacation homes and other property for use in chapter fundraising. If offered through a raffle, refer to Policies section of IOLC Raffles. <p>The property owner accepts all liability. P.E.O. bears no responsibility for property damage or bodily injury to users. Owner’s insurance policy provides primary coverage.</p>	<p>Use of Time Shares & Private Property</p>
<ul style="list-style-type: none"> All events such as casino nights, bingo events, poker games, etc. must be conducted using a properly licensed <u>professional party company</u> - The professional party company is not to promote the event on behalf of the chapter. Refer to Policies section of IOLC Volunteer Labor. Only non-cash prizes can be offered at individual values under \$500. The chapter bears responsibility to research and follow all applicable local and s/p/d gambling and tax laws and provide proof of such to the s/p/d chapter <i>prior</i> to the announcement of the event. 	<p>Casino/Bingo Events</p>
<ul style="list-style-type: none"> No member’s personal vehicle may be used for hire as a fundraising activity. P.E.O., as an organization, does not have automobile insurance that applies to any damage to the vehicle or liability to third-parties, including passengers in the vehicle that arises from travel associated with P.E.O. functions of any type. 	<p>Use of Personal Vehicle</p>

<ul style="list-style-type: none"> • P.E.O. chapters are allowed to sell items using a P.E.O. website, providing the following requirements are satisfied: <ul style="list-style-type: none"> ○ No sales of services are permitted, only goods may be sold. ○ No sales on commission are allowed. The chapter must purchase the items outright and bear the risk of profit or loss. ○ All sales must be conducted using volunteer labor – no one can be compensated for participating in the fundraiser. • Types of Websites for Online Sales <ul style="list-style-type: none"> ○ Chapters may sell items using a local or s/p/d chapter website (with permission of the executive board of s/p/d chapter). ○ Non-P.E.O. websites may not be used for P.E.O. fundraisers. • Items for Sale <ul style="list-style-type: none"> ○ Chapters do not have to limit sales to P.E.O. related items, such as star towels, marguerite notepads, etc., or market only to P.E.O. members. • Sales Tax <ul style="list-style-type: none"> ○ You may need to collect and remit state sales tax. The chapter is responsible for investigating this issue. Check your state department of revenue website or call their office for clarification. • Notifying Other Chapters of Items for Sale <ul style="list-style-type: none"> ○ The rules of circularization still apply as described in Standing Rule #2 of the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood. ○ Refer to Policies section of IOLC Circularization for definition and examples. • Dollar Limit for Individual Items <ul style="list-style-type: none"> ○ There is no dollar limit for the sale of individual items; however, chapters must be sure to report all financial activity on the chapter's annual IRS-LC form. 	<p>Internet Fundraising</p>
<ul style="list-style-type: none"> • The details of a chapter fundraiser may be posted on a member's personal Facebook page or a P.E.O. Facebook page. Other personal or P.E.O. social media sites may also be used. These postings shall include only: <ol style="list-style-type: none"> 1. The item(s) for sale or the name of the fundraising event 2. Applicable date(s) 3. Price 4. Location 5. P.E.O. chapter contact information • Postings shall not include links to commercial websites or any non-P.E.O. contact information. No endorsements or advertisements are allowed. Only the basic facts listed above may be posted. 	<p>Promotion of Fundraisers on Facebook</p>
<ul style="list-style-type: none"> • Advertisements in The P.E.O. Record <ul style="list-style-type: none"> ○ Chapters may advertise items for sale in the classified section of The P.E.O. Record and/or the P.E.O. website. Thumbnail pictures of the sale item(s) may be included on the website posting in accordance with the established fee structure. 	<p>P.E.O. Record Advertisements</p>

<ul style="list-style-type: none"> The cover of The P.E.O. Record may not be copied or used for commercial or fundraising purposes, except by the original artist. 	Cover of P.E.O. Record
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SALE OF ITEMS	
<p>Sales of goods or services by local or s/p/d chapters, local chapter groups, reciprocities, P.E.O. Groups or individual members of P.E.O. when acting as representatives of the organization shall be governed by the following requirements:</p> <ul style="list-style-type: none"> Sales must be to individuals only and NOT FOR RESALE. All work in carrying on such sales must be done by the members or others for the organization WITHOUT COMPENSATION. Net income must be used for the following: <ul style="list-style-type: none"> P.E.O. projects Other qualified educational and/or charitable purposes Chapter operating expenses Other activities as approved by the chapter. When sales of goods or services occur, details shall be reported annually on Form IRS-LC, Annual Summary of Treasurer of Local Chapter, including an itemized account of how the profit was expended. <p>Note: Two separate entities each exempt from paying income tax may not each make a profit on the sale of the same item.</p>	Sale of Goods or Services
<ul style="list-style-type: none"> Refer to Policies section of IOLC S/P/D Convention Information. 	Sale of Items at S/P/D Convention

S/P/D CONVENTION INFORMATION

- Sales by hostess chapters shall be limited to items sold to help defray convention costs. Sales other than those limited to hostess chapters could jeopardize the tax-exempt status of the P.E.O. Sisterhood. Laws relating to retail sales vary greatly in states, provinces, districts and communities and are to be observed.
- Hostess chapters may hold silent auctions during convention, offering no more than three items, each with a value not to exceed \$500. Bids must be posted at the convention site and the winner announced prior to the close of convention.
- A s/p/d chapter may sell P.E.O. related items such as s/p/d history, s/p/d chapter directory or commemorative item(s) for a significant anniversary of the s/p/d chapter.
- With the approval of the s/p/d executive board, local chapters may advertise their fundraising items with descriptive sheets available in the following manner:
 - Placed in convention kits
 - Included with the convention mailing
 - Sent with the s/p/d newsletter
 - Placed on the s/p/d website

Note: Samples of fundraising items may be displayed with order forms available; however no sales are permitted at convention. Preordered and prepaid items may be delivered at convention.

- The hostess s/p/d chapter(s) for Convention of International Chapter may sell International Convention commemorative items at s/p/d convention the year of and the year after that Convention of International Chapter.
- Raffles held in conjunction with state and district conventions are not permitted due to liability concerns. Many states have restrictions with any "gambling" activity, particularly those that are held in hotels where alcohol is available. There are other legal restrictions about raffles being held in educational institutions and on college campuses. These restrictions regarding raffles have been adopted to avoid the potential liability for state and district chapters.
- Raffles at provincial conventions may be permitted only with the approval of the provincial board and with the assurance that all local regulations are followed and any necessary permits are obtained. Though Canadian regulations allow more flexibility for these events at conventions, it is the responsibility of the provincial board to review and approve such fundraisers.

Sale of Items at Convention

<ul style="list-style-type: none"> • Local and s/p/d chapters may solicit sponsors to underwrite fundraising activities and events and programs related to convention. Sponsorship may be made in the form of, but not limited to, cash contributions, prizes, advertising, invitations, gift certificates, meals, supplies or other related items. • Selection of sponsors should be in keeping with the image of P.E.O. and should be tasteful and appropriate. Sponsors may receive recognition in programs, kits and news releases at the event or at convention. Sponsor recognition shall be limited to company name and/or logo. No endorsement or advertising of company services or products is allowed. • Sponsors should be notified that while donations may be used to support the philanthropic projects of the P.E.O. Sisterhood, local and s/p/d chapters are not allowed to issue tax receipts. In other words, donations from sponsors do not qualify for a charitable deduction. • Questions regarding these guidelines should be directed to the director of finance/treasurer of International Chapter. 	<p style="text-align: center;">Sponsorship of Local & S/P/D Chapter Events & Convention Hostess Chapters</p>
<ul style="list-style-type: none"> • Hostess chapter groups must use the IRS number of their state or district chapter for all bank accounts. Adequate records should be maintained so that the amount held for the group is easily distinguished from the funds of the “holding” chapter. • Because the IRS will consider these funds assets of the state or district chapter, an annual accounting must be submitted in order to combine them with other state/district funds. At annual report time, the income, expenses and account balances must be reported to the treasurer of each state or district chapter using Form IRS-HC. The report should clearly identify the hostess group, including contact information for those responsible. • Although hostess group funds are held by a group of local chapters, the federal identification number determines ownership. By using the state’s tax identification number, the state or district officers assume responsibility for oversight and reporting. Annual reports (Form IRS-HC) from each hostess group should be submitted annually with the Annual Summary of Treasurer of State Chapter (Form IRS-SC) to the International Chapter treasurer’s office. 	<p style="text-align: center;">Hostess Groups for State or District Conventions</p>

LOCAL CHAPTERS IN SUBORDINATE TERRITORY (HAWAII)	
<ul style="list-style-type: none"> If bylaws and standing rules have not been amended during the year, the recording secretary of a chapter in subordinate territory shall send an email or postcard in March to the organizer of International Chapter indicating “no change”. If bylaws and standing rules have been amended during the year, the recording secretary of a chapter in subordinate territory shall send a complete set of bylaws and standing rules to the organizer of International Chapter in March highlighting the changes made. <p>Note: Any formal action by convention which requires a change to local chapter bylaws and standing rules shall be made without a chapter vote (e.g., dues increase). The mandated change will require that bylaws and standing rules be sent to the organizer of International Chapter.</p>	Bylaws & Standing Rules
<ul style="list-style-type: none"> Delegate <ul style="list-style-type: none"> One delegate from every three local chapters or major fraction thereof in each state shall be elected. Designation of chapters entitled to elect a delegate shall be made by the organizer. Representation shall be on a rotating basis determined by the organizer. The president or a past president of the chapter shall be elected delegate when feasible. Expenses <ul style="list-style-type: none"> International Chapter will reimburse for one meal and pay expenses for housing for one extra night in advance of convention for delegates representing chapters in subordinate territory. Transportation is currently paid by the chapters the delegates represent. 	Convention of International Chapter
<ul style="list-style-type: none"> Chapters in subordinate territory shall send annually two copies of their yearbook to the organizer of International Chapter. Reciprocity groups and P.E.O. Groups in subordinate territory shall send annually one copy of their yearbook or schedule of meetings to the organizer of International Chapter. 	Yearbooks
<ul style="list-style-type: none"> Each local chapter in Hawaii will be required by state law to pay an excise tax on all fundraising revenue. The P.E.O. Executive Office will prepare and file all necessary tax forms. Do not file any forms on behalf of your chapter or contact the Hawaii State Department of Revenue. Direct any questions to the Director of Finance/Treasurer of International Chapter, P.E.O. Executive Office. The excise tax spreadsheets, sent to chapter presidents by email from the P.E.O. Executive Office, must be completed between March 1-15 and September 1-15 each year and returned by email to the executive office by the deadline. 	Excise Tax – Only For Chapters in Hawaii

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EXHIBIT A

PROCEDURE FOR SECURING CHANGE IN LOCATION OF A LOCAL CHAPTER OF THE P.E.O. SISTERHOOD

1. A proposal for change in location of a local chapter shall be presented at a business meeting of the chapter to be voted upon at the next business meeting.

Action taken shall be reported to the president of the s/p/d chapter accompanied by a request for a Petition of Local Chapter for Change in Location of Chapter Designation. Refer to IOLC [Exhibit B](#).

2. Upon receipt of the chapter report, the president of the s/p/d chapter shall send a copy of the petition to be signed and completed by the chapter and returned to the president of the s/p/d chapter.
3. At the next chapter meeting the chapter will vote (requires a favorable vote of 2/3 of members present); those voting pro shall sign the petition. The report is completed on the petition and returned to the s/p/d president. If the vote is negative, no petition is signed but the remainder of the report is completed and returned to the s/p/d president.
4. The executive board of the s/p/d chapter shall act upon the petition at a board meeting or by a vote by mail, email, fax or phone.

Following the favorable vote of the executive board of the s/p/d chapter, the president shall:

- Notify the executive director of action taken and date on which the change in location shall become effective by sending the Petition of Local Chapter for Change in Location of Chapter Designation.
 - Notify the president of the local chapter of action taken by the executive board of the s/p/d chapter, including the effective date of change of location (the date the s/p/d executive board voted on the change).
5. Upon receipt of the notification from the s/p/d president, the executive director shall:
 - Prepare and send the completed certificate to the president of the s/p/d chapter with a letter of instructions for proper signatures and seal and a statement of the amount of the required fee.
 - Send copies of the letter to the president of International Chapter, secretary of the s/p/d chapter and president of the local chapter.
 - Notify the Membership Department, who will enter the information into the database.
 6. The treasurer of the local chapter shall forward payment of the fee to the executive director.
 7. At the next s/p/d convention, an announcement is made of the change in location of a local chapter(s).

EXHIBIT B

PETITION OF LOCAL CHAPTER FOR CHANGE IN LOCATION OF CHAPTER DESIGNATION

P.E.O. SISTERHOOD

_____, _____
(Date Petition Submitted)

The following members of Chapter _____, City of _____,
S/P/D of _____, request permission to change the name of
Chapter _____, City of _____, S/P/D of _____,
to Chapter _____, City of _____, S/P/D of _____,

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Number of active, resident members of Chapter _____

Request for Change in Location of Chapter voted on _____
(Date)

Number of members Present _____

Number of members voting Pro _____

Number of members voting Con _____

(This requires a favorable vote of
two-thirds ($\frac{2}{3}$) of the members present)

Date charter was granted: _____
(month) (day) (year)

Date charter was granted: _____
(month) (day) (year)

Local Chapter President

Local Chapter Recording Secretary

Effective date* of change of location: _____
*Date s/p/d executive board voted on this request (month) (day) (year)

S/P/D President

EXHIBIT C

P.E.O. GENERAL LIABILITY INSURANCE

An explanation of the Coverage and How it Applies

**For P.E.O. meetings or functions held in a member's home
or at a local church, community hall or private facility**

What Does This Coverage Protect?

This coverage protects P.E.O. (International Chapter, state and local chapters, members, officers and employees) from liability, i.e., bodily injury to a third party or damage to property belonging to a third party caused by negligence.

Key Word – Negligence

If, for instance, a member or guest slips and falls while attending a P.E.O. function, coverage only applies if there is negligence on the part of P.E.O., its member, employee or officer, such as allowing a *known* hazard or unsafe condition to exist. For this reason all incidents of injury to persons or damage to property should be reported, and a determination as to possible negligence will be made when necessary. Instructions and phone numbers for doing this are found on the Claims Reporting Statement, which is held by each state and local chapter president.

In such circumstances, P.E.O., its member, employee or officer is protected and would be defended against any resulting lawsuit.

Medical Expense Coverage

In addition to the liability portion of the coverage, the policy also provides a limited amount of "Medical Expense" coverage. This coverage can be used to pay the medical expenses of the injured party but this coverage is available only to guests or members of the public and *does not apply to P.E.O. members*. The Medical Expense coverage applies regardless of negligence (meaning, the P.E.O. does not have to be liable for the injury in order for this coverage to apply). However, the injured party should first look to his or her own medical insurance for reimbursement of medical expenses.

Incidents of the kind discussed in the foregoing, if occurring in a member's home, should also be reported to the homeowner's insurer, as similar coverage usually exists there. Under the "medical expense" portion of the homeowner's insurance, the P.E.O. member probably has coverage.

Event Held at Establishment Selling Liquor

If an event is held in an establishment that is in the business of selling liquor, it is the responsibility of the establishment to maintain Liquor Liability insurance. It is also up to the establishment to determine who to serve, and more importantly, who not to serve.

Under no circumstance may a P.E.O. chapter, reciprocity or other group of chapters obtain a liquor license.

Auto Liability

Members driving their own cars to pick up and transport participants to a meeting or event must rely on their own automobile liability insurance for their protection.

Covid-19 Claims

As a result of the COVID-19 pandemic, an exclusion has been added to P.E.O.'s insurance policy for injuries caused by "biological agents," which is defined to include: viruses, pathogens, fungi, mold, mildew, and other microorganisms. This exclusion means that any claims that arise as a result of a "biological agent" (including, but not limited to, COVID-19) would **not be covered** by P.E.O.'s insurance policy.

INSURANCE CERTIFICATE REQUEST FORM

All P.E.O. meetings and functions are covered by International's General Liability Insurance policy. Please complete this form for a facility requesting a proof of Liability Insurance Certificate.

The Certificate of Insurance will be sent directly to the facility contact that you have named. The chapter contact will also receive a copy. Please refer to the explanation of P.E.O. International's General Liability coverage and how it applies.

Note: International's Liability Insurance Policy renews every year on July 1. Requests for functions scheduled after this date will be processed after the renewal occurs.

EVENT INFORMATION

Title of Event: _____

Chapter: _____ Date of Event: _____

Name of location or facility where event is to be held: _____

Does the event involve physical activity (ex. Walking or running program, etc.)? ☐ Yes ☐ No

If Yes, please have participants complete the Waiver & Release of Liability form included.

Street Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Telephone: _____ Fax: _____

Email: _____

Name & Title of Contact Person or Facility: _____

ADDITIONAL EVENTS: Please complete all information above for each event. (Extra sheet included)

PERSON MAKING REQUEST

Name: _____

Street Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Telephone: _____ Fax: _____

Email: _____

P.E.O. Chapter Letters: _____ Chapter City: _____

Send requests to:

P.E.O. Executive Office
Attn: Insurance Certificate Request
3700 Grand Avenue
Des Moines, IA 50312
jtracy@peodsm.org
Fax: (515) 255-3820

INSURANCE CERTIFICATE REQUEST

ADDITIONAL EVENTS

EVENT (2)

Title of Event: _____

Chapter: _____ Date of Event: _____

Name of location or facility where event is to be held: _____

Does the event involve physical activity (ex. Walking or running program, etc.)? ☐ Yes ☐ No

If Yes, please have participants complete the Waiver & Release of Liability form included.

Street Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Telephone: _____ Fax: _____

Email: _____

Name & Title of Contact Person or Facility: _____

EVENT (3)

Title of Event: _____

Chapter: _____ Date of Event: _____

Name of location or facility where event is to be held: _____

Does the event involve physical activity (ex. Walking or running program, etc.)? ☐ Yes ☐ No

If Yes, please have participants complete the Waiver & Release of Liability form included.

Street Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Telephone: _____ Fax: _____

Email: _____

Name & Title of Contact Person or Facility: _____

EVENT (4)

Title of Event: _____

Chapter: _____ Date of Event: _____

Name of location or facility where event is to be held: _____

Does the event involve physical activity (ex. Walking or running program, etc.)? ☐ Yes ☐ No

If Yes, please have participants complete the Waiver & Release of Liability form included.

Street Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Telephone: _____ Fax: _____

Email: _____

Name & Title of Contact Person or Facility: _____

INSTRUCTIONS TO OFFICERS OF LOCAL CHAPTERS (IOLC)

GLOSSARY OF TERMS

<ul style="list-style-type: none"> • Abbreviation for International Chapter of the P.E.O. Sisterhood. 	IC
<ul style="list-style-type: none"> • Reference to the Membership Department in the P.E.O. Executive Office: membership@peodsm.org OR Membership Department P.E.O. Executive Office 3700 Grand Avenue Des Moines, Iowa 50312-2899 	Membership Dept.
<ul style="list-style-type: none"> • Reference to the official P.E.O. website of International Chapter of the P.E.O. Sisterhood. 	P.E.O. Website
<ul style="list-style-type: none"> • Abbreviation for “State / Provincial / District” Chapter or “state / province / district”. 	s/p/d
<ul style="list-style-type: none"> • Abbreviation for local chapters in subordinate territory (currently all local chapters in Hawaii). 	ST
<ul style="list-style-type: none"> • The P.E.O. Member ID # is the official method for identifying P.E.O. members. • Seven-digit P.E.O. Member ID # locations listed below: <ul style="list-style-type: none"> ○ Chapter Membership Summary ○ Back cover of the P.E.O. Record above member’s address ○ Member ID Search on the P.E.O. website ○ Letter from Membership Dept providing new initiate’s Member ID # (sent to chapter within 30 days after receipt of Change in Membership form reporting initiation) 	Member ID #
<ul style="list-style-type: none"> • Process of transferring membership from current chapter to new chapter (formerly known as “dimit”). 	Transfer
<ul style="list-style-type: none"> • Term used by the chapter to which a member has transferred. 	Transfer In
<ul style="list-style-type: none"> • Term used by the chapter from which a member has transferred. 	Transfer Out
<ul style="list-style-type: none"> • Process of an inactive member becoming an active member. 	Reinstatement
<ul style="list-style-type: none"> • Member who signs the Sponsor for Membership form proposing a woman for P.E.O. membership. 	Sponsor

<ul style="list-style-type: none">• An active nonresident member shall be one who resides outside the city or town in which the chapter is located, at a distance which makes impracticable her attendance at business meetings of the chapter. Her name may be placed on the nonresident list. The member shall have all the privileges of the Sisterhood.	Nonresident Member
<ul style="list-style-type: none">• Letter received by the local chapter corresponding secretary from the s/p/d secretary or paid assistant indicating approval of the Annual Report of Corresponding Secretary (ARCS). This letter includes the final numbers for active and inactive members for that local chapter.	Annual Report Release
<ul style="list-style-type: none">• An active member who lives in your community but belongs to a chapter in another area.	Unaffiliate

GLOSSARY OF FORMS

<ul style="list-style-type: none"> Form sponsors sign when presenting & proposing a name for membership. 	Sponsor for Membership
<ul style="list-style-type: none"> Form used by a local chapter to invite a member to transfer. 	Invitation to Transfer
<ul style="list-style-type: none"> Form used to report all membership activity during the year to the Membership Department. 	Change in Membership (CIM)
<ul style="list-style-type: none"> Replaces the chapter General Enrollment Book. Lists all P.E.O.s who have been a chapter member since 1980. Any members not listed are those who transferred out or died prior to 1980 – information about these members may be found in the retired General Enrollment Book. 	Chapter Membership History (CMH) Record
<ul style="list-style-type: none"> Serves as reference document for annual reports (update is sent each year). Represents members who were living during fiscal year and membership activity during year, i.e., Initiation, Transfer in, Death, Reinstatement, Change of Name, Change of Address, Change of Email Address. Used during year to record decreases in membership. 	Chapter Membership Summary (CMS) Record#
<ul style="list-style-type: none"> Annual Report used to record all membership changes not indicated on the Chapter Membership Summary, including updates on inactive members, and to record membership totals (active and inactive members) as of March 1. Used during year to record gains in membership. 	Annual Report of Corresponding Secretary (ARCS)