



Job's Daughters  
INTERNATIONAL®

# STATE OF THE ORDER REPORT

Annual message from the Executive Supreme Guardian Council and Board of Trustees of Job's Daughters International speaking to important issues impacting the Order and offering a vision for the future.

JULY 2023





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## MESSAGE FROM THE SUPREME GUARDIAN

This past Supreme Council year has been filled with many emotions and challenges. The joy of spending time with our Daughters has been very rewarding and definitely the highlight of this year of service.

I, along with the other members of the Supreme Team, have been able to visit all five countries that comprise our JD world. It has been an incredible experience observing how our ritualistic work is performed in Brazil and the Philippines. Every country and jurisdiction has some unique differences that make what they do very special.

This was a year of “getting back to normal” after 2+ years of COVID restrictions. My emphasis this year was not on ritualistic work but on getting our Bethels back to in-person meetings and encouraging promotion to increase membership.

I believe the children are our future, teach them well, and let them lead the way. We are all obligated to teach our children well, which doesn't mean that we give them everything they want. Because everything they want may not be in their best interest. Let us all remember that we are obligated to Guide our fair Daughters, Teach our fair Daughters, Love our fair Daughters, and then let them lead the way.

Let Union and Harmony Prevail as we all continue to labor for the highest ideals in life.

In service,

*Maureen Wise*

Maureen Wise, PHQ  
Supreme Guardian 2022-23



## MESSAGE FROM THE CHAIRMAN OF THE BOARD

*"Unless you believe that the future can be better it's unlikely you will step up and take responsibility for making it so. If you assume that there's no hope, you guarantee that there will be no hope." - Noam Chomsky*

The last several months have been difficult for JDI, and it has never been clearer that the state of our Order depends upon the Masonic ties that bind us, the joy and community we find through JDI, and on the hope of a brighter future.

As we enter a new year for JDI, the Board of Trustees is committed to listening, learning, and working together to make JDI an organization that ignites the potential in all of us. We recognize that now is not a time to rest, and that our work to rebuild trust, create infrastructure, and restore focus on the Daughters we serve every day is critical for the future of our Order.

JDI's greatest strength and most valuable asset is you. Together, we can lean-in to these challenging times and reimagine the future. As we enter the 2023-24 SGC year we are excited to preview some of the past year's accomplishments, with the knowledge that we are only just beginning to build a stronger foundation for the future.

We wish to express our gratitude to the Daughter and adult leaders of our jurisdictions and Bethels around the world. Thank you for being on this journey with us and for your continued commitment to make Job's Daughters a more hopeful place for us all.

In service,

Amanda LeBlanc, PHQ, PMIJD  
Chairman, JDI Board of Trustees

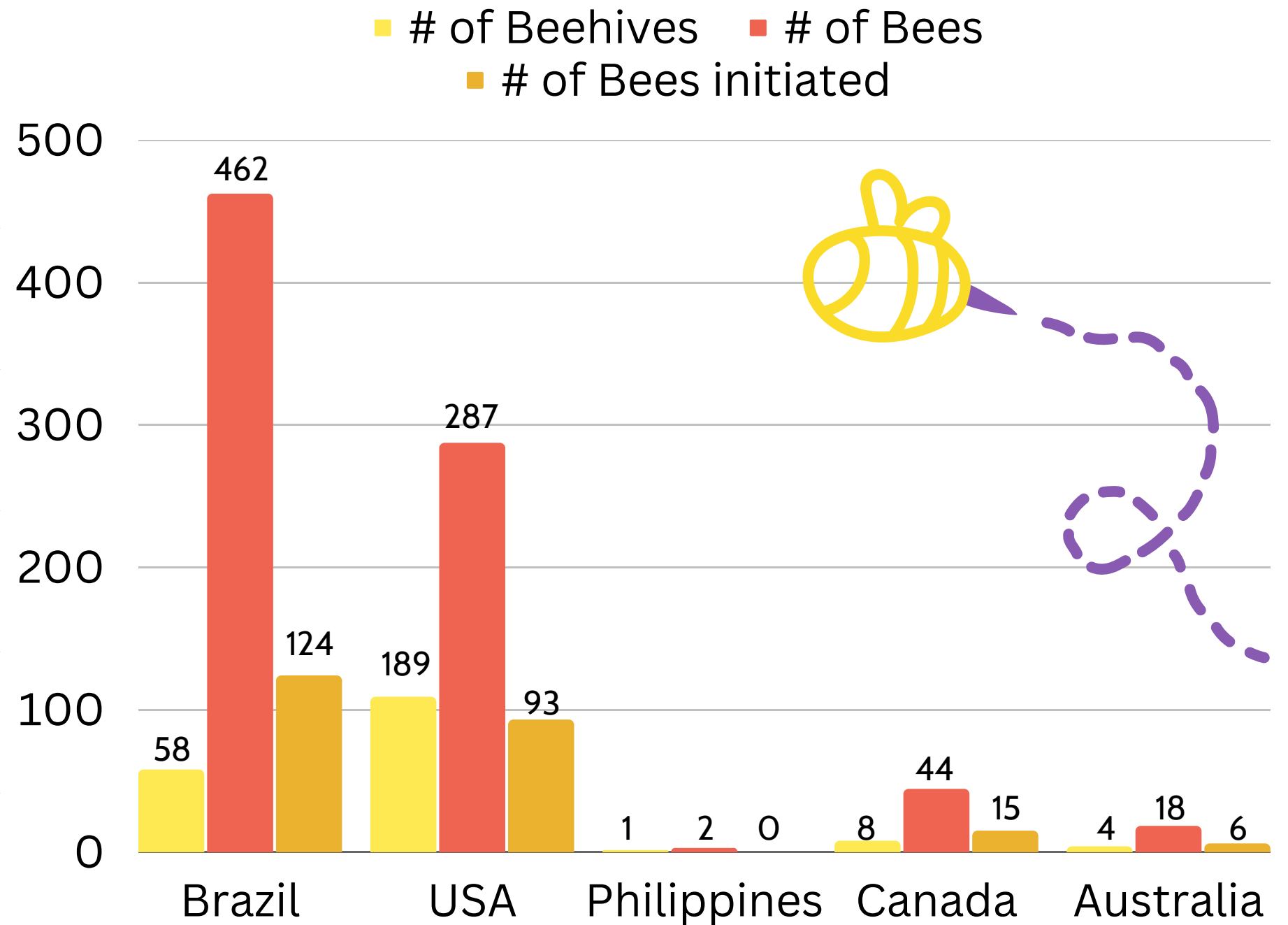
# 2022 MEMBERSHIP

**9,124**  
Total membership

**634**  
Total Bethels

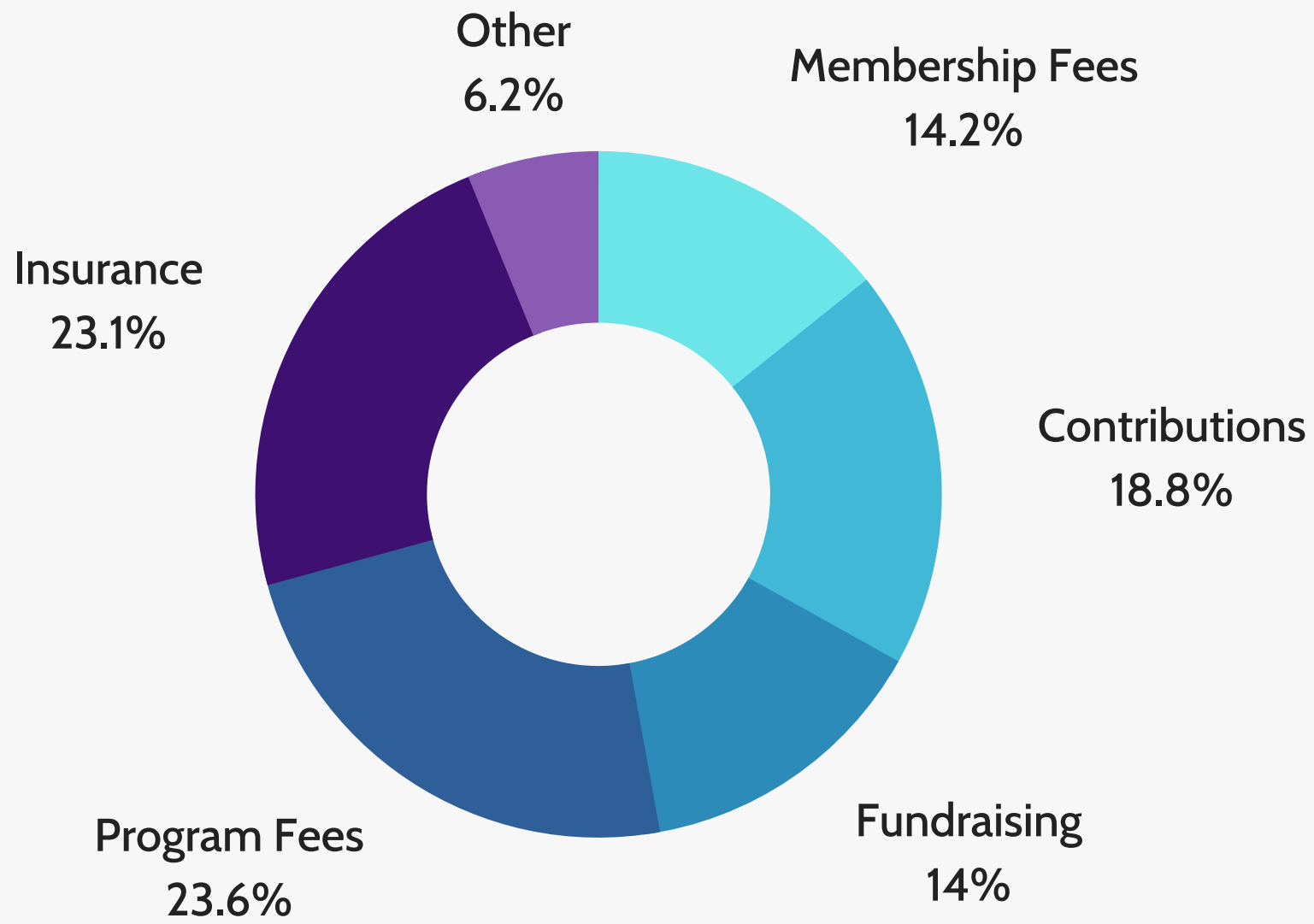
**3,087**  
Initiates

Country	# of Members	# of Bethels	# of Initiates
Brazil	5,626	272	2,362
USA	2,589	314	459
Philippines	700	28	221
Canada	169	17	38
Australia	40	3	7

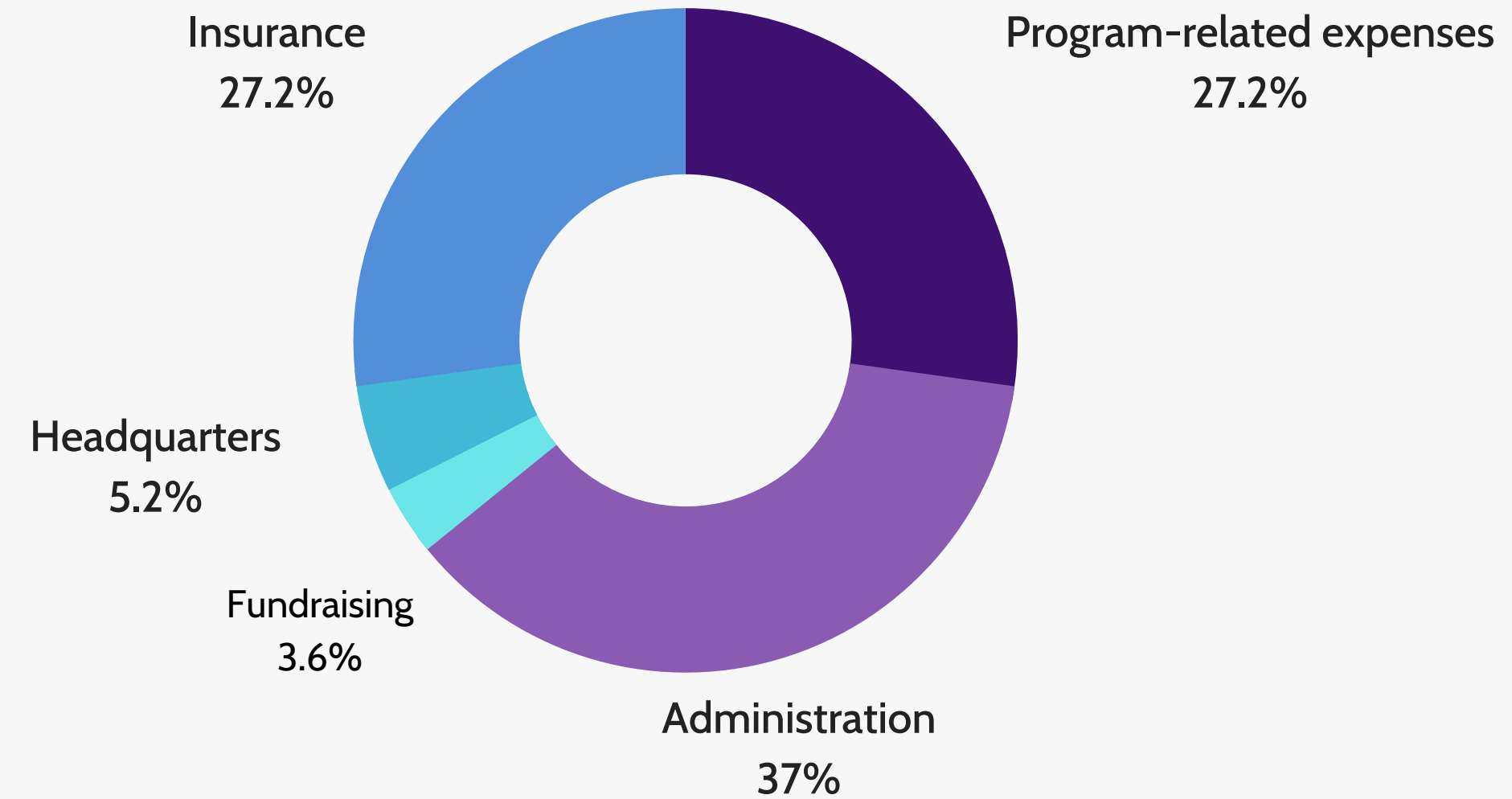


# FINANCIAL OVERVIEW

## Revenue



## Expenses



2023-2024  
Proposed Budget

990 Tax Return

# INSURANCE

- Updated insurance Policy and allowable activities guidelines for the U.S. and Canada
- Most activities allowable with proper paperwork and single-day event policy (high-risk events)



## Insurance Facts

**\$26.74**

USD cost per member  
(U.S. and Canada)

**\$109.44**

USD cost per member  
(Australia)

**\$52K**

Annual cost of Sexual  
Misconduct coverage

**CYBER  
LIABILITY**

Addition to 2023-24 package

ACTIVITY TYPE	EXAMPLES	COVERED UNDER JDI POLICY	SUPPLEMENTAL RIDER REQUIRED	PERSONAL HEALTH FORM REQUIRED	RELEASE, WAIVER, AND CONSENT FORM REQUIRED	BOT GUIDELINES PROVIDED	COMMENTS
Standard JDI activities	Standard, very-low-to-no-risk social events • Meeting(s) • Dinners, picnics • Sleepovers	YES	NO	YES ⚠	NO	NO	JDI's General Liability policy provides blanket coverage for core activities. All members and adult volunteers must submit a <b>Form 125a-Personal Health Form</b> with the Bethel annually.
Low-risk events/activities	Low-risk physical events • Basketball, volleyball, kickball, softball, soccer, flag football, tennis, ice/roller skating, golf, disc golf, bicycling, fishing • Walking, running (5k/10k), hiking • Supervised swimming in a pool • Water/Amusement parks, laser tag, parade participant	YES	NO	YES ⚠	YES ⚠	NO	Any event including physical activity inherently comes with increased risk. In cases where physical activity is above-and-beyond social events, all participants must have BOTH a <b>Form 125a-Personal Health Form</b> AND must have a <b>Form 125B-Release, Waiver, and Consent Form</b> on file with the Bethel <i>prior to participation</i> .
High-risk events/activities	High-risk physical events • Snow – skiing, boarding, tubing, sledding, etc. • High-impact/potential injury sports/activities - Hockey, rugby, dodgeball, trampoline parks, rock climbing, horseback riding, gokarts/racecars • Supervised swimming in lakes, oceans, rivers, etc., white water rafting	NO ⚠	YES ⚠	YES ⚠	YES ⚠	NO	As physical activity and contact increase, so does risk. In cases where personal/physical contact and risk of injury is heightened, a <b>supplemental rider policy</b> covering the event/activity is required in addition to all participants having BOTH a <b>Form 125a-Personal Health Form</b> AND must have a <b>Form 125B-Release, Waiver, and Consent Form</b> on file with the Bethel <i>prior to participation</i> .
YPP-impacted events/activities	Events involving weapons/projectiles: • Archery • Ax/Knife Throwing • BB guns • Firearms/Riflery • Paintball • Fireworks/Fireworks Sales	NO ⚠	YES ⚠	YES ⚠	YES ⚠	YES ⚠	JDI's Youth Protection Policy is intended to ensure the safety of our members and the Order itself. Events that contradict this policy require significant oversight and unique considerations. In addition to a <b>supplemental rider policy</b> , a <b>Form 125a-Personal Health Form</b> and a <b>Form 125B-Release, Waiver, and Consent Form</b> on file with the Bethel <i>prior to participation</i> , event planners must become familiar with and implement <b>additional processes and risk-management controls as defined by the Board of Trustees</b> .
<b>Never</b> allowed events/activities	Events involving drugs, sexual content: • Skinny dipping/Streaking • Mooning • Drugs or alcohol • Hazing	NO ⚠	N/A	N/A	N/A	N/A	JDI does not/will not endorse activities involving drugs, alcohol, sexual content or hazing. Activities and/or interpersonal contact of this nature will result in <b>immediate disciplinary action</b> .

# YOUTH PROTECTION

## YOUTH PROTECTION TEAM

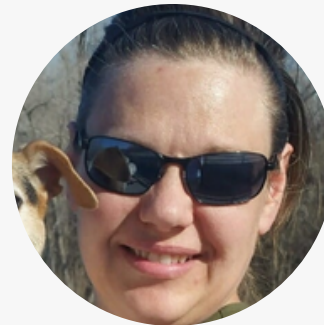
Welcomed back Youth Protection Program Director, Mary Louise Gillispie (NE)



NEW! Youth Protection Program Director, Nancy Walters (WA)



NEW! Assistant Youth Protection Program Director, Amy Sebatka (NE)



## KICKED-OFF 360° REVIEW OF YPP POLICY AND PROCEDURES

- Added redundancies for greater accountability to best practice and timelines
- YPP experience survey to be sent after Supreme Session - will influence updates to Policy and Procedures
- Starting August 1, 2023 - Increased initial (\$60) and renewal application fees (\$32) to cover inflation and administrative costs
- Starting September 1, 2023 - 'Child Welfare' content to be replaced with free, online California Volunteer Mandated Reporter Training module

Questions? [ypp.director@jdint.org](mailto:ypp.director@jdint.org)



# YOUTH PROTECTION

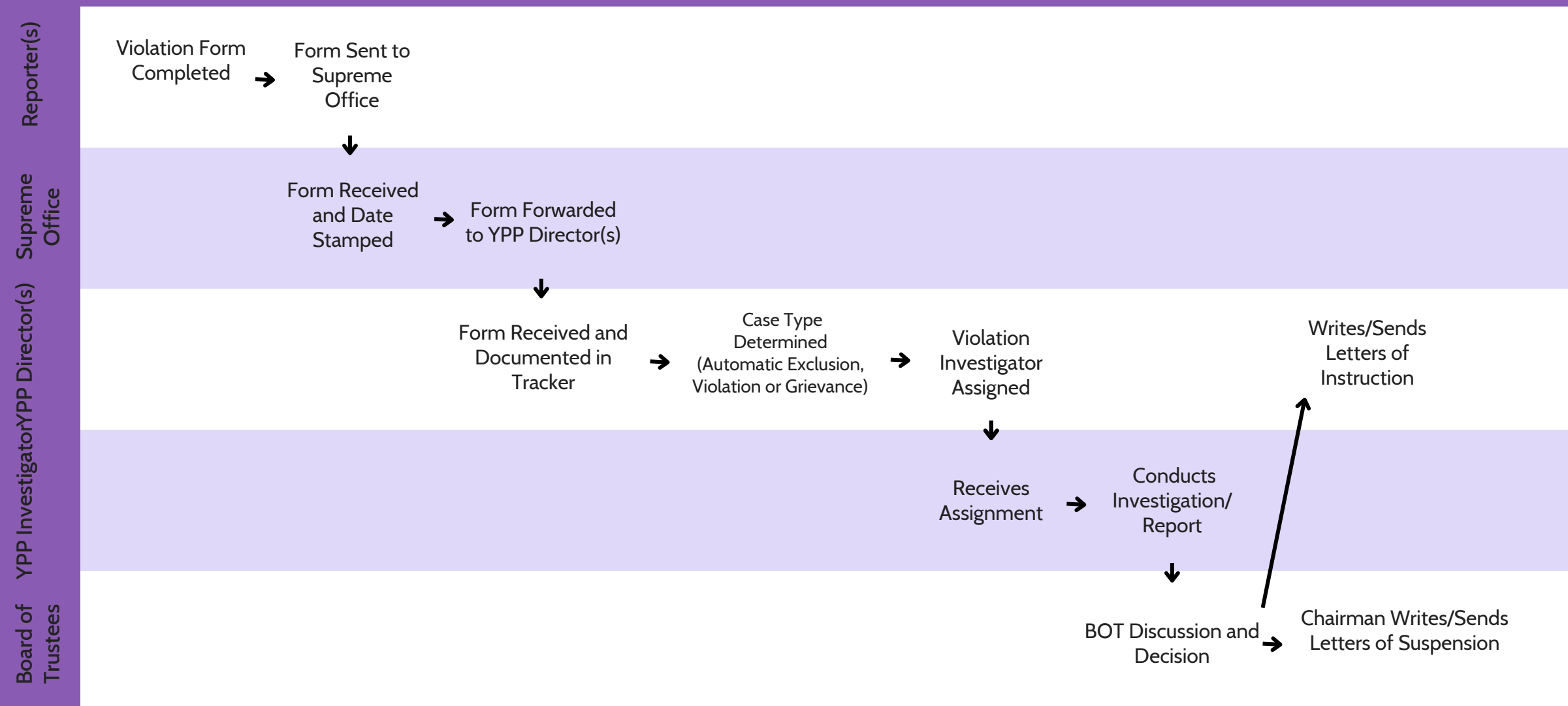
## YPP Trends

- Using YPP instead of Grievance process
- Late reporting/waiting to submit violations
- Violation of Daughter boundaries (changing room, physical contact, etc.)
- Poor financial adherence/improprieties
- Non-compliance with mandated reporter laws
- General process knowledge gap

## YPP Facts

- Majority vote of the BOT necessary for all decisions and may include:
  - *Letters of Instruction or Reprimand*
  - *CAV Suspension(s)*
  - *Appeals outcome(s)*
  - *Suspension/Exclusion clearance(s)*
- Exclusion orders (Abuse Reports) are automatically issued by the YPP Director-they are not investigated nor shared with the BOT
- Exclusion clearance votes are 'blind'-Identifying information is redacted
- Violation reports may be redirected to the Grievance process if they involve inter-personal issues or violations of JDI Constitution and Bylaws

## Simplified YPP Violation Process Flow



# CODE OF CONDUCT

NEW! JDI Code of Conduct Policy to anchor us to behaviors that build an inclusive and professional culture. Culture is a key component in delivering a successful future for JDI, and will require all of us to live its tenants:

## BUILD TRUST AND CREDIBILITY

It's easy to say what we must do, but the proof is in our actions.

## RESPECT FOR ALL

Create an environment that brings out the full potential in each of us.

## PROFESSIONALISM AT ALL TIMES

Courteous and considerate toward our Daughters and fellow volunteers.

## FREE FROM DISCRIMINATION

Provide a culture free from harassment and discrimination.

## INCLUSIVE ENVIRONMENT

Foster teamwork, be open-minded, and directly address inappropriate behavior.

## CULTURE OF OPEN AND HONEST COMMUNICATION

Everyone should feel supported speaking out against ethical concerns.

## ACCOUNTABLE FOR OURSELVES

We are all responsible for creating our Job's Daughters culture and community.

# FUNDRAISING

Income sources that support the Supreme Office, JDI staff, and operational infrastructure have historically relied upon annual dues and other fees outlined in JDI Bylaws. As membership and activity has declined, so too has revenue that make it possible for JDI to operate and modernize. We ask that you consider participating in these fundraising programs to support future infrastructure development.

## JDI CHARM NECKLACE

Available for purchase:

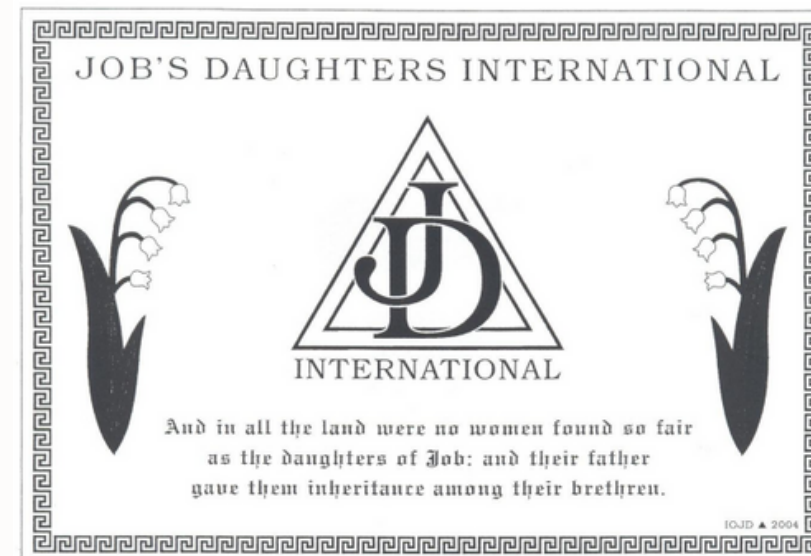
- Supreme Session
- "Job's Daughters 100th Anniversary" Facebook page
- Supreme Office
  - Order via PayPal; Add Necklace and Charms in notes section



Necklace: \$15.00 USD  
Charms: \$7.00 USD/Each  
Full Set: \$50.00 USD



Visit <https://jobsdaughtersinternational.org/supreme-sales/> to order



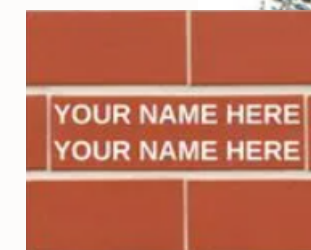
## JDI TRADEMARK AFGHANS

\$52.00 USD + Shipping



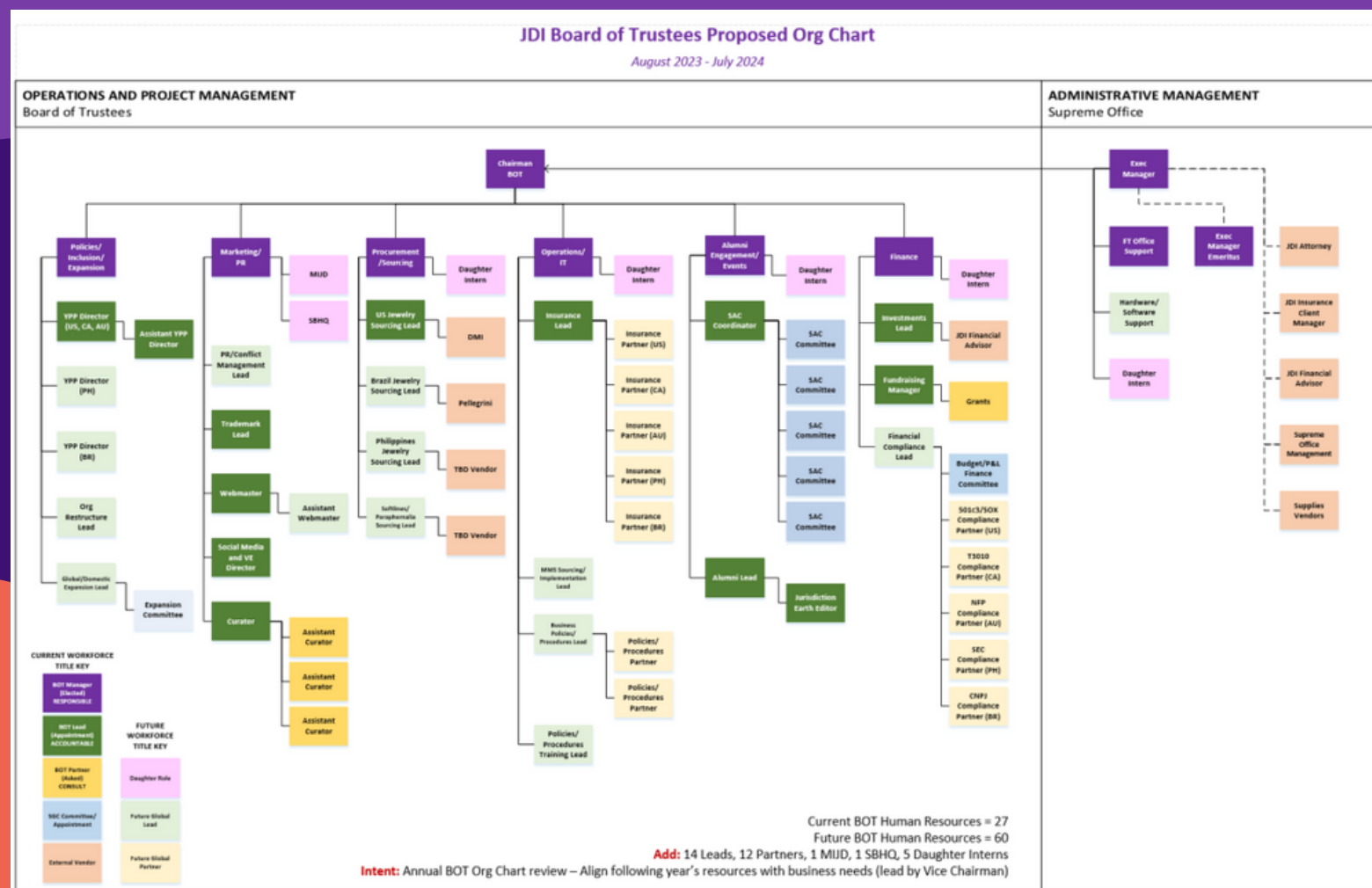
## SUPREME OFFICE WALKWAY BRICKS

\$100.00 USD



# 2023-24 FOCUSES

JDI places heavy emphasis on conflict and event management, dedicating 84% of human resources to projects/events, and just 16% to infrastructure. In 2023-24 we will move to meet the global demands of our Order by focusing on training, and reimagining our organizational structure and resource allocation.



## EXEC SUPREME GUARDIAN COUNCIL

Focus on training and development, committee alignment to organizational needs, domestic and global expansion

## BOARD OF TRUSTEES

Restructure and staff-up to meet the infrastructure and operational demands of our Bethels and volunteers

# International Headquarters

**Omaha, NE**

**EXECUTIVE MANAGER**  
executive.manager@jdint.org



**Katrina Sieler**  
PHQ (NE)

**OFFICE ASSISTANT**  
office@jdint.org



**Megan Kemery**  
PHQ, PGBHQ (MO)

## Message from the Executive Manager

This year has been quite a learning experience as I took over the position of Executive Manager on August 1, 2022, following the retirement of Susan Goolsby after 45 years of dedication to the Order. It has been incredibly challenging at times but also gratifying. I want to thank everyone for their patience this year as I learned the ropes.

Over the past year, we have made a few exciting changes at the Supreme Office. Most important is the new office email address (office@jdint.org). With this change, we also established organizational emails for each elected officer of the SGC, the Board of Trustees chair, and all Board appointed positions for the main purpose of continuity. These emails will be passed on from year to year.

Even more exciting updates to our office processes and procedures are on the horizon. We look forward to continuing to serve Job's Daughters members and adults for another year.

In Service,

**Katrina Sieler, PHQ**  
Executive Manager

# 2022-23 EXSGC & BOT

SUPREME GUARDIAN  
sg@jdint.org



Maureen Wise,  
PHQ, PGG (WI)

ASSOCIATE SUPREME  
GUARDIAN  
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PAGG (VA)

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ACTING SUPREME  
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CHAIRMAN  
botchair@jdint.org  
Strategic Planning, Insurance



Amanda LeBlanc,  
PHQ, PGG (MN)

VICE CHAIRMAN  
Strategic Planning, Alumni



Pam Henderson,  
PHQ, PGG (KS)

BOT MEMBER  
Investments, Leadership, Training



Ken Bright,  
PAGG (DM)

BOT MEMBER  
Trademark, Succession Planning



Beth Garten,  
PHQ, PGG (MN)

BOT MEMBER  
Jewelry, YPP



Karen Keller,  
PHQ, PGG (CA)

BOT MEMBER  
SAC, Fundraising



Linda Stokes,  
PHQ, PGG (MO)

BOT MEMBER  
Flex Projects



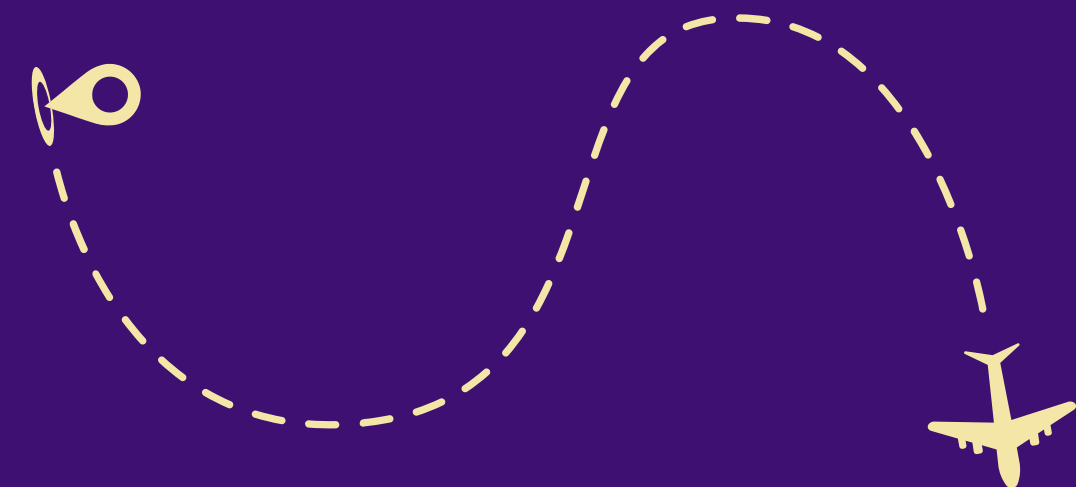
John Young,  
PAGG (OH)

# Travel Fund

Job's Daughters International selects two members each year to represent the Order as enthusiastic and knowledgeable global youth ambassadors. As such, our Miss International Job's Daughter (MIJD) and Supreme Bethel Honored Queen (SBHQ) have the opportunity to visit all Job's Daughters jurisdictions, serving the Order in a number of ways

The real-world costs of serving the Order on an international scale is significant and cannot be accomplished without the support of others. It is in this spirit that we advocate on behalf of the Daughters in asking for your financial support of the MIJD-SBHQ 2023-24 Travel Fund.

To contribute, scan the QR code below





Thank  
you

