

# State of the Order Report

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

JULY 2024



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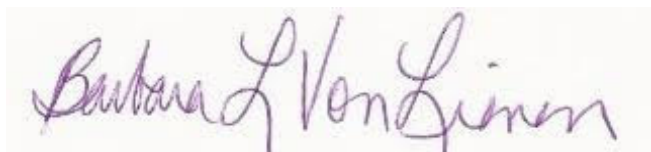
# Message from the Supreme Guardian

This Supreme Guardian Council year started with many outstanding challenges, but the excitement and love of our Daughters has been very rewarding and the highlight of this year.

The Supreme Team has had the opportunity to visit Daughter in all countries with Job's Daughters and they supported the foreign expansion effort. They have attended multiple Grand Masters conventions in North and South America, and other masonic family events to promote Job's Daughters. There will be exciting years to come with the expansion into new countries. The Daughter leaders were encouraged to visit jurisdictions that were not scheduled in the Supreme Team travel schedule.

It is very humbling and an honor to be able to travel and meet our Daughters around our organization. Many jurisdictions and Bethels are still recovering from the COVID years but are enthusiastic and positive on growing and getting stronger. Each country has different traditions, and it was awesome to experience how the traditions are woven into their Bethels identity and activities. Promotion and financial stability has been a major focus this year and many jurisdictions had positive growth, but in some areas we still are having more Daughters reach Majority than are welcomed into the Bethels. The adults need to be reminded that the funds belong to the Bethel and all expenditures must be approved by the Bethel Daughters. Our purpose is to guide and teach our young ladies to be our future leaders and we do a great disservice by "doing it for them".

Our theme this year was "Weaving Job's Daughters though the fabric of our lives" and as we traveled it was prevalent throughout our organization with the support our Bethels receive from the Masonic organizations, their family involvement and the inter bethel involvement and support around with world using technology to create bonds and forever friendships.



Barbara Von Lienen, PHQ  
Supreme Guardian 2023-24



# Message from the Chairman of the Board

*“Productivity is never an accident. It is the result of a commitment to excellence, intelligent planning, and focused effort.” – Paul J. Meyer*

One of the greatest joys as a leader are the moments when people rise above the background noise and imagine together. No matter what level of Job’s Daughters you’re leading, whether Honored Queen or Chairman of the Board of Trustees, when a group of people put their hearts into the work and commit themselves to excellence it can be like rocket fuel that propels an entire Bethel, or an entire organization forward.

These past twelve months have been rocket fuel as the Board of Trustees has prioritized, completed, and made progress on an unprecedented number of projects!

Anchored to our promises of transparent communication, rebuilding trust, and leaning into growth; the foundation of the Order – from re-navigating our catalog and contract with Doc Morgan – creating clarity and driving momentum with our Youth Protection Program – further developing organizational infrastructure in Brazil - and building a future where every girl around the world can join Job’s Daughters through Global Expansion – the work accomplished has been nothing short of fantastic.

As we enter a new year for JDI, the Board of Trustees renews our commitment to continue our focus on projects and priorities that will address critical gaps in our infrastructure, operations, and future growth potential, always centered on the experience of our Daughters and adult volunteers. We are grateful to all of you for being on this journey of discovery and innovation with us. There can be no turning back and only hope on the horizon.



Amanda LeBlanc, PHQ, PMIJD

Chairman of the Board of Trustees 2023-24



# 2023 Membership

**9,594**

Total membership

4% INCREASE FROM 2022

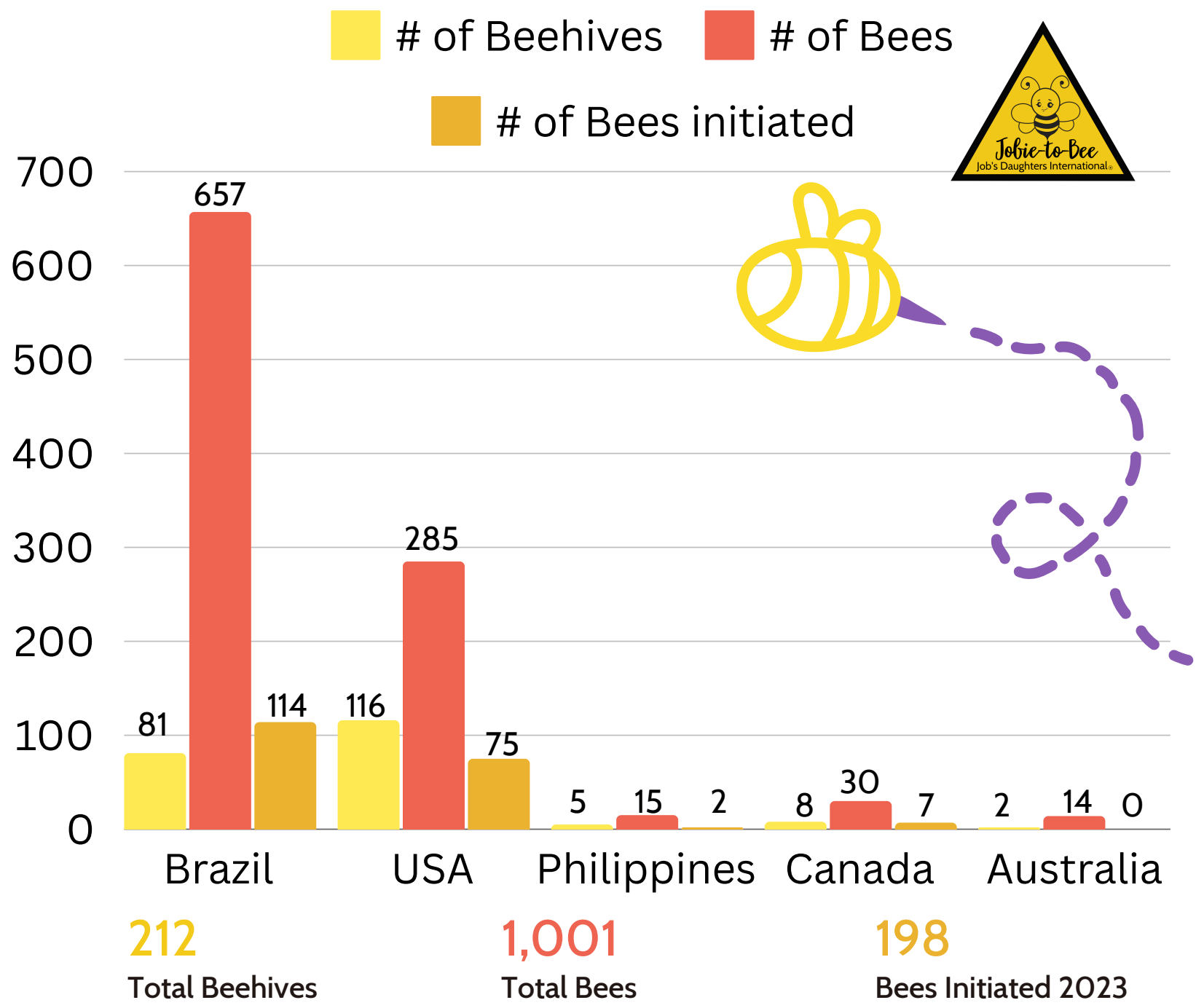
**631**

Total Bethels

**2,850**

Initiates

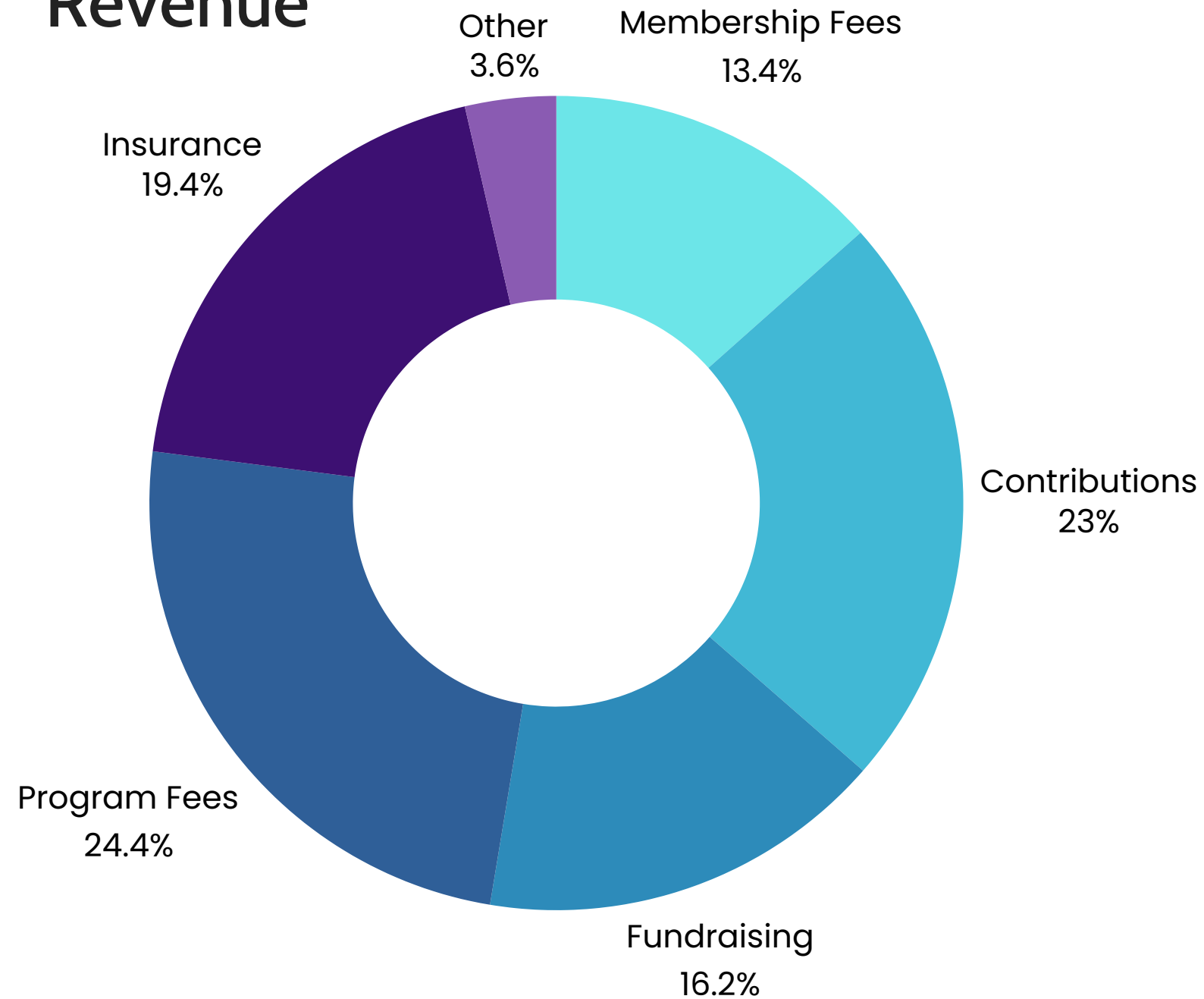
Country	# of Members	# of Bethels	# of Initiates	% INCREASE OR DECREASE
Brazil	6,205	278	2,106	9%
USA	2,419	303	470	-7.3%
Philippines	778	29	235	5.9%
Canada	146	18	30	-15.8%
Australia	46	3	9	13%



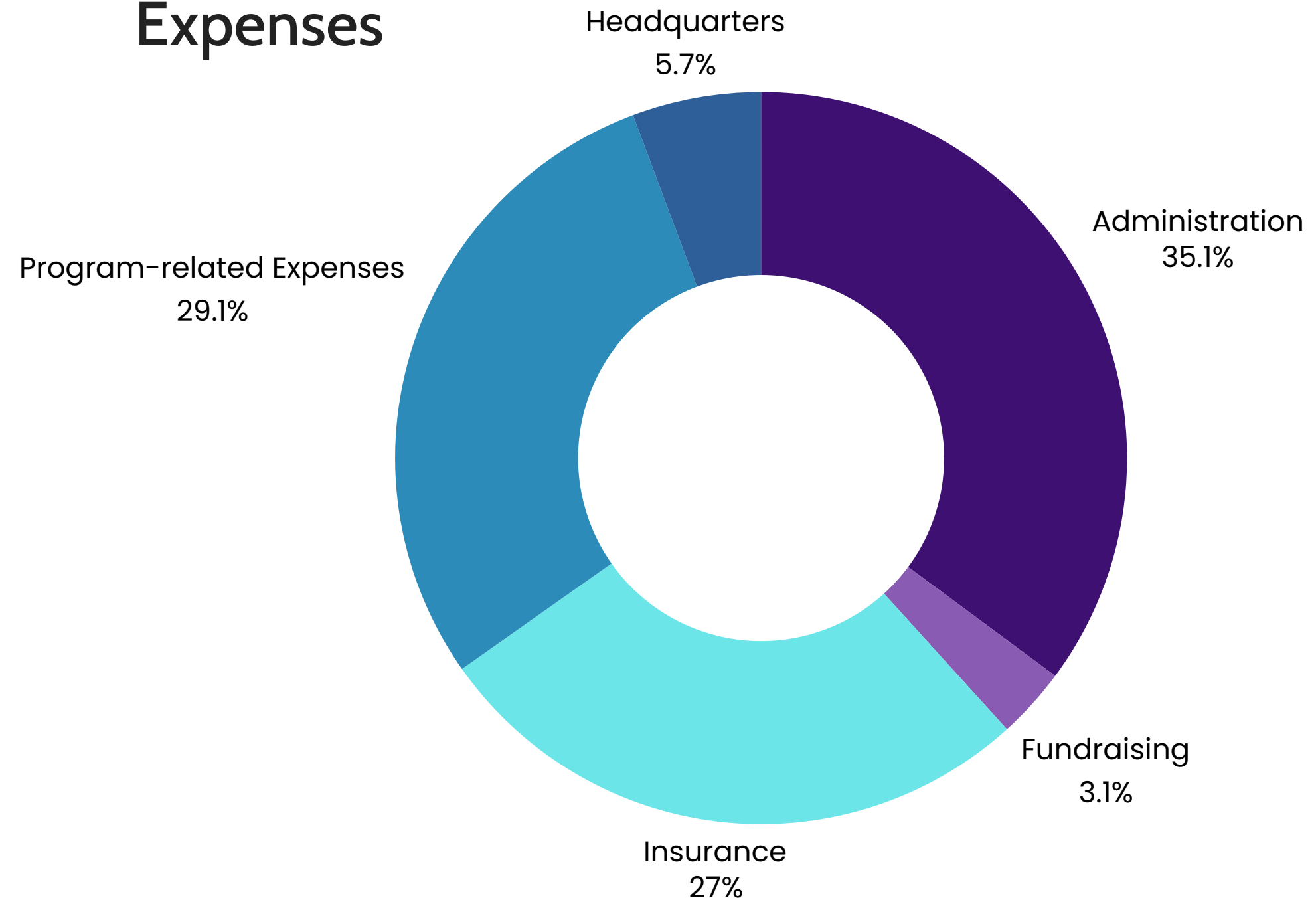
# FINANCIAL OVERVIEW

The Board of Trustees, Executive Supreme Line, and Finance Committee have worked diligently over the past year to explore additional revenue streams and cut costs wherever possible. Some exciting programs and fundraising opportunities are currently in progress. More information on how to contribute to these efforts can be found on the Fundraising & Legacy Program pages.

## Revenue



## Expenses



# YOUTH PROTECTION PROGRAM

## 2023-2024 YPP Team



**Nancy Walters, WA**  
YPP Director



**Amy Sabatka**  
YPP Assistant Director

## 2023-2024 Changes

- Continued to review and document current processes for accountability and efficiency
- Surveyed current and former CAVs and active Daughters regarding YPP/CAV processes and training
  - Received 414 adult responses and 52 Daughter responses
- Revised the Drug & Alcohol Policy
- Clarified the Majority Member statement for Daughters serving in Bethel, Jurisdictional, or International offices who turn twenty (20) during their term
- Created a team of professionals to help review the Policy and Training deck in future years
- Revised the CAV training to include a professionally written Mandated Reporter training module
  - Changes to this module required JDI to start a subscription with the company starting June 2024
    - Costs associated with this change have required JDI to increase the cost of CAV Training from \$7.50 to \$15

# Youth Protection Program - Code of Conduct vs. YPP

## OPPORTUNITY: Historical trend of YPP violations being filed for poor behavioral conduct

*Note: Content applies only to JDI countries with YPP. For countries where YPP has not yet been implemented all issues follow the Appeals and Grievances process*

	Code of Conduct (Behavioral Issue)	Process Owner (GGC/SGC)	Youth Protection (Legal Issue)	Process Owner (BOT)
Example(s)	An adult regularly behaves abrasively, does something that is interpreted as mean towards a Daughter, or acts in a manner than makes a Daughter feel unwelcome, or generally uncomfortable in the Bethel. Inter-personal relationship issue or personality conflict.	<ul style="list-style-type: none"> <li>• Daughters should not recommend this adult to serve on their BGC.</li> <li>• VSG/VGG should not appoint adults who behave like this to serve on BGCs</li> <li>• Bethel Members have the right to file Grievances against members of their BGC (SOP-SGC-1)</li> <li>• Adults can also file grievances against other adults, now citing Code of Conduct violations</li> </ul>	An adult steals money from the Bethel/JGC/GGC, inappropriately touches a Daughter, or breaches one or more Youth Protection Guideline such as rooming one-on-one with a Daughter, or allowing a non-CAV adult or Majority Member to serve in a position of authority or substitute officer during a closed Bethel meeting.	<ul style="list-style-type: none"> <li>• CAV certified adults have an obligation to report any known violation of the YPP policy</li> <li>• If the violation is a Policy violation it must be reported to JDI</li> <li>• If the violation is of sexual/legal nature it must be reported both to the state AND to JDI</li> <li>• All CAVs are considered mandated reporters</li> </ul>



The JDI Code of Conduct can be found in the BOT Policies section of the Constituion & Bylaws .





# INTERNATIONAL EXPANSION

This year an Ad Hoc group overseen by Associate Supreme Guardian, Rob and led by Pam Henderson, PSG, and Bud Riebel, PAGG/CA, with the support of the Board of Trustees and Executive Supreme Guardian Council, have made strides in implementing processes and guidelines for international expansion.

One of the first initiatives was to publish an informational brochure in Spanish which was made available to attendees of the Conference of Grand Masters held in Seattle this past February. They were also available at the Inter-American Masonic Confederation (CMI) held in Cartagena, Colombia in April.

MIJD Annabelle and SBHQ Laysla gave stirring presentations at Seattle and Cartagena respectively sharing their experiences and shedding light on the invaluable opportunities that JDI provides for young women globally.



**Rob Worthington, VA**  
Associate Supreme Guardian



**Pam Henderson, KS**  
International Expansion Co-Lead



**Bud Riebel, CA**  
International Expansion Co-Lead

# INTERNATIONAL EXPANSION

Over the years, JDI has received requests from several jurisdictions in Central and South America. With the efforts of ASG, Rob, and the rest of the international expansion team, relationships have been cultivated with a few Grand Masters in interested countries.

This is all very exciting, but there is much work ahead. Many hands will make the working easier. The expansion team is in serious need of assistance in translating all of our various forms and documents into Spanish. Looking forward to the upcoming Ritual changes, timely translation will be critical.

If you are interested in helping with the Spanish translation efforts, contact Pam ([henderson\\_pk@yahoo.com](mailto:henderson_pk@yahoo.com)) or Bud ([caagg2002@yahoo.com](mailto:caagg2002@yahoo.com)).



*Where will JDI go next?*

# DOMESTIC EXPANSION

This year an Ad Hoc group overseen by Associate Supreme Guardian, Rob Worthington, and assisted by many individuals, with the support of the Board of Trustees and Executive Supreme Guardian Council, has made significant progress on domestic expansion in the United States. At this time, efforts have been focused mainly on the East Coast.

The result of these efforts can be seen in the resurgence of Job's Daughters in Florida. After not having any active Bethels in the state for a few years, Florida now has two very active Bethels!

Bethel #19 Clermont, FL was chartered on January 21, 2024, and a new Bethel in Green Cove Springs was instituted in January! Miss International Job's Daughter, Annabelle served as the installing officer for the installation of new officers and Supreme Guardian, Barb Von Lienen instituted the Bethel and installed the new council members.

If you are interested in helping with domestic expansion,  
contact Rob Worthington ([asg@jdint.org](mailto:asg@jdint.org)).



# 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



venmo



## International Walkway



A Brick on the International Walkway at the International Headquarters is a priceless momento, whether it is for a Miss, a Grand Guardian, or even for yourself! See your name among Job's Daughters history.

eBay  
**STORE**

Did you know JDI has an eBay Store?  
Click the link below or scan the QR code  
to check out all the deals available!

[JDI eBay Store](#)



# Legacy Donor Program

JDI is excited to relaunch the Legacy Donor Program!

Donations to the JDI Legacy Program ensure that JDI can continue to empower young women for generations to come. By contributing, you:

- Support Leadership Development
- Foster Community Engagement
- Enhance Educational Opportunities



Gold finish  
\$1,000



GF w/ 1 Amethyst  
\$2,000



GF w/ 10 Amethysts  
\$20,000

## Donation Levels and Gifts

To show our appreciation, we offer a beautiful JDI Legacy Pin for donations at the following levels: \$250, \$500, \$750, \$1,000, And many amounts above these levels for which we add incremental stones to the \$1000 level pin.

Donations are cumulative over the years. You can donate an amount this year and an additional amount next year. As donations are made, the amounts will be added together. With each donation, the office will track and monitor the appreciation pin levels and order them accordingly. Recognition on our JDI website will also be updated.



Bronze  
\$250



Silver  
\$500



Rose Gold  
\$750

# Legacy Donor Program cont.

Donating is easy with any of these options:

- Cash
- Checks (payable to Job's Daughters International)
- Zeffy donation platform.

## Zeffy - giving platform

Zeffy is the donation platform selected to receive and track donations to JDI for the Legacy program. Donations made through Zeffy have no mandatory fees. You can add an optional fee to support the platform, however, the fee is not required.

Donations made to JDI for the Legacy program via check, Venmo, etc. will be added to the Zeffy platform to track donations over time.

Donations will add up year to year to achieve additional donation level pins.

Job's Daughters International®

JDI Legacy Program supports the empowerment of young women for generations to come.

Your donation What impact will this donation have? ⓘ

One-time donation Monthly donation Yearly donation

\$100.00 \$250.00 \$500.00 \$1,000.00

0.00 \$

**Did you know ?** When you give on any other platform, up to 10% of your gift is used to cover fees. We choose to fundraise on Zeffy to receive 100% of your gift.

**Additional information**

Would you like a Legacy Program pin?\*

Yes

**Summary**

Donation \$0.00

**Donations Support JDI Members**  
Donations to the JDI Legacy Program ensure that JDI can continue to empower young women for generations to come. By contributing, you:

- Support Leadership Development:
- Foster Community Engagement:
- Enhance Educational Opportunities:

**Donation Levels and Gifts**  
To show our appreciation, we offer a beautiful JDI Legacy Pin for donations at the following levels:  
USD: \$250, \$500, \$750, \$1,000 And many amounts above these levels for which we add incremental stones to the \$1000 level pin.  
Donations are cumulative over the years. You can donate an amount this year and an additional amount next year. As donations are made, the amounts will be added together. With each donation, JDI will track and monitor the appreciation pin levels and order them accordingly.

**Thank you for your contribution today!**

Share this campaign

Free forms by zeffy

[Click here to access the Zeffy form or scan the QR code](#)



*Every contribution, no matter the size, makes a significant impact on the lives of our members.*

# 2024-25 FOCUSES

In 2023-24, JDI strived to reimagine our organizational structure and re-envision how resources are allocated. Great strides have been made on these endeavors, but there is more work to do. This next year, JDI will continue with these efforts for a better and brighter tomorrow.

## EXEC SUPREME GUARDIAN COUNCIL

- Training and development
- Provide support for domestic and global expansion
- Focus on transparent communication, inclusion, and accessibility
- Advocate for the newly relaunched Legacy Program - goal of \$50,000 raised over this next year

## BOARD OF TRUSTEES

- Explore funding options for necessary technology upgrades including a Membership Management System
- Create infrastructure to support global expansion
- Review and update current business policies and procedures



# Message from the Executive Manager

*“Start where you are. Use what you have. Do what you can.” - Arthur Ashe*

This past year has been full of both challenges and changes at the Supreme Office.

One of the most exciting changes has been the creation of the Minute/Roll Call book electronic templates. All the templates are now available on the JDI website. It is my hope that Bethels find them simple and easy to use.

We are also buzzing with the thrilling addition to our Bethel supplies inventory - the Jobie-to-Bee flag! Last Supreme Session, the Board of Trustees unveiled the approved design and orders were taken this last spring. The new flag will be unveiled at Supreme Session during Formal Opening.

Lastly, we have spent the last year preparing the office and the Memorial Room historical display for everyone traveling to Nebraska for Supreme Session. We are incredibly eager for everyone to see the dramatic changes we’ve made. It is well worth the wait!

I look forward to another year of service to Job’s Daughters.

Katrina Sieler, PHQ  
Executive Manager



**International  
Headquarters  
Omaha, NE**

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



Katrina Sieler  
PHQ (NE)



# 2023-24 YOUTH LEADERS

MISS INTERNATIONAL JOB'S DAUGHTER



*Annabelle*

PHQ, Indiana

SUPREME BETHEL HONORED QUEEN



*Laysla*

PHQ, Minas Gerais

# 2023-24 EXSGC & BOT

## EXECUTIVE SUPREME GUARDIAN COUNCIL



**Barb Von Lienen, PGG MD**  
SUPREME GUARDIAN  
supreme.guardian@jdint.org



**Rob Worthington, PASG, VA**  
ASSOCIATE SUPREME GUARDIAN  
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**Jennifer Selock, PGG IL**  
VICE SUPREME GUARDIAN  
vsg@jdint.org



**Brad Bingheim, PAGG WI**  
VICE ASSOCIATE SUPREME GUARDIAN  
vasg@jdint.org



**Katie Underwood, PGG MO**  
SUPREME GUIDE  
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**Ken Bright, PAGG DelMar**  
SUPREME INNER GUARD  
sig@jdint.org



**Beatriz Vichiatto PGG MG**  
Supreme Marshal  
sm@jdint.org



**Mike Allen, PASG, PAGG WI**  
Supreme Outer Guard  
sog@jdint.org

## BOARD OF TRUSTEES



**Amanda LeBlanc, PGG MN**  
Chair  
botchair@jdint.org



**Beth Garten, PGG MN**  
VICE CHAIR  
Trademark/Website/Social media



**Pam Henderson, PGG KS**  
YPP/Organization Restructure



**Cindy Sparks, PGG WI**  
SAC



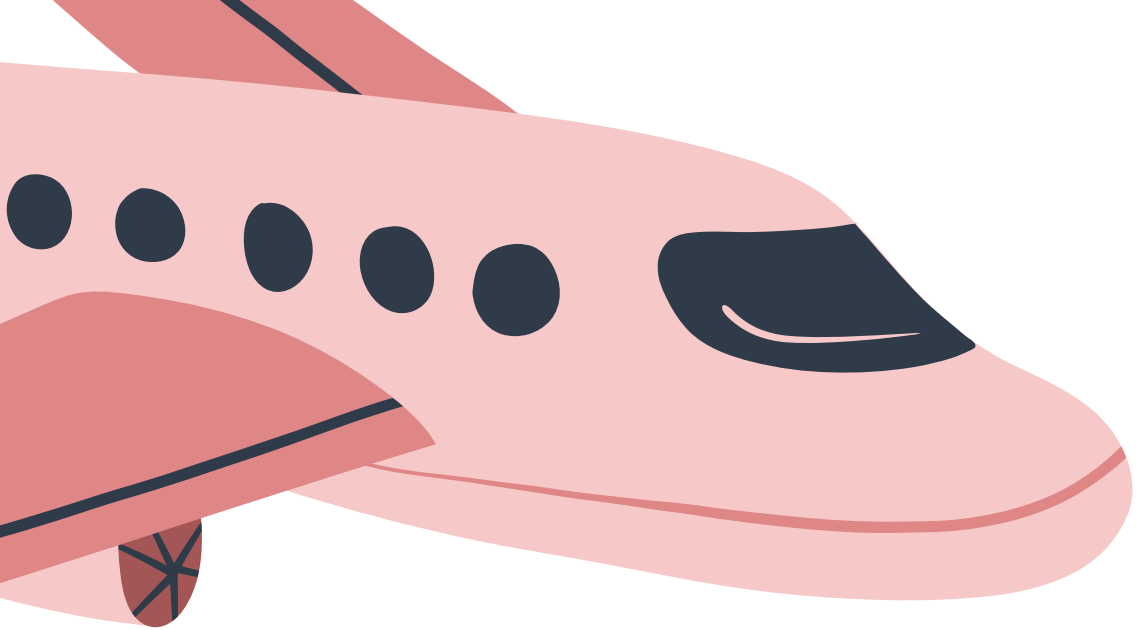
**Allison Reed PGG BC**  
Business Procedures & Insurance



**Josephine Andrews PGG WA**  
Jewelry/Merchandising/Sourcing



**Alan Dye, PAGG AZ**  
Investments/Fundraising/Tech



# 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 2024-25 Travel Fund.



**To contribute,  
scan the QR codes**



Please include a note with your payment that it is for the Travel Fund



# Thank You!



[jobsdaughtersinternational.org](https://jobsdaughtersinternational.org)



[office@jdint.org](mailto:office@jdint.org)