

## 2019 Proposed Amendments

### **Amendment No. 1**

Constitution-SGC; Article V, Section 2, Subsection (a) Page C-SGC 2

#### **NOW READS:**

##### **Section 2. The Board of Trustees**

(a) The Board of Trustees shall consist of nine (9) members.

#### **AMEND TO READ:**

##### **Section 2. The Board of Trustees**

(a) The Board of Trustees shall consist of eleven (11) members.

#### **REASON FOR CHANGE:**

Expands the number of Trustees by two (2) headcount. Could allow for a restructure or rebalancing of how we are currently allocating Trustee workload and leveraging our most business oriented adult leaders to drive innovation.

#### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN; Beth Bohlmann, MN; Sarah Mobroten, MN; Leslie Hogle, VA

### **Amendment No. 2**

Constitution-SGC, Article XIV, Section 2, Subsection (a), Page C-SGC 4

#### **NOW READS:**

##### **Section 2. Members**

(a) The Board shall consist of the Supreme Guardian, Associate Supreme Guardian, Vice Supreme Guardian, Vice Associate Supreme Guardian, and five (5) elected members. (See C-SGC 3, Art. VI, Sec. 2 (e))

#### **AMEND TO READ:**

##### **Section 2. Members**

(a) The Board shall consist of the Supreme Guardian, Associate Supreme Guardian, Vice Supreme Guardian, Vice Associate Supreme Guardian, and seven (7) elected members. (See C-SGC 3, Art. VI, Sec. 2 (e))

#### **REASON FOR CHANGE:**

Expands the number of Trustees by two (2) headcount. Could allow for a restructure or rebalancing of how we are currently allocating Trustee workload and leveraging our most business-oriented adult leaders to drive innovation.

#### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Hogle, VA

## 2019 Proposed Amendments

### **Amendment No. 3**

**Bylaws-SGC, Article I, Section 1, Subsection (g), Page B-SGC 1**

#### **NOW READS:**

- (g) Prescribe by two thirds (2/3) vote of the members present and voting at the designated Annual Session of the SGC a Ritual and Music Ritual for opening and closing of Bethels, conferring the epochs and other ceremonies which shall be copyrighted in the name of the SGC, all of which shall remain the property of the SGC. The next adoption of a revised Ritual and Music Ritual shall take place at the 2021 Annual Session and every ten (10) years thereafter. Proposed additions, deletions and changes in the Ritual shall be submitted to the Revision Committee. (B-SGC Art. XI Sec. 6).

#### **AMEND TO READ:**

- (g) Prescribe by two thirds (2/3) vote of the members present and voting at the designated Annual Session of the SGC a Ritual and Music Ritual for opening and closing of Bethels, conferring the epochs and other ceremonies which shall be copyrighted in the name of the SGC, all of which shall remain the property of the SGC. The next adoption of a revised Ritual and Music Ritual shall take place at the 2022 Annual Session and every ten (10) years thereafter. Proposed additions, deletions and changes in the Ritual shall be submitted to the Revision Committee. (B-SGC Art. XI Sec. 6).

#### **REASON FOR CHANGE:**

Recommendation to the CBRP

#### **SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 4**

**Bylaws-SGC, Article VIII, Section 1, Subsection (g), Page B-SGC 7**

#### **NOW READS:**

- (g) Except for the Supreme Marshal and the Supreme Outer Guard, no officer of the SGC shall be eligible for appointment to any standing committee.

#### **AMEND TO READ:**

- (g) Except for the Supreme Marshal and the Supreme Outer Guard, no elected officer of the SGC shall be eligible for appointment to any standing committee.

#### **REASON FOR CHANGE:**

Many appointed Supreme Officers have minimal actual responsibilities. Their talent is tied up for the year of their appointment when they could be useful in other areas. It would be better to utilize their dedication and talent. This would allow the Supreme Guardian much more flexibility in the appointment of officers and committee members, especially as our numbers grow fewer.

#### **SUBMITTED BY:**

Diane Bloch, MI; David Kirk, QU; Linda Luttrell, OK, Valorie Koogle, VA

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### **Amendment No. 5**

**BYLAWS-SGC, Article XI, Section 13. Subsections (a) (1)-(6) and (b) (1)-(2), Pages B-SGC 11 and 12**

#### **NOW READS:**

##### **Section 13. Promotion Committee**

(a) The duties of this Committee are as follows:

- (1) Review existing and proposed promotional material. Update, withdraw, and produce new material, with the approval of the Supreme Guardian, the Board of Trustees, and the Finance Committee.
- (2) Accept all inquiries and/or requests for new or additional promotion in any jurisdiction under Supreme and immediately confer with the Supreme Guardian.
- (3) Initiate, promote and develop programs that will assist the growth of the membership of the Order.
- (4) Initiate, promote and develop programs that will assist the retention of present membership.
- (5) Send suggested membership promotional programs to GGCs, JGCs and Bethels under Supreme for their consideration and use.
- (6) Provide Bethels under Supreme an incentive program (membership) as accepted by the Supreme Guardian and with expenses approved by the Finance Committee.

(b) The duties of the Chairman of this committee are as follows:

- (1) Convene, organize, and assign duties to each member of this Committee before the close of the Annual Session. Absent members shall be notified of their duties within two (2) weeks.
- (2) Appoint a member of the Committee as Vice Chairman who will assume the duties of the Chairman in her/his absence or disability.

#### **AMEND TO READ:**

##### **Section 13. Promotion Committee**

(b) The Committee shall be composed of at least six (6) members who are members of the SGC. At each SGC Session two (2) new members are to be appointed for a term of three (3) years.

(c) The duties of the Committee are as follows:

- (1) Review existing and proposed promotional material. Update, withdraw, and produce new material, with the approval of the Supreme Guardian, the Board of Trustees, and the Finance Committee.
- (2) Accept all inquiries and/or requests for new or additional promotion in any jurisdiction under Supreme and immediately confer with the Supreme Guardian.
- (3) Initiate, promote and develop programs that will assist the growth of the membership of the Order.
- (4) Initiate, promote and develop programs that will assist the retention of present membership.
- (5) Send suggested membership promotional programs to GGCs, JGCs and Bethels under Supreme for their consideration and use.
- (6) Provide Bethels under Supreme an incentive program (membership) as accepted by the Supreme Guardian and with expenses approved by the Finance Committee.

(d) The duties of the Chairman of this committee are as follows:

- (1) Convene, organize, and assign duties to each member of this Committee before the close of the Annual Session. Absent members shall be notified of their duties within two (2) weeks.

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- (2) Appoint a member of the Committee as Vice Chairman who will assume the duties of the Chairman in her/his absence or disability.

### **REASON FOR CHANGE:**

To clarify the number of people on the committee. To establish continuity in the Committee through a three (3) year time-frame of the SGC.

### **SUBMITTED BY:**

Diane Bloch, MI, Patrick G. Lehrman, IL

### **Amendment No. 6**

**BYLAWS-SGC, Article XI, Section 13. Subsections (a) (1)-(6) and (b) (1)-(2), Pages B-SGC 11 and 12**

### **NOW READS:**

#### **Section 13. Promotion Committee**

(a) The duties of this Committee are as follows:

- (1) Review existing and proposed promotional material. Update, withdraw, and produce new material, with the approval of the Supreme Guardian, the Board of Trustees, and the Finance Committee.
- (2) Accept all inquiries and/or requests for new or additional promotion in any jurisdiction under Supreme and immediately confer with the Supreme Guardian.
- (3) Initiate, promote and develop programs that will assist the growth of the membership of the Order.
- (4) Initiate, promote and develop programs that will assist the retention of present membership.
- (5) Send suggested membership promotional programs to GGCs, JGCs and Bethels under Supreme for their consideration and use.
- (6) Provide Bethels under Supreme an incentive program (membership) as accepted by the Supreme Guardian and with expenses approved by the Finance Committee.

(b) The duties of the Chairman of this committee are as follows:

- (1) Convene, organize, and assign duties to each member of this Committee before the close of the Annual Session. Absent members shall be notified of their duties within two (2) weeks.
- (2) Appoint a member of the Committee as Vice Chairman who will assume the duties of the Chairman in her/his absence or disability.

### **AMEND TO READ:**

#### **Section 13. Promotion Committee**

(a) The Committee shall be composed of at least six (6) members who are members of the SGC. At each SGC Session two (2) new members are to be appointed for a term of three (3) years.

(b) The duties of the Committee are as follows:

- (1) Review existing and proposed promotional material. Update, withdraw, and produce new material, with the approval of the Supreme Guardian, the Board of Trustees, and the Finance Committee.
- (2) Accept all inquiries and/or requests for new or additional promotion in any jurisdiction under Supreme and immediately confer with the Supreme Guardian.
- (3) Initiate, promote and develop programs that will assist the growth of the membership of the Order.

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- (4) Initiate, promote and develop programs that will assist the retention of present membership.
- (5) Send suggested membership promotional programs to GGCs, JGCs and Bethels under Supreme for their consideration and use.
- (6) Provide Bethels under Supreme an incentive program (membership) as accepted by the Supreme Guardian and with expenses approved by the Finance Committee.
- (b) The duties of the Chairman of this committee are as follows:
  - (1) Convene, organize, and assign duties to each member of this Committee before the close of the Annual Session. Absent members shall be notified of their duties within two (2) weeks.
  - (2) Appoint a member of the Committee as Vice Chairman who will assume the duties of the Chairman in her/his absence or disability.

### **REASON FOR CHANGE:**

To clarify the number of people on the committee. To establish continuity in the Committee through a three (3) year time-frame of the SGC.

### **SUBMITTED BY:**

David Kirk, QU; Linda Luttrell, OK; Tom Selby, OH; Valorie Koogle, VA; Diane Bloch, MI

## **Amendment No. 7**

### **Standard Operating Procedures-SGC-12, Page SOP-SGC 12 1**

### **NOW READS:**

1. Each member in good standing shall become a Majority Member upon becoming twenty (20) years of age, or married or pregnant under that age, shall immediately receive gratis a certificate of Majority Membership, Form 162 at the end of the term she becomes twenty (20) or immediately if marrying or becoming pregnant prior to the age of twenty (20).
3. She shall be entitled to all the rights and privileges of a member except voting and holding office.
  - (a) If she turns twenty (20) she shall be entitled to all the rights and privileges through the end of the term.
  - (b) If she marries she shall be entitled to all the rights and privileges of a member except voting and holding office.
  - (c) If she becomes pregnant, she shall be entitled to all the rights and privileges of a member except voting and holding office.

### **AMEND TO READ:**

1. Each female member in good standing shall become a Majority Member upon becoming twenty (20) years of age, or married or pregnant under that age, and shall immediately receive gratis a certificate of Majority Membership, Form 162 at the end of the term she becomes twenty (20) or immediately if marrying or becoming pregnant prior to the age of twenty (20). The term Majority Member applies only to females.
3. She shall be entitled to all the rights and privileges of a member except voting and holding office.
  - (a) If she turns twenty (20) she shall be entitled to all the rights and privileges through the end of the term.
  - (b) If she marries she shall be entitled to all the rights and privileges of a member except voting and holding office.

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- (c) If she becomes pregnant, she shall be entitled to all the rights and privileges of a member except voting and holding office.
- (d) If she becomes male, either before or after age twenty (20), he shall not be a Majority Member, and will have no rights nor privileges of a member and shall lose all titles earned while an active member of Job's Daughters.

All references to "Majority Member" shall be updated to "Female Majority Member" *via* housekeeping.

### **REASON FOR CHANGE:**

To address the person who participated in Job's Daughters as a female and either before or after the member becomes 20 years old, the member changes their gender to male. As a male, they are not to participate as a Job's Daughter Majority Member. The title "Majority Member", and Job's Daughters titles are for females only.

### **SUBMITTED BY:**

Patrick G. Lehrman, IL

## **Amendment No. 8**

### **Standard Operating Procedures-SGC-12, Page SOP-SGC 12 1**

### **NOW READS:**

#### **MAJORITY MEMBERS**

1. Each member in good standing shall become a Majority Member upon becoming twenty (20) years of age, or married or pregnant under that age, and shall immediately receive gratis a certificate of Majority Membership, Form 162 at the end of the term she becomes twenty (20) or immediately if marrying or becoming pregnant prior to the age of twenty (20).
3. She shall be entitled to all the rights and privileges of a member except voting and holding office.
  - (a) If she turns twenty (20) she shall be entitled to all the rights and privileges through the end of the term.
  - (b) If she marries she shall be entitled to all the rights and privileges of a member except voting and holding office.
  - (c) If she becomes pregnant, she shall be entitled to all the rights and privileges of a member except voting and holding office.

### **AMEND TO READ:**

#### **MAJORITY MEMBERS**

1. Each female member in good standing shall become a Majority Member upon becoming twenty (20) years of age, or married or pregnant under that age, and shall immediately receive gratis a certificate of Majority Membership, Form 162 at the end of the term she becomes twenty (20) or immediately if marrying or becoming pregnant prior to the age of twenty (20). The term Majority Member applies only to females.
3. She shall be entitled to all the rights and privileges of a member except voting and holding office.
  - (a) If she turns twenty (20) she shall be entitled to all the rights and privileges through the end of the term.
  - (b) If she marries she shall be entitled to all the rights and privileges of a member except voting and holding office.

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- (c) If she becomes pregnant, she shall be entitled to all the rights and privileges of a member except voting and holding office.
- (d) If she becomes male, either before or after age twenty (20), he shall not be a Majority Member, and will have no rights nor privileges of a member, and shall lose all titles earned while an active member of Job's Daughters. No male nor anyone recognized as a male shall be a Majority Member. However, all positions and honors achieved by a Daughter prior to becoming a male shall continue to be recognized at all levels of JDI under her name when a Daughter.

All references to "Majority Member" shall be updated to "Female Majority Member" *via* housekeeping.

### **REASON FOR CHANGE:**

To address the person who participated in Job's Daughters as a female and either before or after the member becomes 20 years old, the member changes their gender to male. As a male, they are not to participate as a Job's Daughter Majority Member. The title "Majority Member", and Job's Daughters titles are for females only.

### **SUBMITTED BY:**

David Kirk, QU; Linda Luttrell, OK; Tom Selby, OH; Valorie Koogle, VA; Diane Bloch, MI

## **Amendment No. 9**

**Bylaws-BGC, Article I, Section 1, Subsections (a) – (i), Page B-BGC 1**

### **NOW READS:**

#### **Section 1. Duties of the Executive Members of the BGC are as follows:**

- (a) Approve the appointive officers of the Bethel before their appointment by the Honored Queen.
- (b) Decide by majority vote of those present any question concerning the eligibility of a Daughter for a Bethel office.
- (c) Send Form 110, 111, 112, 113 or 114, an annual report of Bethel conditions, to Supreme Office or Grand Secretary.
- (d) Update the membership list provided by the Executive Manager and return to the Executive Manager with the Annual Report.
- (e) Provide entertainment and instruction according to the principles of the Order at all convocations at which the ritualistic ceremony is not used.
- (f) Keep in mind the welfare of the members of the Order during periods between convocations.
- (g) Set a good example by right living and by unimpeachable deportment at all times.
- (h) See that the members of the Bethel conduct themselves according to the highest standard of deportment while
- (i) attending Bethel meetings and other Job's Daughters activities.  
Perform all other duties assigned them by the laws of the SGC and GGC.

### **AMEND TO READ:**

#### **Section 1. Duties of the Executive Members of the BGC are as follows:**

- (a) Teach and support the members of the Bethel in the planning and execution of all Bethel meetings, events and activities.

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- (b) Become familiar with and reference the Constitution, Bylaws and SOPs of JDI in the performance and execution of all roles and responsibilities supporting the Bethel.
- (c) Attend all Bethel and BGC meetings unless prevented by a reasonable excuse.
- (d) Review and provide feedback on the appointive officers of the Bethel before their appointment by the Honored Queen.
- (e) Decide by majority vote of those present any question concerning the eligibility of a Daughter for an elective Bethel office.
- (f) Complete and send an Annual Report of the Bethel using Form 110, 111, 112 or 113 (see SOP-SGC-2) as determined by the source of Bethel insurance coverage, to the Supreme Office or Grand Secretary no later than January 31 annually.
- (g) Update and return with the Annual Report the membership list provided by the Executive Manager.
- (h) Perform all other duties assigned them by the laws of the SGC and /or GGC.

### REASON FOR CHANGE:

1. Updates the language of this section of law to read more like a job description (vs. bylaw) and express a collaborative (vs. directional) relationship between the Exec BGC and the Bethel Daughters.
2. Removes sections that aren't realistically achievable or measurable. For example; Who determines what a "good example by right living" and "unimpeachable department" is?
3. Clearly outlines Annual Report requirements and removes Form 114 from the list of possible Annual Report numbers to align with SOP-SGC 2 (not listed).

### SUBMITTED BY:

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Hoglund, VA

## Amendment No. 10

Bylaws-BGC, Article XII, Section 1, Subsection (c), Page B-BGC 5

### NOW READS:

#### Section 1. Monthly Meetings

- (c) The five (5) elective officers of the Bethel, and such persons as it may be necessary to invite, may meet with the BGC. After the matters for which their presence is required have been discussed, they shall be excused before the BGC continues with its business.

### AMEND TO READ:

#### Section 1. Monthly Meetings

- (c) The five (5) elective officers of the Bethel shall be invited to meet with the BGC and discuss all business pertaining to the Bethel except those related to disciplinary action or other sensitive topics as determined by the Executive Members of the BGC.

### REASON FOR CHANGE:

Recommendation to the CBRP

### SUBMITTED BY:

Melinda Kinders, KS



## 2019 Proposed Amendments

### **Amendment No. 11**

**Bylaws-BGC, Article XII, Section 3, Subsections (a) and (b), Page B-BGC 5**

#### **NOW READS:**

Section 3. Purpose of the Annual Meeting

- (a) At the Annual Meeting, the members of the BGC present shall recommend by secret ballot the Executive Members of the BGC for the ensuing year, for consideration by the Vice Grand Guardian or Vice Supreme Guardian. The ballots shall be tabulated in the presence of those in attendance and additional ballots shall be taken until a majority recommendation appears for each office.
- (b) The Executive Members present shall recommend by secret ballot not more than four (4) Associate Members of the BGC.

#### **AMEND TO READ:**

Section 3. Purpose of the Annual Meeting

- (a) At the Annual Meeting, the members of the BGC present shall recommend by secret ballot the Executive and Associate Members of the BGC for the ensuing year, for consideration by the Vice Grand Guardian or Vice Supreme Guardian. The ballots shall be tabulated in the presence of those in attendance and additional ballots shall be taken until a majority recommendation appears for each office.
- (b) Delete in its entirety.

#### **REASON FOR CHANGE:**

Streamlines the voting process for BGC positions. Everyone votes for everyone. Aligns the law with how many Bethels are already functioning.

#### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Hoglund, VA

### **Amendment No. 12**

**Constitution of a Bethel, Article V, Section 1. and 2., Subsection (a), Page C-Bethel 2**

#### **NOW READS:**

##### **OFFICERS**

##### **Section 1. Elective**

- (a) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, and Marshal.

##### **Section 2. Appointive**

- (a) The appointive officers shall be Recorder, Treasurer, Chaplain, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

#### **AMEND TO READ:**

##### **OFFICERS**

##### **Section 1. Elective**

- (a) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, Marshal and Recorder.

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### **Section 2. Appointive**

- (a) The appointive officers shall be Treasurer, Chaplain, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

#### **REASON FOR CHANGE:**

Recommendation to the CBRP

#### **SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 13**

**Constitution of a Bethel, Article V, Section 1. and 2., Subsection (a), Page C-Bethel 2**

#### **NOW READS:**

##### **OFFICERS**

##### **Section 1. Elective**

- (b) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, and Marshal.

##### **Section 2. Appointive**

- (b) The appointive officers shall be Recorder, Treasurer, Chaplain, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

#### **AMEND TO READ:**

##### **OFFICERS**

##### **Section 1. Elective**

- (b) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, Marshal and Chaplain.

##### **Section 2. Appointive**

- (b) The appointive officers shall be Recorder, Treasurer, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

#### **REASON FOR CHANGE:**

Recommendation to the CBRP

#### **SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 14**

**Bylaws of a Bethel, Article II, Section 1., (b), Page B-Bethel 1**

#### **NOW READS:**

##### **Section 1. Application**

- (b) Applications for membership must be received and read at a regular Bethel meeting held previous to the date of the initiation. (See B-GGC Art. XVII Sec. 1.20)

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### **AMEND TO READ:**

#### **Section 1. Application**

- (b) Applications for membership must be received and read at a regular Bethel meeting. (See B-GGC Art. XVII Sec. 1.20)

### **REASON FOR CHANGE:**

Removes the requirement that an Application for Membership be read prior to the date of initiation, significantly streamlining the process of joining the Order from a timeframe and efficiency perspective:

1. Bethels would no longer need to hold a special meeting the same day as an Initiation just to read an Application.
2. Would/Could universally (not just in GGC jurisdictions) and generally decrease the timeframe required from the time an Applicant turns-in their Application until the time they are initiated.
3. Allows for a future Ritual Revision Committee to build-in a process/revise the Order of Business whereby an Application could be read at the same meeting where the Applicant receives the Ceremony of Initiation.

### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Høglund, VA

### **Amendment No. 15**

**Standard Operating Procedures-Bethel-21, Article III, Section 2., (b), Page SOP-Bethel 21 1**

### **NOW READS:**

#### **Section 2. Applications**

- (b) Applications for membership must be received and read at a regular Bethel meeting held previous to the date of the initiation. (See B-GGC Art. XVII Sec. 1.20)

### **AMEND TO READ:**

#### **Section 2. Applications**

- (b) Applications for membership must be received and read at a regular Bethel meeting. (See B-GGC Art. XVII Sec. 1.20)

### **REASON FOR CHANGE:**

Removes the requirement that an Application for Membership be read prior to the date of initiation, significantly streamlining the process of joining the Order from a timeframe and efficiency perspective:

1. Bethels would no longer need to hold a special meeting the same day as an Initiation just to read an Application.
2. Would/Could universally (not just in GGC jurisdictions) and generally decrease the timeframe required from the time an Applicant turns-in their Application until the time they are initiated.
3. Allows for a future Ritual Revision Committee to build-in a process/revise the Order of Business whereby an Application could be read at the same meeting where the Applicant receives the Ceremony of Initiation.

### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Høglund, VA

## 2019 Proposed Amendments

### **Amendment No. 16**

**Bylaws of a Bethel, Article XIV, Section 2. Subsection (a), Page B-Bethel 4**

**NOW READS:**

**INSTALLATION**

**Section 2. Installing Officers**

(a) The Installing Officer of a Bethel shall be its own retiring Honored Queen.

**AMEND TO READ:**

**INSTALLATION**

**Section 2. Installing Officers**

(a) The Installing Officer of a Bethel shall be a Past Honored Queen of the Bethel.

**REASON FOR CHANGE:**

Recommendation to the CBRP

**SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 17**

**Bylaws of a Bethel, Article XIV, Section 2. Subsection (c), Page B-Bethel 4**

**NOW READS:**

**INSTALLATION**

**Section 2. Installing Officers**

(c) The Executive Members of the BGC shall approve the selection of all other Installing officers.

**AMEND TO READ:**

**INSTALLATION**

**Section 2. Installing Officers**

(c) The Executive Members of the BGC shall approve the selection of all Installing officers.

**REASON FOR CHANGE:**

Recommendation to the CBRP

**SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 18**

**Bylaws of a Bethel, Article XIV, Section 2. , Add new Subsection (d), Page B-Bethel 4**

**NOW READS:**

**INSTALLATION**

**Section 2. Installing Officers**

(a) The Installing Officer of a Bethel shall be its own retiring Honored Queen.

(b) The other installing officers shall be Past Honored Queens of the Bethel. Where Past Honored Queens cannot serve, Majority Members may be asked to act as installing officers.

(c) The Executive Members of the BGC shall approve the selection of all other installing officers.

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### **AMEND TO READ:**

#### **INSTALLATION**

##### **Section 2. Installing Officers**

- (a) The Installing Officer of a Bethel shall be its own retiring Honored Queen.
- (b) The other installing officers shall be Past Honored Queens of the Bethel. Where Past Honored Queens cannot serve, Majority Members may be asked to act as installing officers.
- (c) The Executive Members of the BGC shall approve the selection of all other installing officers.
- (d) The Installing Flag Bearer may be a person or persons of another Masonic organization.

### **REASON FOR CHANGE:**

Recommendation to the CBRP

### **SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 19**

**Standard Operating Procedures-Bethel-11, Section 1., Subsection (a), Page SOP-Bethel-11 1**

### **NOW READS:**

#### **Section 1. Description**

- (a) The official regalia of the Order shall be worn by Officers and Bethel Choir at all meetings. It shall consist of the white Grecian robe, long white slip which may be full or half, white hose which may be long or knee high, white flat shoes or white sandals without color, capes and crowns for Honored Queen, Senior and Junior Princesses, headbands for all other Officers. Headbands shall be worn by the Bethel Choir.

### **AMEND TO READ:**

#### **Section 1. Description**

- (a) The official regalia of the Order shall be worn by Officers and Bethel Choir at all meetings. It shall consist of the white Grecian robe, long white slip which may be full or half, white hose which may be long or knee high, white flat shoes or white sandals without color. Capes and crowns for Honored Queen, Senior and Junior Princesses. Headbands may be worn for all other Officers and Bethel Choir.

### **REASON FOR CHANGE:**

Recommendation to the CBRP

### **SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 20**

**Standard Operating Procedures-Bethel-11, Section 2., Subsection (a), Page SOP-Bethel-11 1**

### **NOW READS:**

#### **Section 2. Wearing of Regalia**

- (a) Officers and Bethel Choir shall wear official robes at all meetings.

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### **AMEND TO READ:**

#### **Section 2. Wearing of Regalia**

- (a) Officers and Bethel Choir shall wear official robes at all initiation, obligation, majority and installation meetings, and for at least one meeting per month (where two (2) meetings are held).
- (i) For the meeting where robes are not worn, the Bethel Daughters shall wear clothing determined acceptable by the BGC as a uniform for their Bethel. This meeting uniform will be determined in consultation with Bethel Daughters and the Executive Members of the BGC.
- (ii) Acceptable clothing shall consist of business attire.

### **REASON FOR CHANGE:**

Recommendation to the CBRP

### **SUBMITTED BY:**

Melinda Kinders, KS

### **Amendment No. 21**

**Standard Operating Procedures-Bethel-15, Number 1, Page SOP-Bethel-15 1**

### **NOW READS:**

#### **RECOMMENDATION FOR EXECUTIVE MEMBERS OF THE BETHEL GUARDIAN COUNCIL BY BETHEL MEMBERS**

1. Bethel members shall be privileged to submit by secret ballot recommendations concerning those to be selected as Executive Members of the BGC.

### **AMEND TO READ:**

#### **RECOMMENDATION FOR EXECUTIVE MEMBERS OF THE BETHEL GUARDIAN COUNCIL BY BETHEL MEMBERS**

1. Bethel members shall be privileged to submit by secret ballot recommendations concerning those to be selected as Executive and Associate Members of the BGC.

### **REASON FOR CHANGE:**

Allows Daughters to vote on recommendations for both Executive and Associate members of their BGCs. Aligns the law with how many Bethels are already functioning and provides the Daughters with the same rights and privileges as their adult leaders.

### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Hogle, VA

### **Amendment No. 22**

**Standard Operating Procedures-Bethel-21, Article V, Sections 1 and 2, Subsections (a)  
Page SOP-Bethel-21 3**

### **NOW READS:**

#### **Section 1. Elective**

- (c) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, and Marshal.

## 2019 Proposed Amendments

### **Section 2. Appointive**

- (c) The appointive officers shall be Recorder, Treasurer, Chaplain, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

### **AMEND TO READ:**

#### **Section 1. Elective**

- (c) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, Marshal and Recorder.

### **Section 2. Appointive**

- (c) The appointive officers shall be Treasurer, Chaplain, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

### **REASON FOR CHANGE:**

Recommendation to the CBRP

### **SUBMITTED BY:**

Melinda Kinders, KS

## **Amendment No. 23**

**Standard Operating Procedures-Bethel-21, Article V, Sections 1 and 2, Subsection (a), Page SOP-Bethel-21 3**

### **NOW READS:**

#### **Section 1. Elective**

- (a) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, and Marshal.

### **Section 2. Appointive**

- (a) The appointive officers shall be Recorder, Treasurer, Chaplain, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

### **AMEND TO READ:**

#### **Section 1. Elective**

- (a) The elective officers of each chartered Bethel shall be Honored Queen, Senior Princess, Junior Princess, Guide, Marshal and Chaplain.

### **Section 2. Appointive**

- (a) The appointive officers shall be Recorder, Treasurer, Librarian, Musician, First Messenger, Second Messenger, Third Messenger, Fourth Messenger, Fifth Messenger, Senior Custodian, Junior Custodian, Inner Guard, and Outer Guard.

### **REASON FOR CHANGE:**

Recommendation to the CBRP

## 2019 Proposed Amendments

**SUBMITTED BY:**

Melinda Kinders, KS

**Amendment No. 24**

**Standard Operating Procedures-Bethel-21, Article XIX, Section 1., Subsections (a) and (b)**

**Page SOP-Bethel-21 9**

**NOW READS:**

**LOSS OF HONORS**

**Section 1.**

- (a) Bethel members who have resigned, or have been suspended, expelled or granted a demit which has expired shall lose the right to be introduced by, or to use, any titles earned during their time of membership.
- (b) Reinstatement to membership shall automatically reinstate the right to the use of titles previously earned.

**AMEND TO READ:**

**LOSS OF HONORS**

**Section 1.**

- (a) Bethel members who have resigned, or have been suspended, expelled or granted a demit which has expired, or who have become male, shall lose the right to be introduced by, or to use, any titles earned during their time of membership. However, all positions and honors achieved by a Daughter shall continue to be included in the historical record of JDI under her name while a Daughter.
- (b) Reinstatement to membership shall automatically reinstate the right to the use of titles previously earned.

**REASON FOR CHANGE:**

Job's Daughters titles are for females only.

**SUBMITTED BY:**

David Kirk, QU; Linda Luttrell, OK; Tom Selby, OH; Valorie Koogle, VA; Diane Bloch, MI

**Amendment No. 25**

**Standard Operating Procedures-Bethel-21, Article XIX, Section 1., Subsections (a) and (b)**

**Page SOP-Bethel-21 9**

**NOW READS:**

**LOSS OF HONORS**

**Section 1.**

- (a) Bethel members who have resigned, or have been suspended, expelled or granted a demit which has expired shall lose the right to be introduced by, or to use, any titles earned during their time of membership.
- (b) Reinstatement to membership shall automatically reinstate the right to the use of titles previously earned.



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### **AMEND TO READ:**

#### **LOSS OF HONORS**

##### **Section 1.**

- (a) Bethel members who have resigned, or have been suspended, expelled or granted a demit which has expired, or who have become male, shall lose the right to be introduced by, or to use, any titles earned during their time of membership.
- (b) Reinstatement to membership shall automatically reinstate the right to the use of titles previously earned.

### **REASON FOR CHANGE:**

Job's Daughters titles are for females only.

### **SUBMITTED BY:**

Patrick G. Lehrman, IL

## **Amendment No. 26**

### **Standard Operating Procedures-Bethel, Add new SOP-BETHEL-22**

### **NEW SOP TO READ:**

#### **APPLICATIONS FOR MEMBERSHIP**

- (a) Applications for membership may be received electronically.
- (b) An Applicant shall be considered a member of the Bethel upon:
  - (1) Investigation and report to the Executive Members of the BGC by the ABG into the Masonic relationship or sponsorship of the Applicant
  - (2) Election by a majority vote of the Executive Members of the BGC and
  - (3) Upon signing the Permanent Record Book.
- (c) In cases where the Applicant meets all qualifications for membership prior to receiving the Ceremony of Initiation:
  - (1) Applicants shall receive the Ceremony of Initiation within sixty (60) days of signing the Permanent Record Book.
  - (2) Applicants shall not be eligible to hold a Bethel Office prior to receiving the Ceremony of Initiation.
- (d) A vote by the Executive Members of the BGC to accept an applicant may occur:
  - (1) At a regular or special meeting of the BGC or
  - (2) Via electronic means and documented in the minutes of the next regular or special meeting of the BGC.

### **REASON FOR CHANGE:**

Updates and significantly streamlines the process for receiving Applications and Applicants into the Order. Would allow for:

1. An electronic version of the Application for Membership to be completed and distributed (i.e. Applicants may submit Applications directly to a Bethel from a website vs. completing a paper form).
2. Applicants to more quickly be considered members and begin to actively participate in activities of the Bethel. Noting the following:
  - a. Applicants would be restricted from serving as an Officer of the Bethel until receiving the Ceremony of Initiation.

## 2019 Proposed Amendments

- b. In cases where an Applicant signs the Permanent Record Book prior to going through the Ceremony of Initiation, Bethels would be required to perform/the Applicant would be required to receive the Ceremony of Initiation within sixty (60) days.
  - c. Would allow for a future Ritual Revision Committee to develop a short form of the Ceremony of Initiation, or other Ceremony as determined, whereby Applicants may receive the Proficiency Work and overview of the lessons of the Order prior to receiving the full Initiation Ceremony/attending Bethel Meetings.
3. The Executive Members of the BGC to vote on an Application for Members via email or other electronic medium.

Youth today apply to and are accepted into all other manner of organizations in a much more streamlined manner than currently allowed by JDI. By maintaining a lengthy Application-to-Membership process and limited online processing capabilities we create unnecessary barriers both in interfacing with the general public and in quickly engaging and onboarding new members and their parents.

### **SUBMITTED BY:**

Amanda LeBlanc, MN, DeAnna Hennebry, MN, Beth Bohlmann, MN, Sarah Mobroten, MN, Leslie Hوجلund, VA

### **Amendment No. 27**

**Rules and Regulations, Supreme Bethel, Article VII, Section 1. Add new Subsection (b)  
Page Supreme Bethel 2**

### **NOW READS:**

#### **ELIGIBILITY AND RESTRICTIONS**

##### **Section 1. Eligibility**

- (a) A Daughter shall be a member in good standing in her Bethel and shall be registered for the Annual Session of the SGC and the Supreme Bethel drawing and be in attendance at the Supreme Bethel meeting to be eligible for selection as a Supreme Bethel Officer or Representative.

### **AMEND TO READ:**

#### **ELIGIBILITY AND RESTRICTIONS**

##### **Section 1. Eligibility**

- (a) A Daughter shall be a member in good standing in her Bethel and shall be registered for the Annual Session of the SGC and the Supreme Bethel drawing and be in attendance at the Supreme Bethel meeting to be eligible for selection as a Supreme Bethel Officer or Representative.
- (b) A Daughter shall register in the Jurisdiction that her Bethel membership is in. In the case of a dual member, she shall register in the Jurisdiction of her primary residence (where she lives more than half of the year).

Renumber subsections (b) - (e) as (c) - (f).

### **REASON FOR CHANGE:**

To prevent members from registering in a Jurisdiction that would provide a strategic advantage to being selected for a Supreme Bethel Office or Representative position, even though she may not really live there. It is unfair to the Daughters who do live in that Jurisdiction.

### **SUBMITTED BY:**

David Kirk, QU; Linda Luttrell, OK; Tom Selby, OH; Valorie Koogle, VA; Diane Bloch, MI

## 2019 Proposed Amendments

### **Amendment No. 28**

Rules and Regulations, Supreme Bethel, Article VII, Section 1., Subsection (c), Page Supreme Bethel 2

#### **NOW READS:**

#### **ELIGIBILITY AND RESTRICTIONS**

##### **Section 1. Eligibility**

- (c) Daughters who have submitted a letter of intent for the position of SBHQ shall be required to pass a minimum standard of Ritual performance and knowledge of the Order.

#### **AMEND TO READ:**

#### **ELIGIBILITY AND RESTRICTIONS**

##### **Section 1. Eligibility**

- (c) Daughters who have submitted a letter of intent for the position of SBHQ shall be required to pass a minimum standard of Ritual performance from either the Ritual or Book of Ceremonies and knowledge of the Order.

#### **REASON FOR CHANGE:**

The SBHQ requested this be amended to include the Book of Ceremonies.

#### **SUBMITTED BY:**

Kristi Guthmiller, KS; Ian Milne, QU; John Young, OH; Janene Boyer, UT; Lori Herzog, OK

### **Amendment No. 29**

Rules and Regulations, Supreme Bethel, Article VII, Section 1., Subsection (c) (3), Page Supreme Bethel 2

#### **NOW READS:**

#### **ELIGIBILITY AND RESTRICTIONS**

##### **Section 1. Eligibility**

- (c)
- (3) "A minimum standard" shall be all Daughters achieving an average score of seventy-five percent (75%) or higher in two (2) categories.

#### **AMEND TO READ:**

#### **ELIGIBILITY AND RESTRICTIONS**

##### **Section 1. Eligibility**

- (c)
- (3) "A minimum standard" shall be all Daughters achieving a score of seventy-five percent (75%) or higher in each category.

#### **REASON FOR CHANGE:**

To eliminate any confusion about how the scoring is calculated.

#### **SUBMITTED BY:**

Kristi Guthmiller, KS; Ian Milne, QU; John W Young, OH; Janene D Boyer, UT; Lori Herzog, OK

## 2019 Proposed Amendments

### **Amendment No. 30**

**Rules and Regulations, Supreme Bethel, Supreme Bethel Business Meeting, Page Supreme Bethel 11**

#### **NOW READS:**

**Supreme Bethel Business Meeting**

**SBHQ: In the name of our Lord and by virtue of the power vested in me by the Supreme Guardian Council, I now declare the Supreme Bethel, Job's Daughters International, in session.**

#### **AMEND TO READ:**

**Supreme Bethel Business Meeting**

**SBHQ: In the name of our God and by virtue of the power vested in me by the Supreme Guardian Council, I now declare the Supreme Bethel, Job's Daughters International, in session.**

#### **REASON FOR CHANGE:**

To conform to the wording in the Ritual. To be diverse to accept all belief systems.

#### **SUBMITTED BY:**

David Kirk, QU; Linda Luttrell, OK; Tom Selby, OH; Valorie Koogle, VA; Diane Bloch, MI