

*Job's Daughters*  
INTERNATIONAL®

# State of the Order Report

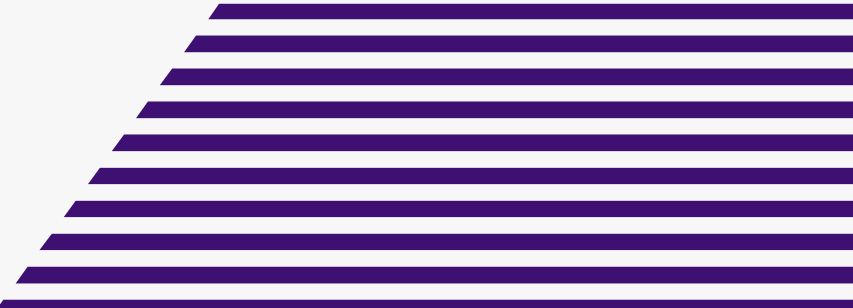
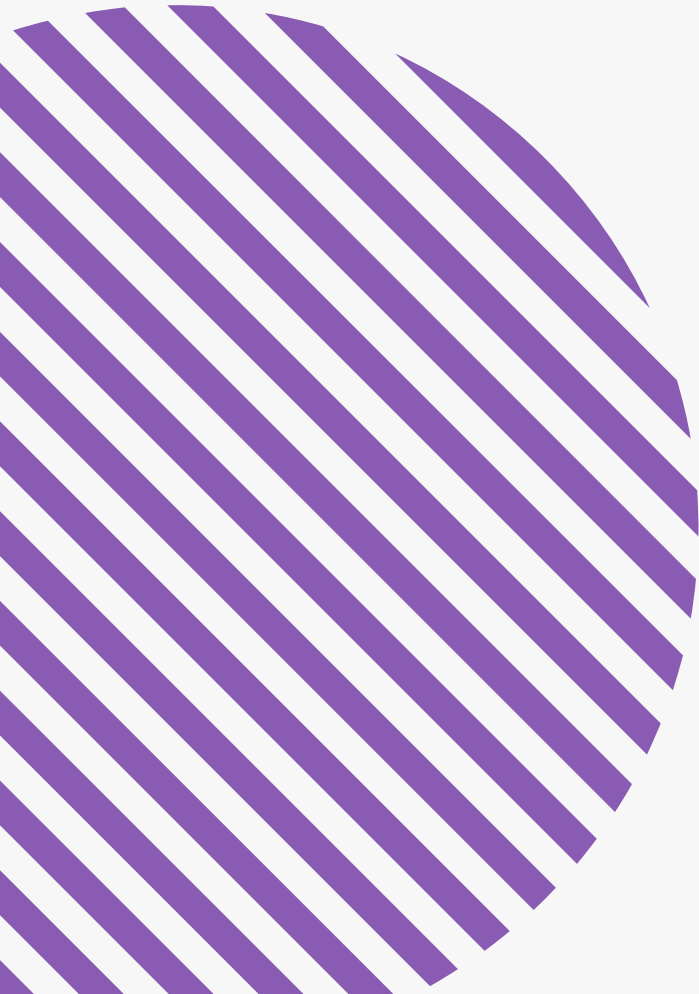
Annual message from the Executive Supreme Guardian Council, Board of Trustees, and Executive Manager of Job's Daughters International speaking to important issues impacting the Order and offering a vision for the future.

**July 2025**



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# Message from the Supreme Guardian

Greetings to all!! Serving as the Supreme Guardian for 2024-2025 has been wonderful!  
The focus this year has been on the following points:

- Associations
  - Recruit, Replace, Retain
  - The Power of Two
  - Domestic & Global Expansion
- The Legacy Program
- Revised Ritual Release
- Amendments that needed to be written
- Changes to Supreme Visits
- Communication and Availability for Daughters and Adults

This is just a small part of what we've focused on and accomplished this year!

Thank you to everyone who adapted to the changes. Change is never easy, but it is necessary.

Daughters, continue being the change you wish to see in JDI. Keep speaking up louder and louder!

Jennifer Selock, PHQ  
Supreme Guardian 2024-25



# Message from the Board Chair

This year, the Board of Trustees has focused on several key areas to enhance the organization and support our missions. Below are the highlights of our efforts:

## 1. Global Expansion

- We have developed a step-by-step guide on how to expand our reach into other countries.
- Currently, we are engaged in global expansion efforts in Paraguay and Germany

## 2. Brazil

- With the Supreme 2029 event approaching in Brazil, it is crucial that we establish foundational aspects that should have ideally been put in place 30 years ago. A primary focus has been on obtaining a CNPJ Number (Brazil's Tax ID).

Securing this will allow us to:

- Provide insurance for our Daughters and adults in Brazil
- Implement the CAV Program
- Facilitate the transfer of funds from Brazil to the USA

## 3. IYOB FILAE Logo Refresh

- We have revitalized our logo from the 1920s to a modern version, ensuring accessibility for all Bethels and Grand Guardian Councils to utilize for promotional efforts.

## 4. Updating the Job's Daughters International Website

- The process of modernizing our website to be more outward-facing has begun, aiming to better serve our members and the public.

## 5. Member Management System

- We have partnered with Grand View to create a member management system tailored for Job's Daughters International (JDI). This system will offer numerous benefits, including:
  - A centralized database for each jurisdiction's members
  - The ability to document member awards, accomplishments, and relevant data
  - Support for online training modules
  - Processing of annual reports
  - Online payment options for dues and annual reports
  - Hosting an online library for JDI documents
  - Creation and distribution of newsletters
  - And additional features to enhance our operations!

## 6. Updates to the YPP Policy

- We have undertaken revisions to the Youth Protection Policy (YPP) to reinforce our commitment to safeguarding our members.

## 7. Legacy Program Launch in Brazil

- We have successfully launched the Legacy program in Brazil, which aims to enrich our community and promote lasting connections.

We are excited about the progress made this year and the opportunities ahead for growth and connection.

Thank you for your continued support and engagement with Job's Daughters International.



Beth Garten, PHQ  
Chairman of the Board of Trustees 2024-25

# 2024-25 Youth Leaders

*“Bloom like a flower, unfold your potential.”*



## MISS INTERNATIONAL JOB'S DAUGHTER

Olivia, PHQ  
Queensland

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

Representing an organisation I wholeheartedly love has been one of the greatest honours. As an International Youth Representative, I've had the unique opportunity to travel across five countries where JDI currently resides - Australia, Brazil, Canada, the Philippines, and the USA - visiting 36 jurisdictions. I was also proud to represent JDI at key events, including the Tri-annual General Grand Chapter of the Order of the Eastern Star, Nevada Grand Chapter, DeMolay International Congress, and the Conference of Grand Masters of North America.

This year brought several highlights: instituting a Bethel in the state of Georgia, chartering Bethel #20 in Florida, and presenting Daughters' perspectives at the Mid-year Board of Trustees meeting. A common message from our members is a desire to be more involved in planning and executing events, and having their ideas and suggestions heard. Our teachings remind us to be eager for knowledge and reach toward the best, and when adults empower Daughters to lead, learn, and try again, they grow in confidence and capability.

It has also been inspiring to see members embracing our revised ritual. While change can be difficult, these updates reflect our evolving membership and help keep JDI meaningful in the lives of young women today. Heading into our second year of Daughter voting- delegates and making our Daughters' voices embedded into our improvement-practices has been met with an eagerness and enthusiasm that makes me proud to be part of this Order. I've continued to encourage members everywhere to use their voices, keep asking questions, and make the most of this opportunity. I can't wait to see how we continue to grow!

To our members, thank you for your passion and progress. To JDI - thank you for this incredible opportunity.

Olivia, PHQ  
Miss International Job's Daughter 2024-25

# 2024-25 Youth Leaders

This year is truly one to remember. Getting to visit four different countries, meeting so many members, learning new traditions, and representing my home jurisdiction this past year was a dream come true.

The Supreme Team had the privilege of attending events in four of the five countries we currently reside in. We attended the General Grand Chapter, the Conference of Grand Masters, and so many jurisdiction events all around the world. Reinstating a bethel in Georgia was a great achievement this year. Knowing that our organization continues to grow makes me so proud.

This year, I took the quote “Bee a Force of Nature, Bee Unstoppable” around the world, and made it my own. Every Job’s Daughter is a force of nature in their own way. In your communities, in your bethels, and in your daily life, you can make a difference. If you have confidence in yourself and take a leap of faith, you can change the world.

I am so grateful to have had the opportunity to travel around the world as your Supreme Bethel Honored Queen. Job’s Daughters has made such an impact on my life and I am so incredibly proud to call myself a Job’s Daughter. Thank you to the members, advisors, and jurisdictions for welcoming us with open arms this year. Finally, Thank you Job’s Daughters International for helping shape me into the person I am today.



## **SUPREME BETHEL HONORED QUEEN**

Natalie, PHQ  
California

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

Natalie, PHQ  
Supreme Bethel Honored Queen 2024-25

# 2024 Membership

9,933

Total membership

3.6% INCREASE FROM 2023

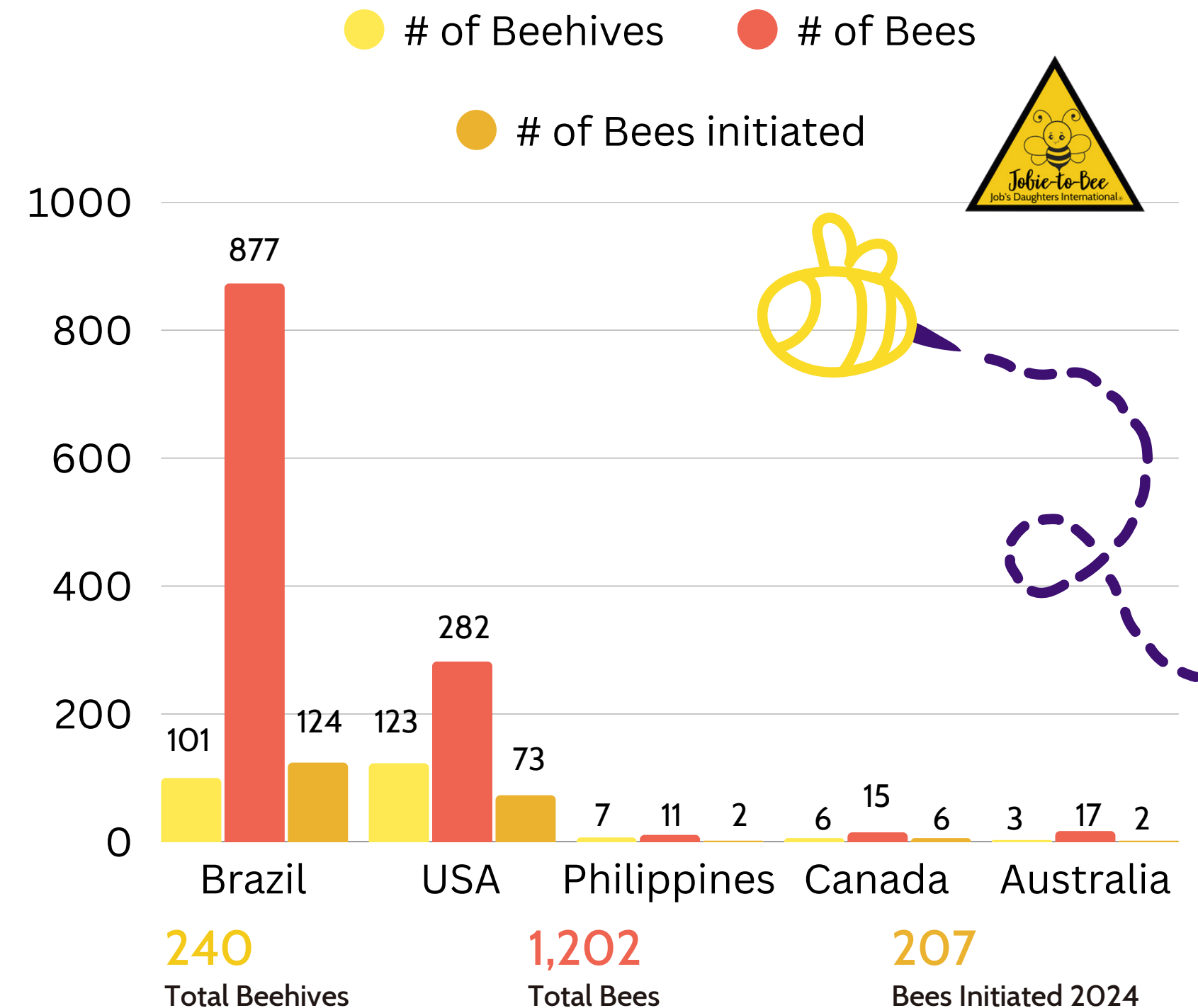
631

Total Bethels

2,795

Initiates

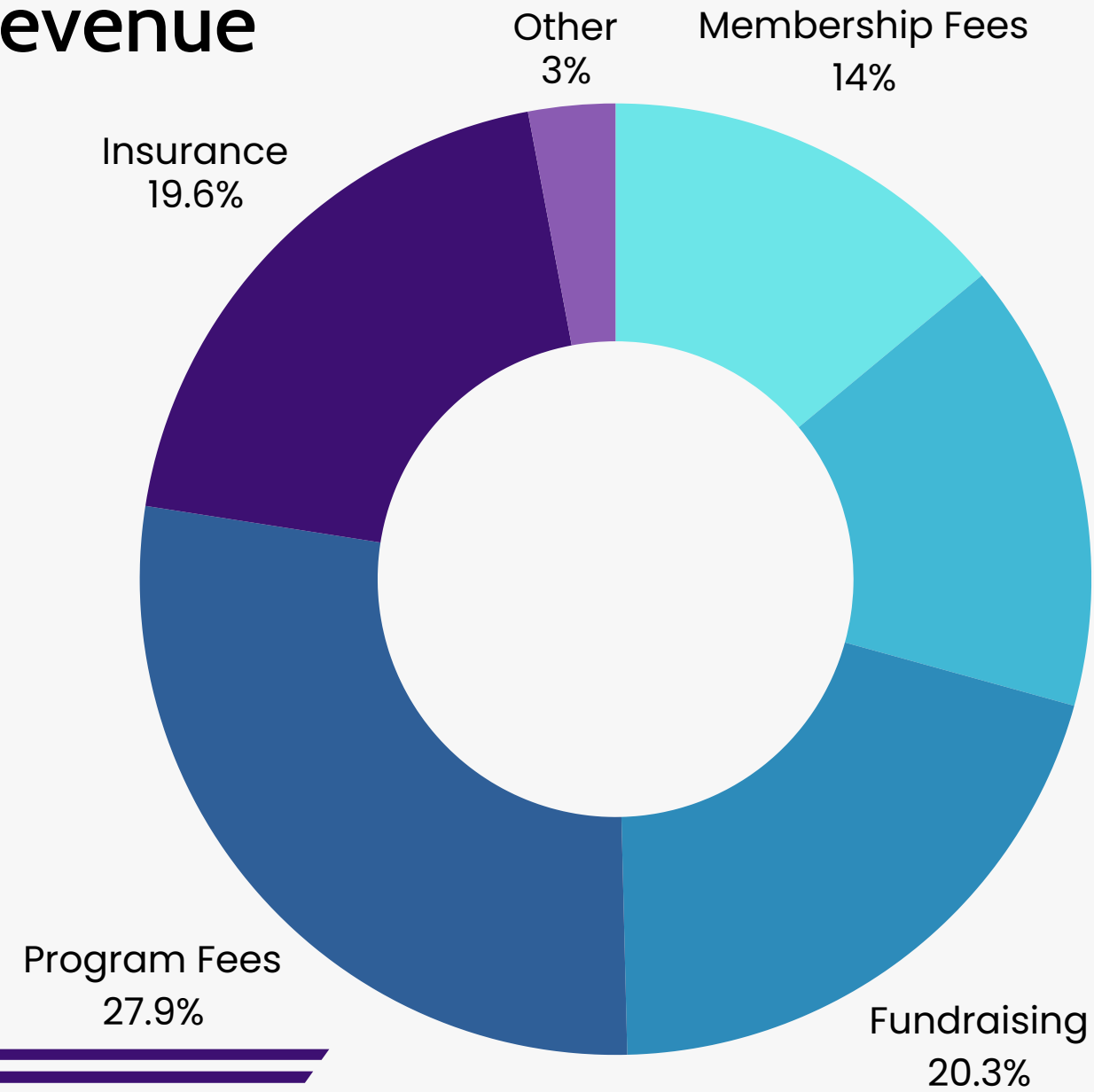
Country	# of Members	# of Bethels	# of Initiates	% INCREASE OR DECREASE (TOTAL MEMBERSHIP 2023 TO 2024)
Brazil	6640	286	2160	6.7%
USA	2260	298	409	-6.9%
Philippines	825	29	179	5.7%
Canada	164	15	41	11%
Australia	44	3	6	-4.5%



# Financial Overview

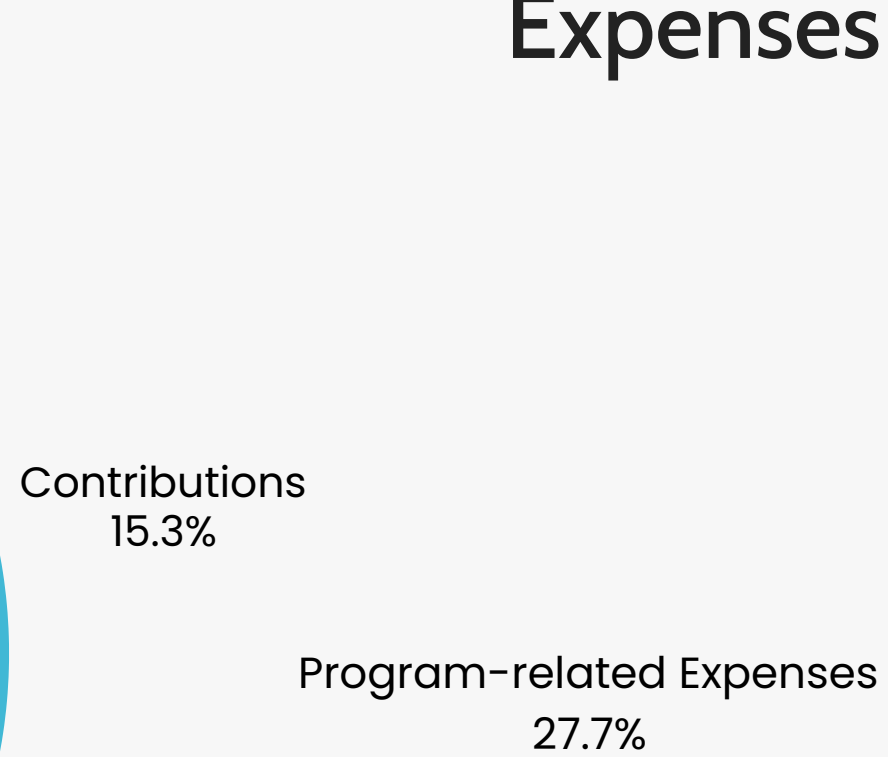
The Board of Trustees, Executive Supreme Line, and Finance Committee have worked diligently over the past year to explore additional revenue streams and cut costs wherever possible. Some exciting programs and fundraising opportunities are currently in progress. More information on how to contribute to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

## Revenue



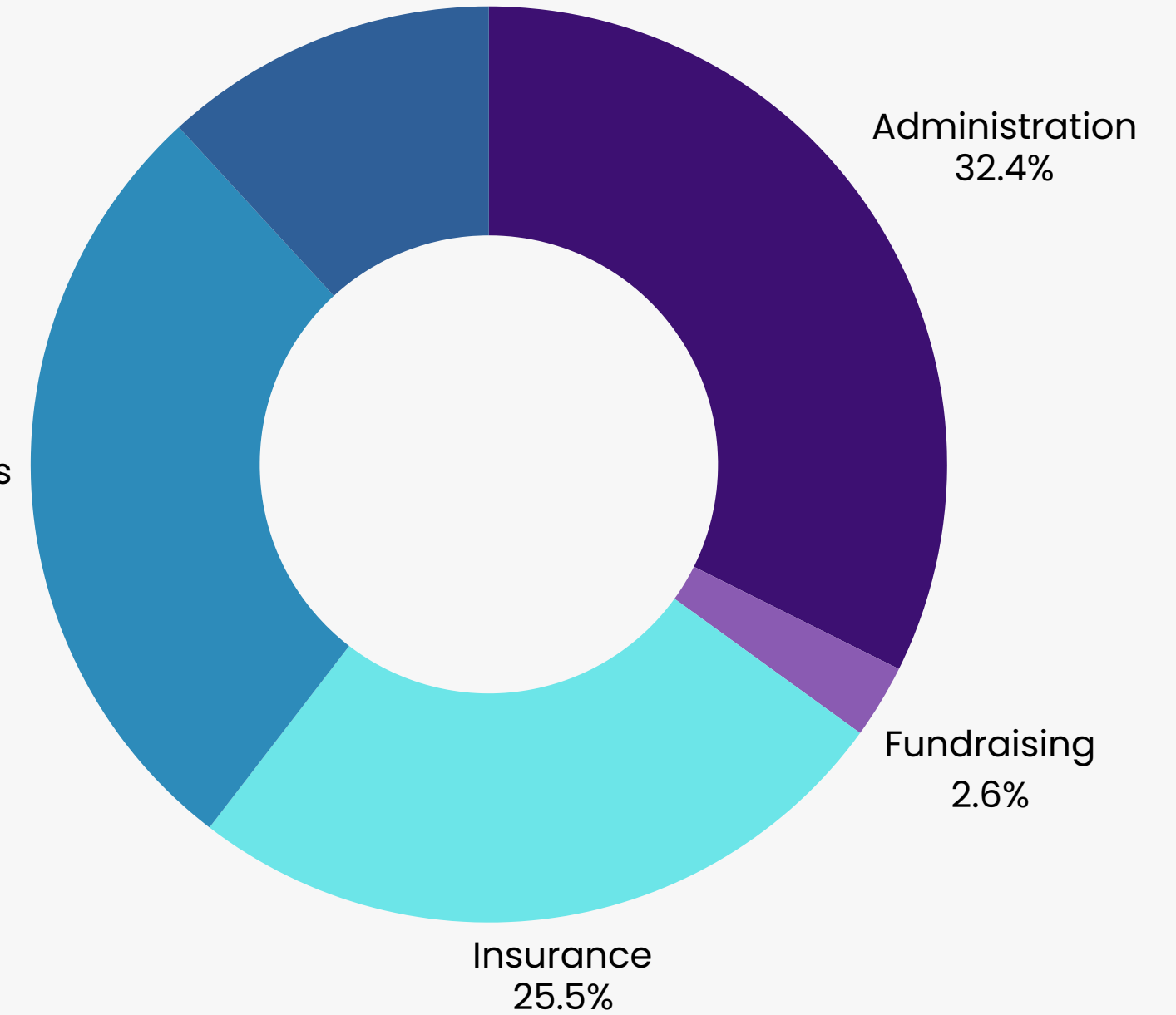
[2025-26 Proposed Budget](#)

## Expenses



[990 Tax Return](#)

## Headquarters



[Budget FAQs](#)

# Youth Protection Program



**Nancy Walters, WA**  
YPP Director



**Amy Sabatka, NE**  
YPP Assistant Director

## 2024-2025 Changes

- Revision of YPP Policy
  - Revision of the drug and alcohol policy for clarification purposes
  - Revision to allow Majority Members to participate in Membership Ceremony and Majority Ceremony without being CAV
  - Allowance of non-CAV adult to play musical instruments at Bethel meetings/ceremonies
- Preparation to move basic introduction portion of CAV training to a "do it on your own" online training
- Training for GG/CAV admin regarding steps for removing CAV certification from those whose certification has lapsed

# Ritual Revision

Over the past 4 years, the Ritual Revision Committee has worked diligently to revise the Ritual. As part of that work, the committee solicited feedback for each section of the Ritual via Google Forms and held six virtual Town Halls for Daughters and adults beginning in January of 2024.

At Supreme Session 2024 in Omaha, Nebraska, the proposed Ritual revision was placed to the floor for approval. In a historic week, 46 Daughter Voting Delegates were part of the voting process, and their discussion was extremely important to the process.

JDI is truly moving forward as the Daughter delegates are part of the voting council. The Ritual Revision was approved with many small changes. The exception was Stations and Duties, which was kept 'as is' for the year. The new Ritual/Handbook was made available online in early January 2025. There has not yet been an official printing, as this year the committee has been going over the Ritual thoroughly for errors and consistency.

The Committee had requests to revisit Stations and Duties for the summer of 2025 and per law, those will be revisited at Supreme Session 2025 in Glendale, AZ. We look forward to the final version being available for JDI worldwide!

Erin Jesperson & Allison Reed, Ritual Revision Co-Chairs

2025 Proposed Ritual  
Revisions

2024 Ritual

# JDI Memorial Rooms Update

The original Mother Mick Memorial Room was created in the late 1960s, and through the years, minimal changes had been made. In an effort to bring the organization's 100+ year history to life in a more visually engaging way, Curator Joy Erickson, her team of assistants, and Supreme Office staff reenvisioned the entire display, including adding 3 new display cases and expanding the display beyond the confines of the main display room. Displays featuring the origins of JDI's 5 countries, drill competitions, the Supreme Bethel Honored Queen, Miss International Job's Daughter program, and HIKE were added.

JDI was also privileged this year to create a JDI exhibit hosted by the Durham Museum in Omaha. Assistant Curator, Victoria Rendt with assistance from Curator Joy Erickson and Supreme Office staff put together the information and items for the exhibit which ran from mid-January to mid-April and was a great success!

**Main Memorial Room**



**Main Memorial Room**



**SBHQ & MIJD**



**HIKE**



**Drill**



# Expansion & Growth

## Global Expansion

Over the years, JDI has received requests from jurisdictions in Central and South America. With the efforts of the Executive Supreme Guardian Council and the Global Expansion Team, relationships have been cultivated with Grand Masters in interested areas.

This is all very exciting, but there is much work ahead. Many hands will make the work easier. A Spanish translation team has been established, but more assistance is desperately needed to help translate all of JDI's various forms and documents.

## Domestic Expansion & Growth

Efforts are also underway to expand and grow JDI in the United States. Many areas that previously had Bethels are interested in bringing JDI back. One such area is the state of Georgia where the work of several enthusiastic adults resulted in the institution of Bethel UD College Park in February 2025. The group already has plans for additional Bethels!

It should also be mentioned that this year, JDI had several jurisdictions experience significant positive growth! Those jurisdictions deserve a special shout-out here for their efforts. [Congratulations to Bahia, British Columbia, Florida, Goiás-Distrito Federal, Mato Grosso, Minas Gerais, Nebraska, Pará, Philippines, Piauí, Rio Grande do Sul, Rondônia, Santa Catarina, and São Paulo!!](#)



# Legacy Donor Program

Since the Legacy Donor Program relaunched last year, over \$40,000 USD has been raised!!  
WOW! Thank you to all of the donors who made that possible!

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 Recognition

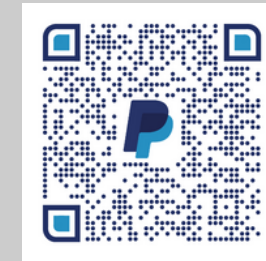
To show our appreciation, we offer a beautiful JDI Legacy Pin in English or Portuguese for donations at the following USD levels (or as adjusted for CAD, AUS, PHL, R\$): \$250, \$500, \$750, \$1,000, and many amounts above these levels for which we add incremental stones to the \$1000 level pin.

Donations are cumulative over time and can even be set up as monthly or annual recurring donations through Zeffy or PayPal. You can donate any amount now and any amount later. As donations are made, the amounts will be added together. With each donation, the office will track and monitor the recognition pin levels and order them accordingly while also updating the JDI website with donor names and level achieved.

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

## Donating is easy with any of these options:

- US: Zeffy, Venmo, PayPal, Cash, Check
- Global: PayPal, USD Cash, USD Check
- Note: (Zeffy fee optional, PayPal fee required)



## Zeffy - Donation & Tracking Platform

Zeffy is the donation platform selected to receive and track donations to JDI for the Legacy program for all donation methods. It also allows donation by credit card in USD from the US or Canada, with an optional processing fee. Global donations can be made in USD or using Paypal.

Donations made to JDI for the Legacy program via check, Venmo, etc. will be added to the Zeffy platform to track donations cumulatively over time. Thus, donations will add year to year to allow for recognition over time with new donation level pins.



Bronze \$250  
USD, CAD, or AUS \$  
R\$525  
₱3,000 PHL Peso



Silver \$500  
USD, CAD, or AUS \$  
R\$1,050  
₱6,000 PHL Peso



Rose \$750  
USD, CAD, or AUS \$  
R\$1,575  
₱9,000 PHL Peso



Gold \$1,000  
USD, CAD, or AUS \$  
R\$2,100  
₱12,000 PHL Peso

# 2025-26 Focuses

*In 2024-25, 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.*

## *Executive Supreme Guardian Council*

- *Training & Development*
- *Provide support for domestic and global expansion*
- *Focus on transparent communication, inclusion, and accessibility*
- *Promotion*

## *Board of Trustees*

- *Create infrastructure to support global expansion*
- *Review and update current business policies and procedures*
- *Membership Management System*
- *Advocate for the newly relaunched Legacy Program - goal of \$30,000 raised over this next year*



Katrina Sieler PHQ  
(NE)

# Executive Manager Notes

*“Anyone who thinks they’re too small to make a difference, has never met the honey bee.” - Unknown*

It’s hard to believe another year has passed. I want to start by thanking everyone who attended Supreme Session 2024 in La Vista, Nebraska. It was an honor to welcome everyone to my home state and share the International Headquarters with you all. So much work and heart went into ensuring the best visitor experience we could offer, and I cannot thank everyone who helped enough.

We were also privileged this year to assist Assistant Curator Victoria Rendt with the creation of the JDI exhibit hosted by the Durham Museum in Omaha. It was incredibly neat to see our organization’s history on display in its founding city!

Lastly, in February 2025, the Board of Trustees approved the pursuit of Grand View, a membership management system for JDI. The system will replace the current CAV Manager, will handle all annual reporting and membership data, and so much more. Major changes are on the horizon, but they are so very exciting!

In service,

Katrina Sieler, PHQ, LoV  
Executive Manager



# 2024-25 ExSGC & BOT

## EXECUTIVE SUPREME GUARDIAN COUNCIL



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## BOARD OF TRUSTEES



**Beth Garten, PGG MN**  
Chair  
botchair@jdint.org



**Alan Dye, PAGG AZ**  
Vice Chair  
Finance & Fundraising



**Pam Henderson, PGG KS**  
YPP & Global Expansion



**Cindy Sparks, PGG WI**  
SAC



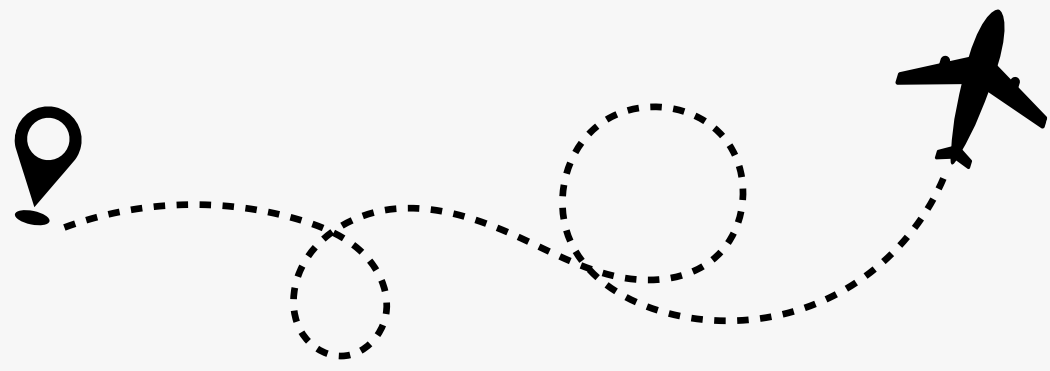
**Allison Reed PGG BC**  
Alumni & Insurance



**Josephine Andrews PGG WA**  
Jewelry, Procurement & Sourcing



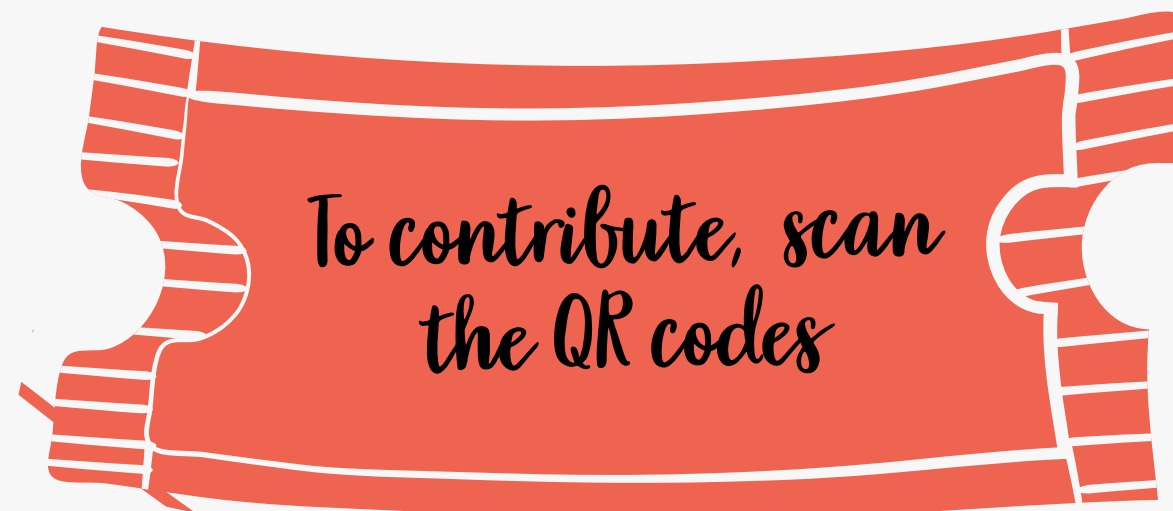
**Erin Carrico, PGG IN**  
Trademark, Marketing & PR



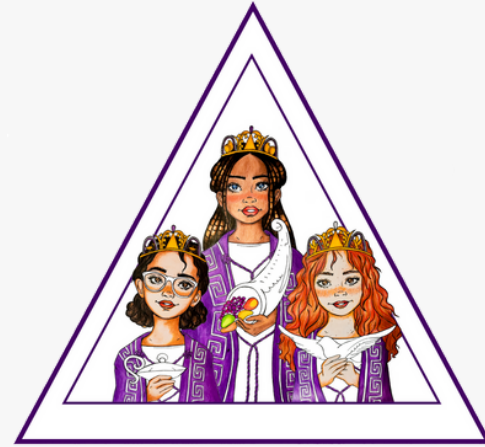
# Travel Fund

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 2025-26 Travel Fund.



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



*Job's Daughters*  
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Thank You!



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



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