

2025

**CONSTITUTION, BYLAWS, AND  
STANDARD OPERATING PROCEDURES  
OF  
JOB'S DAUGHTERS INTERNATIONAL**

TRADEMARK REG. U.S. PATENT OFFICE



Revised by Authority of  
**JOB'S DAUGHTERS INTERNATIONAL SUPREME GUARDIAN COUNCIL**  
Reformatting approved at July 27, 2016 Supreme Session

## LANDMARKS

Job's Daughters was organized and consent obtained from J. B. Fradenburg, the Most Worshipful Grand Master of the Grand Lodge of Nebraska, the Worthy Grand Matron of Nebraska, Mrs. Anna J. Davis, and the Worthy Grand Patron, James E. Bednar, Order of the Eastern Star of Nebraska, to work under the following landmarks:

- First To be known as Job's Daughters.
- Second Membership to be composed of developing girls who believe in God and bear a Masonic relationship.
- Third The meeting place to be called a Bethel.
- Fourth The teachings based on the "Book of Job" (with special reference to the 42nd chapter, 15th verse).
- Fifth To be taught in three epochs (not degrees).
- Sixth Motto "Virtue is a quality which highly adorns woman."
- Seventh The emblems to be the Open Book, Horn of Plenty, and the Lily of the Valley.
- Eighth Requiring all members, guardians, and visitors to assume a pledge, based on honor.
- Ninth To be a democratic organization with the right of appeal to a supreme authority, with all members and guardians amenable to the laws.
- Tenth A Supreme Guardian Council with Constitution and Bylaws in conformity with the landmarks governing Supreme Guardian, subordinate Guardians, and Bethel members.

Ethel T. Wead Mick - Founder