

Global Changes

Reason for change

Global language and formatting changes applied throughout the Book of Ceremonies. Following review of member feedback gathered via survey and committee discussion (February–March 2026), the Committee identified several recurring themes warranting consistent updates across all ceremonies: modernization of language, improved inclusivity for members of all faiths, and clearer guidance to Bethels regarding customization.

Proposed Changes

1.1 Inclusivity & Language Modernization

"Order" → "Organization"

Throughout the Book of Ceremonies, replace all instances of "Order" (when used to refer to Job's Daughters International) with "Organization."

Note: In certain passages, the word "Organization" was not the best fit contextually; in those instances, the Committee used alternative language on a case-by-case basis rather than a direct substitution. Reviewed changes are reflected in the working document.

Minimizing Use of the Word "Purity"

Instances of the word "purity" throughout the ceremonies have been reviewed and reduced. Where the term was used in a way that may carry exclusionary or judgmental connotations, alternative language has been substituted.

Removal of "I AM's of Jesus"

The "I AM's of Jesus" references have been removed from ceremonies where they appeared. This decision was supported by survey data in both the English and Portuguese surveys (ranked among the least-used elements) and aligns with the Committee's goal of making ceremonies more inclusive across diverse faith backgrounds.

"Ritual" → "Handbook"

When the word "Ritual" appears in spoken ceremony text, "Handbook" has been added as an accepted alternative. This reflects practice in some jurisdictions (notably Brazil) where the preferred use is "Handbook."

1.2 General Accommodations Statement

A general accommodations statement will be added to the beginning of ceremonies. This statement is intended to welcome members with varying needs and signal the inclusive spirit of Job's Daughters.

1.3 Custom Narration Guidance for Installation

Language has modified to re-emphasize that Bethels may write custom narrations for Installation with BGC approval. This reflects existing policy but will be made more prominent to support Bethels in adapting ceremonies to their local context.

1.4 Structural Reorganization

To reduce confusion about when different ceremonies are used, the Committee has reorganized several ceremonies within the document structure:

- Pin Ceremony moved under the Installation section.
- Rosebud Ceremony moved out from under "Jobie to Bee Ceremonies."
- "Jobie to Bee Ceremonies" section renamed to "Ceremonies for Prospective Members."
- "Let's Get Acquainted" and the Ceremony for Prospective Members and their Parents added under the "Ceremonies for Prospective Members" section.

These structural changes do not alter ceremony content but improve navigability and alignment with ritual guidance on when each ceremony is appropriate.

1.5 Story of the Robe

Revisions to the Story of the Robe were made to modernize language, and improve inclusivity.

1.6 Majority & Obligation Ceremonies

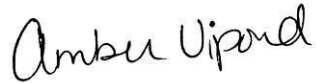
Added clarifying language around when the majority ceremony can be given and removed language that would have duplicated the closing ceremony in the ritual.

1.7 BeeHive Section in Installation Ceremony

Language to introduce the Bethel BeeHive has been added to the beginning of the Installation Ceremony.

Submitted by:

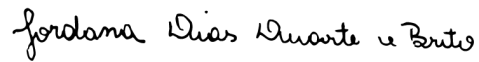
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