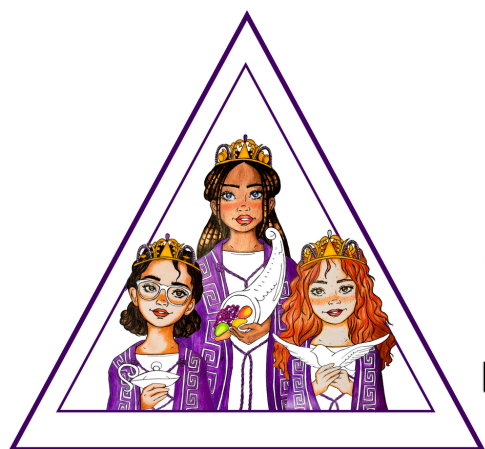




Job's Daughters
I N T E R N A T I O N A L ®

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 2026



TABLE OF CONTENT

Message from the Supreme Guardian	03
Message from the Associate Supreme Guardian	04
Message from the Board of Trustees Chairman	05
2025-26 Youth Leaders	06
2025 Membership Figures	08
2025-26 Financial Overview	09
Youth Protection Program	10
Alumni	11
Grand View	12
Expansion	13
Legacy Program	14
2026-27 Focuses	15
Executive Manager Notes	16
2026-26 ExSGC/BOT	17
Travel Fund	18



Supreme Guardian

Katie Underwood, PHQ
Missouri

supreme.guardian@jdint.org



Message from the Supreme Guardian

For the 2025-2026 SGC year, I had one main goal to meet with every jurisdiction of Job's Daughters International. Dad Ken and I, along with the entire Executive Supreme Guardian Council, can say we were successful! Through this initiative, we have further identified the needs, wants, and wishes of our Members and adult volunteers.

This year, we focused on the following and plan for the future:

5-year Plan Template to assist jurisdictions with promotion and retention

- The process of sharing has begun
- This document breathes and allows for jurisdictions to mold it for their use
- Holds all of us to expectations of plans and our assistance to help

Holding Town Halls, including some led our Youth leaders

- Social Media was a major focus point
 - Online safety
 - Lead by example
 - Promotion assistance

Training Modules for all levels of Job's Daughters International

- Creating modules for use on Grand View for everyone to access
- Focus on Councils/Committees based on feedback over the past five years
- Future plans to create modules for our Youth leaders

Newsletter Content - Promotion: Sixth Messenger

- Future plans to share stories from across our Jobie family

Meeting with jurisdictions, including their Youth leaders

- Allowed for all to hear plans, concerns, and expectations
- Members were the driving forces for many of the conversations
- Nothing was off-limits and all were held accountable

Continue to bridge the foundation of our Masonic Family through:

- Expansion
- Conversation
- Invitation

We continue to update, grow, change, and build on our foundation. Our reimagining with our refreshed branding, we connected the old with the new bridging the generations. Completing the CNPJ, now in final stages, was a personal win as it was 3 years of continued work that I chose to take on during my time on the Board. Additionally, your Ritual committee worked hard with the ESGC and Jurisprudence to finalize the newly released Ritual. You brought this to fruition and should be proud of the work well done.

Collaboration and communication are key to a successful future!

Katie Underwood, PHQ
Supreme Guardian 2025-26

Message from the Associate Supreme Guardian

It has been my pleasure to serve as the Associate Supreme Guardian for 2025-26.

At the beginning of this year, Katie and I committed to meeting with every jurisdiction in JDI, using Zoom when needed. Those meetings have proved to be wonderful opportunities to engage and discuss each jurisdiction's present situation and future plans, and we hope that the jurisdictions have found them useful and informative as well.

Equally important was the ability to hear from the Daughters, who were eager to share their activities, visions and suggestions for the Order they love. It is their organization after all, and their voices need to continue to be heard.

As the Masonic representative on the Supreme Team this past year, I have had the opportunity to talk with many dedicated and selfless men who work for the good of JDI, and I would like to acknowledge and thank them for their service.

Behind the scenes, work continues on expansion opportunities both internationally and domestically, and hopefully we will hear announcements around those efforts very soon.

We leave this organization in good hands, and look forward to what the future holds for JDI.

Ken Bright, PAGG

Associate Supreme Guardian 2025-26



Associate Supreme Guardian

Ken Bright, PAGG
DelMar

asg@jdint.org





Board of Trustees Chair
2025-26

Josephine Andrews, PHQ
Washington

botchair@jdint.org

Message from the Board of Trustees Chairman

“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.” - Sheryl Sandberg

One of the greatest privileges of serving on the Board of Trustees is helping position Job’s Daughters International for a strong and sustainable future. During the 2025–2026 year, the Board focused on initiatives that strengthen our infrastructure, support our members, and expand the reach of our organization worldwide. From modernizing systems and governance to advancing global opportunities, significant progress has been made through the dedication of countless volunteers, leaders, and partners.

BUILDING INFRASTRUCTURE

A major accomplishment this year has been the development and implementation of Grand View, JDI’s new membership management system. Through extensive testing, town halls, and member training, we have prepared for a phased rollout that will provide improved access to membership information, forms, and resources. We also continued long-range planning for Supreme Sessions, culminating in the exciting selection of the location for our 2029 Supreme Session. To support this milestone, the Board has been working with legal counsel to establish the necessary entity and tax status infrastructure in Brazil, creating a stronger foundation for JDI’s future international growth.

EXPANDING GLOBALLY

Global expansion remains a key focus of the Board’s work. This year, we reviewed requests from multiple countries and approved advancement through our Global Expansion Policy process. We are especially encouraged by the progress toward reestablishing Job’s Daughters in Germany, while exploring additional opportunities for growth around the world. At the same time, we continued to strengthen the organization through positive investment and fundraising results, implementation of the new Official Ritual, new jewelry offerings, trademark stewardship, and comprehensive policy updates that support sound nonprofit governance and organizational excellence.

STRENGTHENING MEMBER EXPERIENCE

The Board has also invested in strengthening JDI’s communication and member experience through ongoing website improvements, a unified marketing strategy, and enhanced social media engagement efforts. Together, these initiatives reflect our commitment to building a modern, vibrant, and sustainable future for Job’s Daughters International. We are grateful to every Daughter, volunteer, leader, alumni, and supporter who contributes to this important work and look forward to the opportunities that lie ahead as we continue growing and serving our worldwide membership.

Josephine Andrews, PHQ
Chairman of the Board of Trustees 2025-26

2025-26 Youth Leaders

"She is more precious than rubies." - Proverbs 3:15

This year has been a whirlwind of opportunities, friendship, and service. From visiting new countries and attending Masonic events to meeting passionate members and dedicated adults from around the world, I have cherished every moment of the past twelve months.

Throughout this journey, I have been honoured to attend events across six countries, including one Canadian province, one Australian state, nine Brazilian states, twenty-two U.S. states, Germany, and the Philippines.

Among the many highlights were speaking at the Conference of Grand Masters of North America and the Annual Communication of Canadian Grand Lodge of Freemasonry in Germany. Having the opportunity to share the story of our organisation and advocate for its value and impact was both a privilege and an honour. In addition, the institution and chartering of Bethel No. 5 in Iowa was an incredible opportunity. This is further proof of how our organisation is still relevant and can succeed in growing.

One of my personal goals this year was to bring energy and enthusiasm wherever I went. Our organisation was never intended to be driven solely by routine or burdened by unrealistic expectations of perfection. *It is built on growth, connection, and joy.* Celebrating small achievements, embracing the everyday moments, and leading by example are just as important as any major accomplishment. Our members look to adult mentors, youth leaders, and senior members for guidance, often reflecting the attitude and energy we demonstrate. The responsibility of mentoring younger members is a privilege that should never be taken lightly.

Job's Daughters has had a profound impact on my life since I first became an active member, and this year has only deepened my appreciation for all that it represents. To the adults who welcomed me into their homes, those who contributed to my travel fund, and everyone who encouraged me, supported me, or simply made me laugh uncontrollably. Thank you.

Most importantly, thank you to the members who inspired me everywhere I travelled. Your passion, kindness, and dedication are the reason this year exceeded every dream I had for it. You reminded me why this organisation matters, and why its future is so bright.

This year was everything I hoped it would be and so much more because of you.

Lucinda, PHQ

Miss International Job's Daughter 2025-26



*Miss International
Job's Daughter*

Lucinda, PHQ
Queensland

mijd@jdint.org



2025-26 Youth Leaders

"Don't just fly, Soar." - Dumbo

Hello everyone!

Having an opportunity like this has been an amazing experience. Being able to represent and lead an organization that I love so dearly is something that I've always dreamt of.

During my year, I have visited all 5 countries, which includes 9 states in Brazil, 4 states in Canada, 1 province in the Philippines, 1 state in Australia, and 23 US states.

This year, I knew I wanted to make an impact on the members around me, show them that they can do things that they put their minds to. My quote this year is *"Embrace what makes you different."* I love this quote and have always lived by it through my day-to-day life. Not only because it resembles one of my favorite movies, Dumbo, but it also resembles what I believe. Being able to show the members that they can accomplish their goals in Job's Daughters was something I wanted to do, for them to believe in themselves.

This year, I was able to witness the chartering of Bethel 3 in Georgia!! As well as being able to re-institute Bethel 5 in Iowa and welcome the new members as the presiding HQ, and install them as the Installing officer. I was able to be a part of the very first Miss and Junior Miss Desert Sky pageant. I also saw the very first Miss and Junior Miss Heartland pageant. Being able to witness Jurisdictions first is definitely a memory I will forever cherish.

I am so excited to continue my travels and even more excited to see you all in Springfield, Missouri, for Supreme Session 2026.

Jacquelyn, PHQ

Supreme Bethel Honored Queen 2025-26



*Supreme Bethel
Honored Queen*

Jacquelyn, PHQ
Missouri

sbhq@jdint.org



2025 Membership

10,175

Total membership

2.06% INCREASE FROM 2024

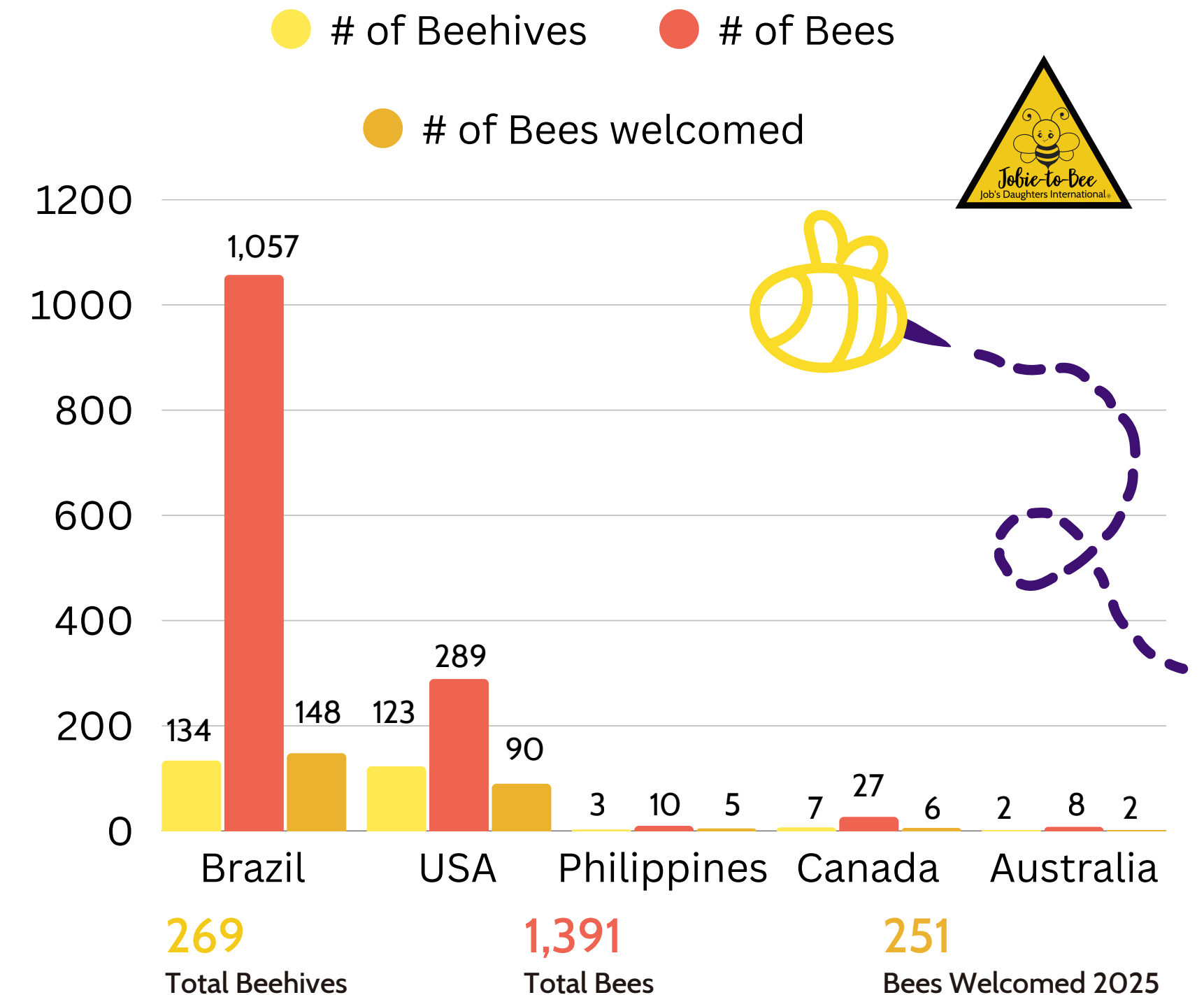
620

Total Bethels

2,672

New Members

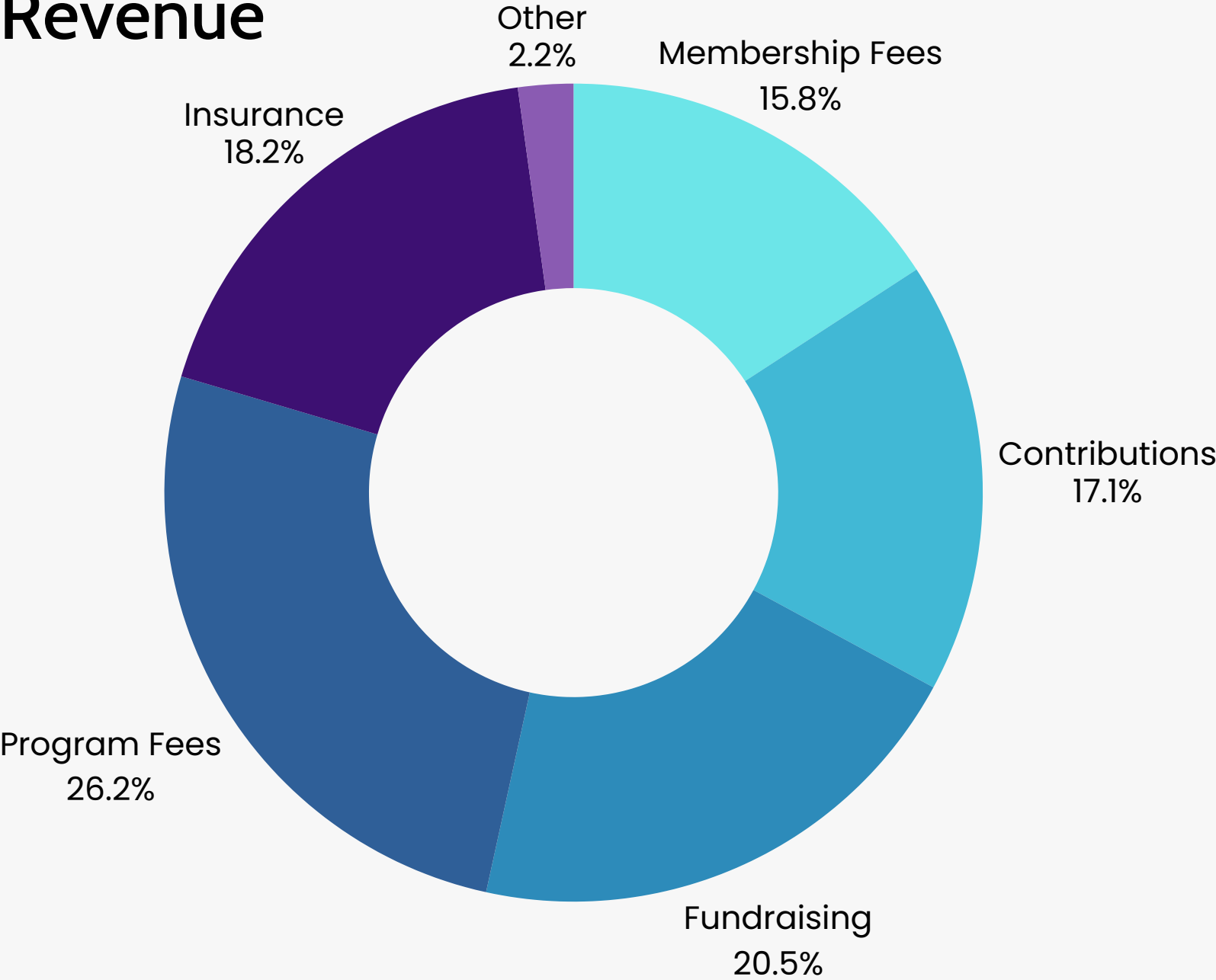
Country	# of Members	# of Bethels	# of New Members	% INCREASE OR DECREASE (TOTAL MEMBERSHIP 2024 TO 2025)
Brazil	6970	292	2054	4.5%
USA	2134	278	416	-6%
Philippines	873	32	165	3.2%
Canada	164	15	33	0%
Australia	34	3	4	-29.4%



Financial Overview

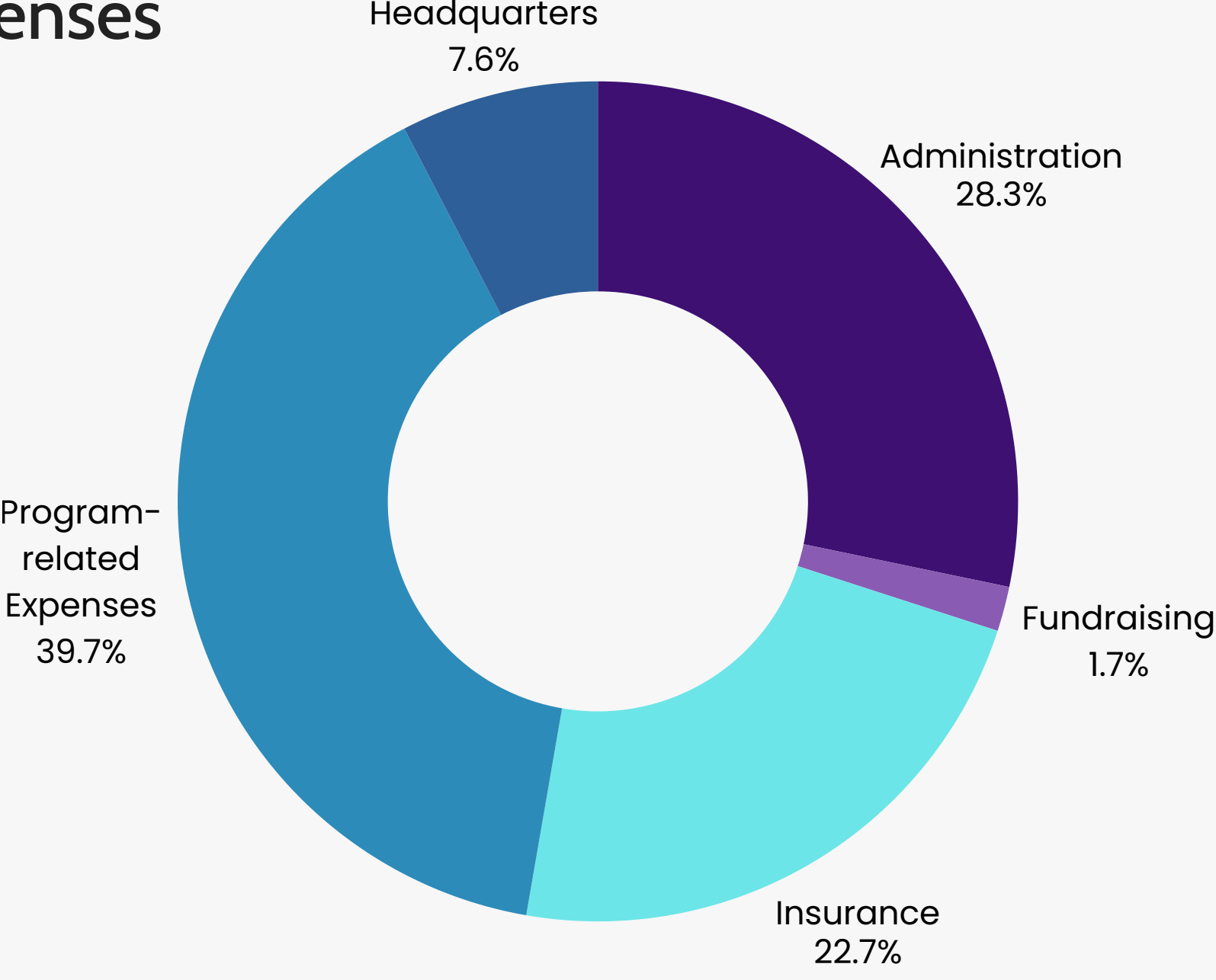
The Board of Trustees, Executive Supreme Line, and Finance Committee have worked diligently over the past year to explore additional revenue streams and cut costs wherever possible. Some exciting programs and fundraising opportunities are currently in progress. More information on how to contribute to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

Revenue



[2026-27 Proposed Budget](#)

Expenses



[990 Tax Return](#)

[Budget FAQs](#)

Youth Protection Program



Nancy Walters, WA
YPP Director



Amy Sabatka, NE
YPP Assistant Director

Questions? ypp.director@jdint.org

2025-2026 Changes

- Decision to use the current U.S. national mandated reporter class for all jurisdictions as it best describes the possible types of abuse. Put responsibility on each CAV to research what their "next steps" are in their locale if they report abuse
- CAV slide deck updated to include these instructions; removed country-specific information
- Worked with Germany to get a YPP instructor trained; working on details needed to happen for CAV classes to begin (MR class/done; background check procedure)
- Continue to work on training for new CAVs that will include basic Job's Daughters information and be an online self-taught class. Hope to have this ready when Grand View is ready to roll
- Revised form YPP 007 to include Financial Impropriety. Revised for YPP 008 clarify process for reporting abuse
- Prepared a "how to navigate the CAV process" document for CAV admins
- Prepared a document "YPP Reporting Process" procedure
- Requested the YPP Policy be translated into Portuguese



Connecting, Empowering, Advancing.

Strengthening lifelong connections to fuel personal, professional, and organizational growth.

Leslie Hoglund, Alumni Committee Chair



ABOUT THE ALUMNI ASSOCIATION

The Alumni Association of Job's Daughters International demonstrated substantial organizational growth, member engagement, and program development during 2025–2026. Our key accomplishment was the launch and administration of the Alumni Professional Development Fund (APDF), which awarded financial support to two alumni pursuing educational and professional advancement.

- Keely Roe, Indiana, USA received funding for MCAT testing in preparation for medical school applications.
- Samantha Almeida, Espírito Santo, Brazil received funding for education technology needs for professional development.

The Association expanded its international presence through fundraising and outreach initiatives, including the development and sale of alumni-branded merchandise such as mugs, luggage tags, polos, and cardigans. These efforts generated revenue to sustain programming while increasing visibility of the Alumni Association at events such as Supreme Session and CONABB 2025 in Brazil, where committee members successfully recruited new members and strengthened international engagement. The Association also established ongoing communications strategies through newsletter features, social media promotion, membership renewal initiatives, and annual gathering at Supreme Session.



GROWTH THROUGH CONNECTION

Effort was dedicated to strengthening the long-term sustainability of alumni engagement. The committee started the development of a “How to Start a Jurisdictional Alumni Association” resource to assist jurisdictions seeking to establish local alumni organizations, with particular attention to emerging international jurisdictions. Planning was also undertaken for annual alumni events at Supreme Session, including networking opportunities, membership recognition, fundraising activities, and expanded alumni participation. Additionally, the committee explored future initiatives such as alumni appreciation ceremonies, alumni sponsorship opportunities for international members, and hosting homecoming activities at your Bethel.



OUR MISSION

The Alumni Association is an active vehicle for alumni engagement, leadership development, fundraising, mentorship, international outreach, and organizational capacity-building, directly advancing the mission of maintaining lifelong connections to Job's Daughters International while supporting members' personal, educational, and professional growth.

Grand View

JDI's New Membership Management System

Grand View Team: Cathy Feyen, Alan Dye, Katrina Sieler

Why Grand View?

Last year, the Board of Trustees announced that Grand View was selected to be JDI's new Membership Management System. Since that announcement, the team has worked diligently with the developers at Grand View to shape the system to fit JDI's needs as an international youth organization. Test jurisdictions were selected this past spring to use the system and provide valuable feedback for the development team. We are excited to announce that rollout to all jurisdictions will begin this month, and we expect to have ALL jurisdictions using the system before the end of the calendar year.

Who Uses It?

Grand View supports every level of the organization—from members and parents to individual Bethels, JGC/GGC jurisdictions, and the Supreme Office.

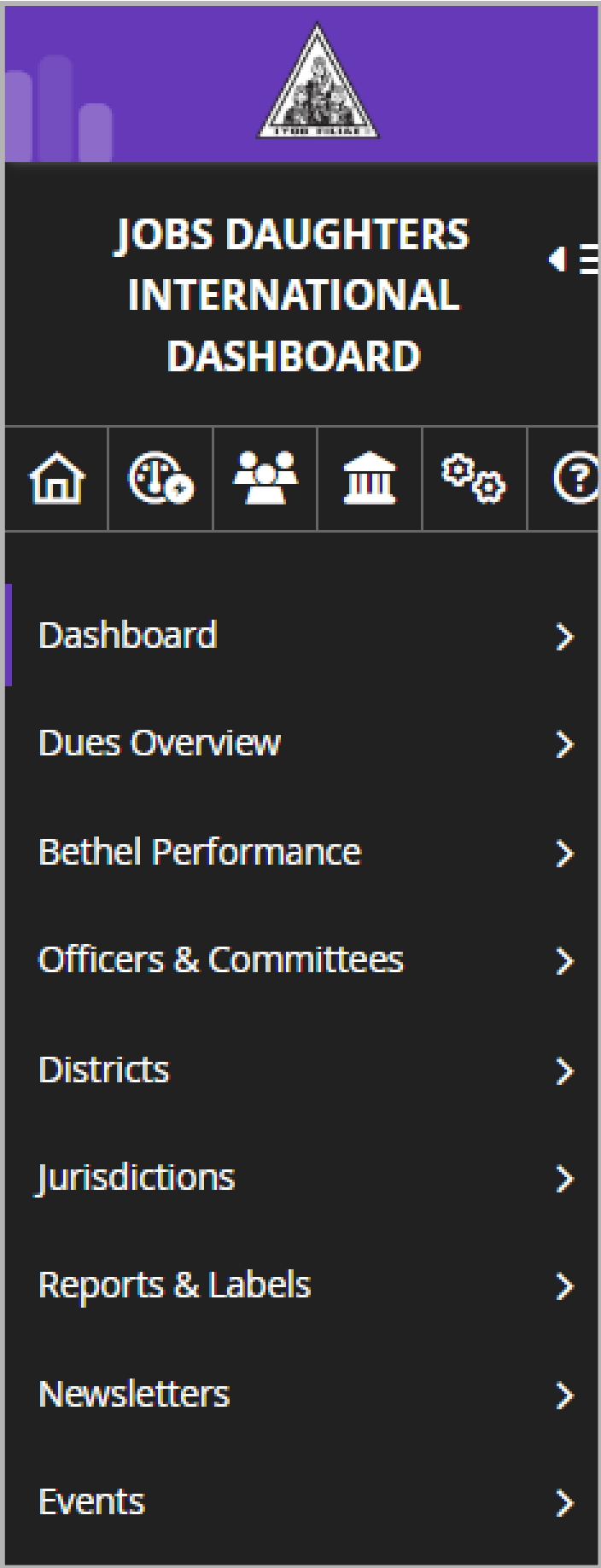
We look forward to members and adult volunteers using Grand View as it rolls out across all jurisdictions.

Core Features:

- **Member Records:** Membership history, milestones, offices, etc.
- **Current/Historical Bethel Records:** Member and adult volunteer records & contact information, Bethel address, historical dates
- **CAV Adult Records:** CAV Application & Renewal process
- **Jurisdictional Records:** Officers, Grand/Jurisdictional dues & financial records, jurisdictional events calendar
- Electronic Annual Reporting for Bethels & GGCs
- Organizational notifications & announcements

Other Features:

- Ability to create distribution groups
- Education system for training
- Event registration
- Resources & Forms
- File Vault
- Virtual Dues card
- Real-time membership numbers
- Portuguese translation





Expansion

Global Expansion

Interest Received

This past year, we have continued to explore areas that have expressed interest in having Job's Daughters in their country. The Global Expansion Team, Board of Trustees and Executive Supreme Guardian Council have received requests from Grand Masters in Central and South America as well as from Europe. These requests are reviewed and researched to ensure that expansion into a new country is in the best interest of the community, the country and Job's Daughters International.

Current Focus

As you may be aware, Miss International Job's Daughter, Lucinda, was invited to speak at the annual communication of the American Canadian Grand Lodge of Freemasonry in Germany. We continue to make progress on returning Job's Daughters presence in Germany. We are also continuing our research from the past few years on the possibility of opening Bethels in Mexico and other South American countries.

Next Steps

There is still a great deal of work ahead of us, not only for Germany and Mexico, but for other areas that have expressed interest. The Board of Trustees and the Global Expansion Team are always looking for dedicated individuals who have an interest in expanding Job's Daughters worldwide to join our team. As our aspirations to expand into other countries are realized, we will be seeking translation experts to assist in translating all of our JDI forms and documents into other languages.

Domestic Expansion

New Bethels

Work is also ongoing to grow JDI domestically. The chartering of the recently instituted Bethel #3 in College Park, Georgia as well as the newly-formed Bethel #5 in Davenport, Iowa were highlights of the past year.

Interest Received

Recently, we received inquiries around potential expansion into two jurisdictions and conversations are ongoing to explore those possibilities. We have had individuals in other places express similar interest during the year, and while those did not result in us moving forward at this time, they remain on the table for the future.

Next Steps

The men in the Executive Supreme Guardian Council line continue to work behind the scenes to strengthen Masonic relationships that will hopefully prove beneficial in other jurisdictions as well.

Lastly, with further implementation of our membership management system, we are optimistic that opportunities to identify other places where expansion should be considered and can be supported will emerge.

Legacy Donor Program

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

In just two years

- Over \$80,000 USD raised
- Scholarships expanded
- Program budgets increased
- Long-term financial stability

Ways to Give:



Zeffy



PayPal



Venmo



Check



PayPal



Zeffy

Donation Levels and Recognition

Every contribution strengthens the future of Job's Daughters International. As cumulative lifetime donations grow, donors are recognized with commemorative Legacy Pins that celebrate their generosity and ongoing commitment to our organization.



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 Gold

\$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



Gold Filled w/ Amethysts

\$20,000 USD, CAD, or AUS \$
R\$42,000
\$42,000 PHL Peso

Milestone Recognition

Additional milestone stones are awarded for every \$2,000 USD contributed beyond the Gold level.

Questions? office@jdint.org

2026-27 Focus Areas

During the 2025–2026 year, JDI took meaningful steps to reimagine our organizational structure and to look with renewed purpose at how our resources are shared and invested. Important progress has been made, and these efforts have opened the door to new possibilities for our future. In the coming year, JDI will continue building on this work with vision, responsibility, and hope, always striving toward a stronger, brighter tomorrow for our organization.

Executive Supreme Guardian Council

- Strengthen adult training
- Monitor the implementation of the 5-year plan
- Visit every jurisdiction, either in person or virtually

Board of Trustees

- Grand View
- Global Expansion & Infrastructure
- Financial Stability & Resource Development
- Marketing, Communications, & Digital Presence
- Governance, Compliance, & Brand Protection

Executive Manager Notes

"Imagination is more important than knowledge. For knowledge is limited, whereas imagination embraces the entire world, stimulating progress, giving birth to evolution - Albert Einstein

I can't believe we're already at the end of another Supreme Guardian Council year. The past year has flown by at the Supreme Office. We have been busy supporting the Grand View team with development, preparing our files for a computer upgrade, and providing support wherever we can to the Board of Trustees, Executive Supreme Officers, our jurisdictions, and Bethels.

Big changes are on the horizon for JDI, which is very exciting and also a bit scary. Transitioning to a completely electronic membership management system is long overdue for JDI, and it will drastically improve how we are able to serve all our jurisdictions and Bethels. However, it will be a huge adjustment for the organization and even the Supreme Office. I am so thrilled for all of you to have full access to the system and its many features! Training sessions are already in progress, and more will be scheduled throughout the end of the summer and early fall.

As always, it is an honor to work for an organization I love so dearly and to continue to push it towards bigger and better things.

In service,

Katrina Sieler, PHQ
Executive Manager
executive.manager@jdint.org

Executive Manager
Katrina Sieler, PHQ



International Headquarters



Omaha, NE

2025-26 ExSGC & BOT

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Insurance, Grand View, Marketing & Social Media



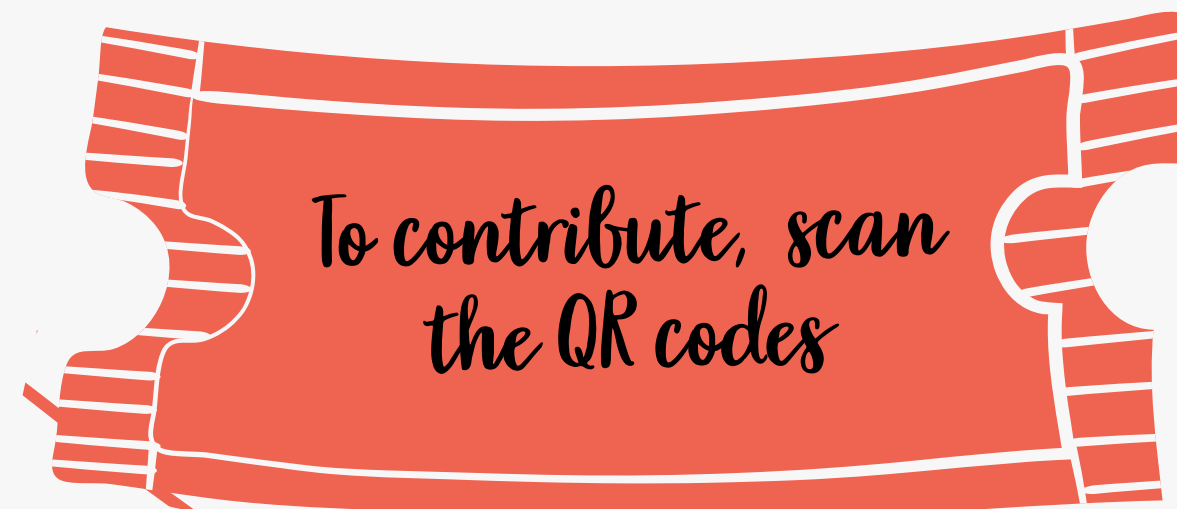
Jackie Tomacmol, PGG PHIL
Trademark, Website, & Museum



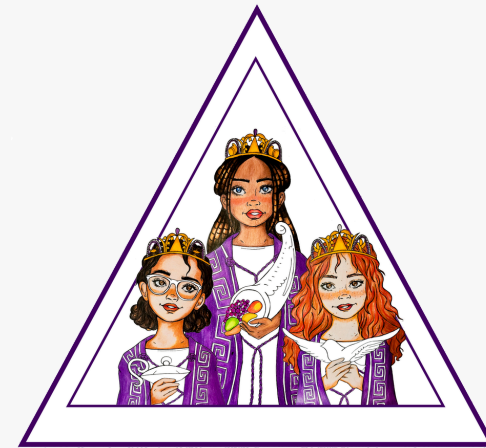
Travel Fund

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 2026-27 Travel Fund.



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



Job's Daughters
INTERNATIONAL®

Thank You!



jobsdaughtersinternational.org



office@jdint.org