

**CONSTITUTION AND BYLAWS**  
**OF**  
**JOB'S DAUGHTERS INTERNATIONAL**



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233 W. Sixth Street  
Papillion, NE 68046  
402-592-7987  
sgc@iojd.org

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## 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