



ZONTA
INTERNATIONAL



2024-2026

Governing Documents





Zonta International is a leading global organization of individuals working together to build a better world for women and girls.

Official Version

Translated versions of any of the documents in this booklet are considered unofficial.

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Preface

The Confederation of Zonta Clubs was organized at Buffalo, New York, USA on 8 November 1919, the nine charter clubs being Binghamton, Buffalo, Elmira, Ithaca, Rochester, Syracuse and Utica, New York, USA; Detroit, Michigan, USA; and Erie, Pennsylvania, USA. Articles of Incorporation were filed in New York State on 9 February 1922, an earlier set having been destroyed by fire before filing. The first directors of the new organization were Frances E. Brixius, Binghamton; Marian de Forest, Buffalo; Mary J. Mulheron, Detroit; Helen E. Mallory, Elmira; Helen M. Schluraff, Erie; Esther E. Parker, Ithaca; Grace C. Moody, Lockport (New York, USA); Laura M. Lawrence (Truesdell), Rochester; Mary E. Jenkins, Syracuse; Harriet A. Ackroyd, Utica; and Mary W. Baldwin, Watertown (New York, USA).

Permanent headquarters were established in Chicago, Illinois, USA in January 1928, and Zonta International was incorporated in that state on 4 September 1930. The Zonta Articles of Incorporation were amended and filed after the Cincinnati, Ohio, USA Convention in 1954; the Dallas, Texas, USA Convention in 1990; the Melbourne, Australia Convention in 2006; the San Antonio, Texas, USA Convention in 2010. The last amendment was at the Orlando, Florida, USA Convention in 2014 and subsequently filed.

In 2009, Zonta International moved its headquarters to Oak Brook, Illinois, USA, and remains there today.

Articles of Incorporation under the General Not for Profit Corporation Act State of Illinois

We, the undersigned, Flora Taylor Young, Olive H. Rabe, and Katherine Maddux, citizens of the United States, propose to form a corporation under an Act of the General Assembly of the State of Illinois, entitled, "An Act Concerning Corporations," approved April 18, 1872, and all acts amendatory thereof; and for the purpose of such organization we hereby state as follows, to wit:

1. The name of such corporation is Zonta International.
2. The objects for which it is formed are: (a) To improve the legal, political, economic, educational, health, and professional status of women at the global and local level through service and advocacy; (b) To work for the advancement of understanding, goodwill, and peace through a world fellowship of members; (c) To promote justice and universal respect for human rights and fundamental freedoms; (d) To be united internationally to foster high ethical standards, to implement service programs, and to provide mutual support and fellowship for members who serve their communities, their nations, and the world. (Amended in 1954, 1993, 2010 and 2014.)
3. The management of the aforesaid Zonta International shall be vested in a board of not less than ten Directors.
4. The following persons are hereby selected as the Directors to control and manage said corporation for the first year of its corporate existence, viz;

Miss Helen Cleveland, 75 Oriole Garden, Toronto, Canada

Mrs. Olivia Johnson, 1429 Grand Avenue, St. Paul, Minnesota

Miss Carolyn Davis, Jordan Home, Everett, Washington

Mrs. Katherine Maddux, 5230 Dorchester Avenue, Chicago, Illinois

Mrs. Grace M. Bean, 2344 Monroe Avenue, Toledo, Ohio

Miss Jessie Oatman, 730 Buffalo Avenue, Niagara Falls, New York

Miss Dora Neun, 941 South Avenue, Rochester, New York

Miss Dorothy Shank, 2034 Carnell Road, No. 46, Cleveland, Ohio

Miss Marr Davenport, 1007 E. Bridgeport, Spokane, Washington

Mrs. Maxine Robertson, 5657 Sunset Boulevard,
Los Angeles, California

Miss Harriet C. Richards, 5620 Kenwood Avenue, Chicago, Illinois

5. The location and post office address of Zonta International shall be in the Village of Oak Brook, in the County of DuPage, in the State of Illinois.

6. In the event of dissolution or financial liquidation of Zonta International, all of its assets remaining after payments of its obligations shall have been made or provided for, shall be distributed to or among such corporations organized and operated exclusively for the improvement of the legal, political, economic, educational, health, and professional status of women, as shall at the time qualify as exempt organizations under Section 501(c) of the United States Internal Revenue Code of 1986 as amended (or corresponding provisions of any future United States Internal Revenue Law), as the international board shall determine. (Added in 1993)

Signed:

Flora Taylor Young,

Olive H. Rabe,

Katherine Maddux

The Articles of Incorporation were first filed on 4 September 1930. They were last amended at the Orlando, Florida, USA Convention in 2014.

The current registered agent and address is: Megan Radavich, 1200 Harger Road, Suite 330, Oak Brook, IL 60523.

Bylaws of Zonta International

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Article I Name

The name of this organization shall be Zonta International.

Article II Objects

The Objects of Zonta International shall be:

- (a) To improve the legal, political, economic, educational, health and professional status of women at the global and local level through service and advocacy.
- (b) To work for the advancement of understanding, goodwill and peace through a world fellowship of members.
- (c) To promote justice and universal respect for human rights and fundamental freedoms.
- (d) To be united internationally to foster high ethical standards, to implement service programs, and to provide mutual support and fellowship for members who serve their communities, their nations and the world.

Article III Policy

SECTION 1. Nonpartisan and Nonsectarian. Zonta International, its districts and its clubs' shall be nonpartisan and nonsectarian.

**All references to Zonta clubs or clubs include e-clubs, unless otherwise indicated.*

SECTION 2. Principles and Public Issues. Zonta International, its districts and its clubs may express themselves about and become involved in principles and public issues having a bearing on the Objects of Zonta International, following the policies established by the Zonta International Board.

Article IV Members

SECTION 1. Categories. The membership of Zonta International shall consist of Zonta clubs in good standing, composed of individuals who have joined the club and agreed to support the Objects of Zonta International, supporting members, international honorary members and past international presidents.

SECTION 2. Clubs.

- (a) **Eligibility.** A club shall be accepted as a member of Zonta International and issued a charter if it has paid dues and fees, and has elected officers, has the minimum charter membership established by the Zonta International Board, and is based in a

country that has been approved as a Zonta country by the Zonta International Board.

Guidelines for the organization of clubs are in the Zonta Club Manual.

(b) **Bylaws.** Upon being chartered, each Zonta club shall adopt club bylaws that are consistent with the Zonta International Bylaws. The initial adoption of the club bylaws shall be by a two-thirds vote of the club members present and voting at any regular or special meeting called for that purpose, provided that notice of the proposed bylaws shall have been given to each member at least 10 days before the meeting. Each Zonta club shall be bound by the Bylaws of Zonta International except that, if any provision of the bylaws is contrary to the laws of the country, state or province in which a club is organized, that club shall notify the Zonta International Board in writing of the need to conform to such laws.

(c) **Diversity of Membership.** Clubs shall have a membership composition that is inclusive and diverse.

(d) **Termination.** Club membership in Zonta International may be terminated by the Zonta International Board if the club has failed to:

- (1) Pay club dues or other financial obligations to Zonta International, and pay district and area (if applicable) dues, or
- (2) Function as a Zonta club.

The governor shall report to the Zonta International Board if a club in the district fails to perform any one of the duties described above. The Zonta International Board shall mail a notice with proof of service to ask the club concerned for clarification within 45 days from the date on which the notice is mailed. After 45 days, a decision of termination shall be made by a two-thirds vote of the entire Zonta International Board.

In the event of termination, all legal debts and service obligations shall be paid by the club. Remaining assets must be disbursed to the Zonta Foundation for Women, except for operating funds, which shall revert to the district for organization and membership. The club's archives shall be deposited in appropriate storage after consultation with the governor and archivist of the district.

(e) **Disbandment.** A club that intends to disband must first notify the area director. If the club, after taking all necessary steps together with the area director to avoid disbandment, decides to do so, it shall inform the governor, who shall inform the international president and the executive director immediately. The disbanding club shall pay all its legal debts and service obligations and its remaining assets, including archives, shall be disbursed as provided in Section 2.(d) above.

SECTION 3. **Supporting Members.** A supporting member holds direct membership at the international level.

(a) **Eligibility.** New members must:

- (1) Hold experience in a recognized business or profession.
- (2) Express a commitment to upholding the mission, objects and vision of Zonta International.
- (3) Comply with the rules and policies of Zonta International.

(b) **Rights.** A supporting member may:

- (1) Participate, without voting rights, in Zonta International Convention, events and programs.
- (2) Serve on international level committees of Zonta International.

(c) **Termination.** Supporting membership in Zonta International may be terminated by the Zonta International Board if the individual:

- (1) Fails to pay international dues.
- (2) Has acted in a way to injure the good name of Zonta or to hamper its work.
- (3) Promotes interests in Zonta International's name that do not align with the mission and values of Zonta.
- (4) Fails to abide by these bylaws or Zonta's rules and policies.

SECTION 4. **International Honorary Members.** In recognition of international achievements that advance the status of women, election to international honorary membership shall be by a two-thirds vote of the Zonta International Board. Membership shall carry with it none of the rights and obligations of membership except that the honorary member shall be entitled to attend and speak at Zonta International conventions, district conferences and club meetings.

SECTION 5. **Past International Presidents.** The title of past international president shall be conferred upon each outgoing president of Zonta International. The title shall carry with it the rights but none of the obligations of membership. Past International Presidents shall be entitled to attend and speak at Zonta International conventions, district conferences and club meetings, and at convention be entitled to make motions and to vote. This shall in no way affect the eligibility of a past international president for membership in a Zonta club.

Article V Dues and Fees

SECTION 1. **Fiscal Year.** The fiscal year of Zonta International shall be from 1 June through 31 May, inclusive.

SECTION 2. Zonta International Dues and Fees.

(a) Zonta International dues and fees (in U.S. dollars) shall be determined by two-thirds vote of the voting members present and voting at convention and shall be payable in accordance with the Rules of Procedure of Zonta International.

(b) For members under the age of 35 years, dues are reduced by 50%.

SECTION 3. New Member/Charter Member/Reinstated Member Fee.

Each club shall pay to Zonta International a fee for each new member, charter member or reinstated member. This does not apply to a current member transferring to another club.

SECTION 4. Extension or Adjustment of Payment. Only the Zonta International Board may temporarily waive dues and fees.

SECTION 5. Nonpayment of Dues and Fees. Procedures relating to nonpayment of dues and fees are specified in the Rules of Procedure of Zonta International.

SECTION 6. Emergency Assessment. In case of emergency, the Zonta International Board or the convention may request a per-capita per-year assessment in U.S. dollars, which must not exceed 10% of current dues.

(a) **Assessment Approval.** An assessment may be approved by:

(1) Vote at convention.

(2) Mail ballot provided that a majority of the clubs return the mail ballot within 60 days of the mailing date. Each club shall be entitled to one vote. If, as of the last payment of annual dues, the membership of any club exceeds 30 members, the club shall be entitled to a second vote. If the membership exceeds 60 members, the club shall be entitled to a third vote.

(3) In either case, a majority vote of the voting members and proxies of the convention or of the mail ballots returned, shall be required to approve the assessment.

Article VI Business Meetings and Voting

SECTION 1. Business Meetings and Voting.

(a) Zonta International business, including voting, may be conducted and action may be taken (i) at a meeting in-person, (ii) through the use of mail or electronic ballot, or (iii) at a meeting through conference telephone or interactive technology, including but not limited to electronic transmission, internet usage, or remote communication, by means of which all persons participating in the meeting can simultaneously hear and communicate with each

other. Participation in such meeting shall constitute attendance and in-person presence at the meeting of each person so participating.

(b) The written notice of the place, day and hour of official business meetings and the purpose or purposes shall be issued to voting members not less than five nor more than 60 days before the business meeting.

(c) The Zonta International Board shall in each case determine the means of meeting and voting based on the best interests of Zonta International as a whole.

SECTION 2. Quorum. A majority of the voting members registered at convention, or participating in a business meeting, shall constitute a quorum. If a vote is taken by mail or electronic ballot, a majority of members eligible to vote shall constitute a quorum.

SECTION 3. Voting Members. Voting members at the international level shall be members of the Zonta International Board, past international presidents, governors and delegates from each club in good standing.

(a) **Clubs.**

(1) Each club of Zonta International shall be entitled to one delegate and alternate.

(2) If the membership of any club, based upon the dues payment through 1 March, exceeds 30 members, the club shall be entitled to a second delegate and alternate.

(3) If the membership exceeds 60 members, the club shall be entitled to a third delegate and alternate.

(4) A delegate may carry the total votes to which the club is entitled.

(5) A member of the Zonta International Board shall not be a club delegate or alternate.

(b) **Proxies.** Any club may be represented by proxy.

(1) A club choosing to be represented by proxy shall be entitled to its total votes by proxy.

(2) A club may carry the proxy votes from two other clubs except that the total votes carried by one club may not exceed five.

(3) A club with a delegate, who must leave an in-person voting event due to an emergency, may give a proxy to a delegate of another club.

Article VII
Officers and Directors

SECTION 1. **Officers.** The officers of Zonta International shall be a president, a president-elect, a vice president and a treasurer/secretary.

(a) **Prerequisites.** Each Zonta International officer shall be a member of a club of Zonta International and shall have served as a Zonta International director or at least one year as a governor, lieutenant governor, district treasurer or area director. An officer shall hold no other elective office at any level of Zonta International.

(b) **Election.**

(1) Election of officers shall take place no later than the day before the last day of convention or by 15 July of even numbered years.

(2) Election shall be by ballot vote.

(3) A majority of the votes cast shall be necessary for election of officers. In the event that no candidate receives a majority of the votes cast, the balloting for the office shall continue. Only the two candidates receiving the largest number of votes shall remain on the second ballot.

(c) **Term of Office.**

(1) Zonta International officers shall take office at the close of the convention or, if no convention is held, 15 days after the announcement of the election result.

(2) The term of office shall be two years or until a successor takes office.

(3) No member who has served previously as an officer is eligible to serve in the same office again, except the treasurer/secretary who is eligible to serve two consecutive terms in that office.

(4) An officer who has served more than half a term shall be deemed to have served a term in that office.

(d) **Vacancies.**

(1) In case of a vacancy in the office of president, the vice president shall automatically become president for the unexpired term.

(2) In case of a vacancy in the office of president-elect, the office shall remain vacant, and the office of president shall be filled by election at the next convention.

(3) A vacancy in the office of vice president or treasurer/secretary shall be filled by the Zonta International Board.

(e) **Duties.**

(1) **President.** The president shall be the chief executive officer and shall exercise a general supervision over the interests and welfare of Zonta International, its districts and its members. The president shall:

(i) Preside at meetings of Zonta International, the Zonta International Board and the Executive Committee.

(ii) Appoint committees authorized by the bylaws or the Zonta International Board.

(iii) Be a member of the Zonta International Bylaws and Resolutions Committee and the Zonta International Finance Committee and be an ex-officio member of all other committees except the International Nominating Committee. When the Zonta International Bylaws and Resolutions Committee investigates a complaint against a member of the Zonta International Board, the president shall not participate.

(2) **Vice President.** In the absence or inability of the president to perform official duties, the vice president shall perform the duties of president.

(3) **President-Elect.** The president-elect shall serve for a term of two years and at the close of the convention held two years after the election, shall automatically become president. The president-elect shall perform such duties as assigned by the president, and shall have authority to make plans for the next biennium, including appointing and meeting with appropriate incoming standing committee chairs to develop the Zonta International program goals to be presented to the convention for approval, and selecting a professional parliamentarian to serve during the next biennium. The president-elect shall be a member of the Zonta International Bylaws and Resolutions Committee and the Zonta International Finance Committee and be an ex-officio member of all other committees except the Zonta International Nominating Committee. When the Zonta International Bylaws and Resolutions Committee investigates a complaint against a member of the Zonta International Board, the president-elect shall not participate.

(4) **Treasurer/Secretary.** The treasurer/secretary shall be the chief financial officer of Zonta International and be a member of the Zonta International Finance Committee. The treasurer/secretary shall have the authority to certify resolutions and other documents of the organization and shall report and perform other duties as required by the Zonta International Board.

SECTION 2. **Directors.** There shall be seven international directors.

(a) **Prerequisites.** Each Zonta International director shall be a member of a Zonta club and shall have served at least one year as a governor, lieutenant governor, district treasurer or area director. A director shall hold no other elective office at any level of Zonta International.

(b) **Election.**

(1) Seven directors of Zonta International shall be elected by ballot vote.

(2) Election of directors shall take place no later than the day before the last day of convention or, by 15 July of even numbered years.

(3) Election shall be by ballot vote.

(4) Directors shall be elected by plurality vote.

(c) **Term of Office.**

(1) Each director shall take office at the close of the convention or, if no convention is held, 15 days after the announcement of the election results.

(2) The term of office shall be two years or until a successor takes office.

(3) No member who has served a term previously as a director is eligible to serve in the same office again.

(4) A director who has served more than half a term shall be deemed to have served a term in that office.

(d) **Vacancies.** A vacancy in the office of Zonta International director shall be filled from the nominees not elected for the term in question at the immediately preceding election in descending order of votes received.

Article VIII Zonta International Board

SECTION 1. **How Constituted.** Officers and seven directors shall constitute the Board of Zonta International. Officers of Zonta International shall be officers of the board.

SECTION 2. **Duties and Powers.** The Zonta International Board shall:

(a) Exercise a general supervision over the interests and welfare of Zonta International, its districts and its clubs.

(b) Direct the affairs of Zonta International and control the funds in accordance with the policies established by convention, and as set

forth in these bylaws and rules of procedure. None of the acts of the Zonta International Board shall conflict with or modify action taken by the convention.

(c) Employ an executive director to manage the affairs of Zonta International within the parameters established by the Zonta International Board.

(d) Be responsible for the strategic and long-range planning of the organization.

(e) Approve the biennial budget and the audit and ensure that a copy of the approved budget is sent to district board members and club presidents.

(f) Ensure that the operation manuals reflect the policies and procedures adopted by the Zonta International Board and the convention assembly.

(g) Ensure that the treasurer/secretary, executive director and other persons entrusted with the handling of funds and property of Zonta International are sufficiently bonded or that other protections are in place.

(h) Perform such other duties as designated in these bylaws and rules of procedure. The Zonta International Manual shall serve as a guideline for international operation.

SECTION 3. Authority. Contracts and/or agreements on behalf of Zonta International shall be made only by those authorized by the Zonta International Board to act on behalf of Zonta International.

SECTION 4. Emergency Powers. In the event that extreme emergency prevents the holding of a convention, the Zonta International Board shall have the power to transact such business of Zonta International as may be necessary, and to submit to voting members for a vote by mail all items that require action in accordance with Article XI Section 1.

SECTION 5. Meetings. The Zonta International Board shall hold no fewer than five and no more than seven regular meetings during the biennium, the first of which shall be held immediately following the convention, the final meeting immediately prior to the convention. Special meetings may be held at the call of the president, or upon request of five members of the board. Conference calls and electronic meetings by which persons participating in the meeting may hear each other simultaneously may constitute a meeting provided that all board members are invited to participate and have the ability to attend by such means.

SECTION 6. Notice of Meetings. Regular meetings of the board may be held without notice. Special meetings of the board require notice of the time and place be given to each board member by one of the

following methods: (i) by personal delivery of written notice; (ii) by first-class mail, postage prepaid; (iii) by telephone in a conversation directly with the board member; (iv) by facsimile transmission; or (v) by electronic mail. All such notices shall be given or sent to the board member's address, telephone number, facsimile number or electronic mailing address as shown on the records of Zonta International or as may have been given to Zonta International by the board member for purposes of notice. Notices of special meetings of the board sent by first-class mail shall be deposited in the mail system at least 14 days before the date of the meeting. Notices given by personal delivery, telephone, facsimile transmission or electronic mail transmission shall be delivered, telephoned, telefaxed or electronically transmitted at least 48 hours before the time set for the meeting.

SECTION 7. Waiver of Notice. The attendance of any board member at any meeting shall constitute a waiver of notice of the meeting, except where a board member attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened and where the objection is made prior to or at the commencement of the meeting. In addition, whenever any notice is required to be given under the provisions of these bylaws, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

SECTION 8. Quorum. A majority of the members of the Zonta International Board shall constitute a quorum.

SECTION 9. Vote. A majority vote of the entire Zonta International Board shall be required for action.

SECTION 10. Mail/Telecommunication Voting. The Zonta International Board may transact business by mail, or through the use of a conference telephone or other communication equipment. Action by mail requires a unanimous vote of the entire board.

SECTION 11. Removal. Zonta International officers and directors may be removed for cause by the Zonta International Board. A director can be removed pursuant to applicable law. Cause shall include but not be limited to failure, without excuse, to attend meetings, failure to perform the duties of the position, or acting in such a way as to injure the good name of Zonta or hamper its work. A complaint in writing against an officer or director for such behavior may be made to the Zonta International Board, which shall refer the complaint to the Zonta International Bylaws and Resolutions Committee for investigation. The procedure shall be as specified in a policy.

Article IX Executive Committee

SECTION 1. **How Constituted.** The officers of Zonta International shall constitute the Executive Committee.

SECTION 2. **Duties and Powers.** The Executive Committee shall act for the Zonta International Board between meetings of the board, except that its acts may not conflict with or modify action taken by the board including the budget. At the next meeting of the Zonta International Board, a report shall be made of the Executive Committee's actions.

SECTION 3. **Meetings.** Special meetings may be called by the president or upon request of two members of the Executive Committee.

SECTION 4. **Quorum.** A majority of the members of the Executive Committee shall constitute a quorum.

SECTION 5. **Vote.** A majority vote of the entire Executive Committee shall be required for action.

SECTION 6. **Mail/Telecommunication Voting.** The Executive Committee may transact business by mail or through the use of a conference telephone or other communication equipment. Action by mail requires a unanimous vote of the entire Executive Committee.

Article X Executive Director

The executive director shall be employed by the Zonta International Board to manage the headquarters office, to assist the Zonta International president and the board in conducting the business of Zonta International, and to perform such other duties as may be required by the Zonta International Board. The executive director shall abide by the guidelines and the budgets established by the Zonta International Board.

Article XI Convention

SECTION 1. **Purpose.** The Zonta International convention is the assembly of voting members to take such decisions as are necessary to conduct the business of the organization.

The Zonta International Board shall determine business of the convention. Elections shall be held in accordance with these bylaws.

SECTION 2. **Time, Place and Program.** The Zonta International Board determines time, place and program of the convention and whether it is held in-person or electronically or in a combination of both. In addition, a motivational and educational program and social gatherings may be planned.

Convention shall be held at least once in a biennium.

SECTION 3. **Call.** The official Call to Convention noting the dates, location and general program shall be communicated to members as soon as practical and as soon as the dates and location are determined.

SECTION 4. **Notice of Business Meeting.** The written notice of the place, day and hour of official business meetings and the purpose or purposes shall be issued to voting members not less than five nor more than 60 days before the convention. This will detail when voting takes place.

Article XII

Zonta International Nominating Committee

SECTION 1. **How Constituted.** A Nominating Committee of nine members shall be elected by plurality vote as follows:

- One member from the clubs in North, Central and South America.
- One member from the clubs in Europe.
- One member from the clubs in Africa.
- One member from the clubs in Australia and New Zealand.
- One member from the clubs in Asia.
- Four members at large.

Voting members shall be entitled to vote for all nine members of the committee.

The chair and the vice chair of the committee shall be chosen by majority vote of the members of the Zonta International Nominating Committee.

SECTION 2. **Prerequisites.** A member of the Zonta International Nominating Committee shall be a past international president or a member of a club of Zonta International and shall have served on the Zonta International Board, or as a governor or as a Zonta International committee chair. No member of the committee shall be eligible for nomination at the international level of Zonta International while serving on the committee.

SECTION 3. **Election.**

- (a) Election shall take place no later than the day before the last day of convention or by 15 July of even numbered years.
- (b) Election shall be by ballot vote.
- (c) The members of the Nominating Committee shall be elected by plurality vote.

SECTION 4. **Term.**

(a) The term for members of the Zonta International Nominating Committee shall be two years, beginning immediately after the announcement of election results and ending when their successors are elected.

(b) After being declared elected and prior to the close of convention, the newly elected Zonta International Nominating Committee shall meet to elect the chair and vice chair of the committee.

SECTION 5. **Vacancies.** Should an elected member of the Zonta International Nominating Committee be unable to attend the committee meeting at which candidates are to be selected, that committee position shall be considered vacant. Vacancies on the Zonta International Nominating Committee shall be filled by the nominees not elected from that territory or at large in descending order of votes received.

SECTION 6. **Duties.** The Zonta International Nominating Committee shall:

(a) Provide the official slate and qualifications for publication at least 60 days before convention, including, when possible, nominations as follows:

- (1) For each Zonta International officer position to be filled, two or more candidates.
- (2) For Zonta International director positions, at least 14 candidates for election of seven directors.
- (3) For the Zonta International Nominating Committee, at least:
 - Two candidates from the clubs in North, Central and South America.
 - Two candidates from the clubs in Europe.
 - Two candidates from the clubs in Africa.
 - Two candidates from the clubs in Australia and New Zealand.
 - Two candidates from the clubs in Asia.
 - Eight candidates at large.

(b) Report at the convention. Additional nominations may be made from the floor, provided the nominee meets the prerequisites and has consented to serve if elected.

SECTION 7. **Removal.** Members of the Zonta International Nominating Committee may be removed by the Zonta International Board for failure to perform the duties of the position or acting in such a way as to injure the good name of Zonta or hamper its work. The procedure shall be as specified in a policy.

Article XIII Committees

SECTION 1. **Committees.** There shall be standing committees as provided by these bylaws and special committees as authorized by the convention or the Zonta International Board. The board shall coordinate the activities of all committees, except the Nominating Committee. The committees are authorized to transact business through the use of electronic communication.

SECTION 2. **Committee Chairs and Members.** Chairs and members of Zonta International standing committees shall be appointed for the next biennium by the president-elect with the approval of the Zonta International Board. Each committee shall have at least three members.

SECTION 3. **Bylaws and Resolutions Committee.**

(a) It shall consider all amendments proposed in accordance with these bylaws and submit its report to the Zonta International Board and convention.

(b) It shall review, combine as required, and make recommendations on all resolutions submitted in accordance with these bylaws.

(c) It may develop and send to the convention resolutions designed to further the Objects of Zonta International.

(d) It shall investigate disciplinary matters of removal, suspension or expulsion and make recommendations to the Zonta International Board.

SECTION 4. **Convention Committee.** It shall function in accordance with the fiscal and operation manual guidelines approved by the Zonta International Board.

SECTION 5. **Finance Committee.** The purpose of the Finance Committee is to assist the Board in the discharge of its fiduciary / stewardship responsibilities. It shall:

(a) Provide oversight for monthly financial statements, budget, financial policies and internal controls.

(b) Provide oversight of the annual audit, including selection of the audit firm and reporting on any performance concerns to the Zonta International Board.

(c) Provide oversight for financial risk management.

(d) Provide an annual report of financial position and activity to members.

SECTION 6. **Membership Committee.** It shall promote continuing membership growth and encourage and supervise the organization of new clubs.

SECTION 7. **Public Relations and Communications Committee.** It shall promote the Objects of Zonta International and develop a comprehensive plan to create external and internal awareness of Zonta International.

SECTION 8. **Service Committee.** It shall promote international service projects sponsored by Zonta International and funded through the Zonta Foundation for Women and shall encourage and support local service projects.

SECTION 9. **Advocacy Committee.** It shall recommend action in accordance with the Objects of Zonta International to improve the status of women and to promote legislative awareness, advocacy and equal rights.

SECTION 10. **United Nations Committee.** It shall disseminate and receive pertinent information and promote relations between the United Nations, its agencies and Zonta International. The committee shall consist of, but not be limited to, representatives appointed to the various United Nations sites.

SECTION 11. **Leadership Development Committee.** It shall develop and provide resources for leadership development at all levels of Zonta International.

SECTION 12. **Z Club and Golden Z Club Committee.** It shall provide resources and information to encourage the formation of Z clubs and Golden Z clubs and provide ongoing support.

SECTION 13. **Amelia Earhart Fellowship Committee.** It shall select and recommend to the Zonta International Board, candidates for annual Zonta International Amelia Earhart Fellowships.

SECTION 14. **Jane M. Klausman Women in Business Scholarship Committee.** From submissions put forward by districts, this committee shall select and recommend to the Zonta International Board candidates for the annual Zonta International Jane M. Klausman Women in Business Scholarships.

SECTION 15. **Zonta Young Women in Leadership Award Committee.** It shall review the application material and propose improvements to the Zonta International Board for the annual awards.

Article XIV Districts

SECTION 1. Definition and Purpose. A district is a group of Zonta clubs and e-clubs within a geographical territory or territories, as determined by the Zonta International Board.

The purposes of districts are:

- (a) To function as an administrative division of Zonta International in the attainment of the Objects of Zonta International as stated in these bylaws.
- (b) To promote the programs of Zonta International within the district.
- (c) To inspire and assist clubs to implement the goals and programs of Zonta International.
- (d) To serve as a link between the clubs in the district and the Zonta International Board and committees.

SECTION 2. How Established. The Zonta International Board shall have authority to create districts and to establish their boundaries. A proposed change in the boundaries of a district shall be subject to:

- (a) 60-day notice to the affected clubs of the proposed change.
- (b) Participation in the voting procedure by a majority of district clubs.
- (c) Approval by a majority of delegates voting from district clubs. Each club shall be entitled to one vote. If, as of the last payment of annual dues, the membership of any club exceeds 30 members, the club shall be entitled to a second vote. If the membership exceeds 60 members, the club shall be entitled to a third vote.

SECTION 3. Members. Each Zonta club and each e-club within the established boundaries of a district shall be a member of that district.

SECTION 4. Areas. With the approval of the majority of the clubs affected, the district board shall establish areas and outline their boundaries to implement the administrative functions within the district.

SECTION 5. Dues.

- (a) **District Dues.** The district dues shall be determined by two-thirds vote of the voting members present and voting at conference.
- (b) **Area Dues.** A district conference may authorize areas in the district to collect per-capita area dues. Area dues shall be determined by a two-thirds vote of the delegates at an area meeting, in accordance with the procedures in Article XIV, Section 11 (a) and (c) of these bylaws.

SECTION 6. Officers. The elected officers of the district shall be a governor, a lieutenant governor, the area directors and a treasurer. The governor shall appoint a secretary, who shall be an officer and a member of the board without a vote.

(a) **Prerequisites.** Each elected officer shall be a member of a club, shall have served at least two years in an elected club office and/or have been a district committee chair. The governor, lieutenant governor and area directors shall have served at least one year as club president. An elected officer shall hold no other elective position at district level.

(b) **Election.** Officers, with the exception of the secretary, shall be elected at the district conference immediately preceding the convention. Election shall be by ballot vote of voting members present and voting. Area directors and/or vice area directors shall be elected by the delegates from the clubs in that area, either at the district conference, or, at the option of the district, at the area meeting immediately preceding the convention. Elections at area meetings shall be in accordance with the procedures in XIV, Section 11 (a) and (c).

(c) **Term of Office.** Officers shall take office at the close of the convention, or if no convention is held, 15 days after the announcement of the election result. The term of office shall be two years or until a successor takes office. No member who has served previously as an elected officer is eligible to serve in the same office again except that the treasurer and the area directors are eligible to be elected to a second term which may be either consecutive or not. An officer who has served more than half a term is considered to have served a full term in that office. The term of office of the secretary shall coincide with the term of the governor who made the appointment.

SECTION 7. Duties of Officers.

(a) **Governor.** The governor presides at district board meetings and shall attend area meetings; supervise the preparation of the district budget and shall authorize expenses in accordance with the approved budget; appoint committees; supervise the formation of new clubs; plan the district conference program and preside at the district meeting; and keep the Zonta International president, headquarters office, lieutenant governor and clubs informed about district matters.

(b) **Lieutenant Governor.** The lieutenant governor shall perform such duties as assigned by the governor and in the absence or inability of the governor to perform the official duties within the district, the lieutenant governor shall perform such duties of the governor.

(c) **Area Directors.** Each area director shall attend district conferences, plan area meetings, visit clubs, and act as liaison between the clubs and the district board.

(d) **Treasurer.** The treasurer shall be responsible for the funds of the district and shall administer them in accordance with the approved district budget and make reports to the district board and to the conference. The treasurer shall prepare a biennial district budget, under the supervision of the governor, to be reviewed by the district board and presented at the conference for approval. No later than 45 days after the term of office ends, the treasurer shall transfer all records to the successor. At all times, the treasurer's books shall be open to inspection by the district board and by any auditors named by the district board.

(e) **Secretary.** The secretary shall maintain records of the district. If a district conference adopts proposals to amend the Zonta International Bylaws, the secretary shall send such adopted proposals to the Zonta International Bylaws and Resolutions Committee within 30 days after conference.

SECTION 8. Vice Area Director. At the option of the district, a vice area director may be elected to assist the area director in the performance of area duties. An elected vice area director shall meet the same prerequisites as the area director. In the absence or inability of the area director to serve, the vice area director shall perform the duties of the area director and shall be entitled to a vote on the district board or at a conference. The district shall determine additional rights and responsibilities of the vice area director.

SECTION 9. Vacancies.

(a) **Governor.** In case of a vacancy in the office of governor, the lieutenant governor shall become governor.

(b) **Lieutenant Governor.** In case of a vacancy in the office of lieutenant governor, the office may remain vacant until filled by election at the next district conference, or the vacancy may be filled by mail ballot provided the candidate receives a majority vote of district voting members, as defined in Article XIV Section 11 a and c, or by appointment of the district board.

(c) **Area Director.** A vacancy in the office of area director shall be filled from the same area by appointment of the district board. If the area has an elected vice area director, the vacancy shall be filled by the vice area director.

(d) **Treasurer.** A vacancy in the office of treasurer shall be filled by appointment of the district board.

(e) **Secretary.** A vacancy in the office of secretary shall be filled by appointment of the governor.

SECTION 10. **District Board.**

(a) **How Constituted.** Elected officers of the district and the appointed secretary shall constitute the district board.

(b) **Duties.** Subject to the general supervision of the Zonta International Board and its officers and directors, the district board shall have general supervision over clubs and administration of the district. It shall make decisions upon those matters requiring action between meetings of the district conference, provided that none of its acts shall conflict with action taken by the conference. It shall perform such duties as are prescribed by the bylaws. The Zonta District Manual shall serve as a guideline for district operation.

(c) **Quorum.** A majority of the elected members of the district board shall constitute a quorum.

(d) **Vote.** A majority vote shall be required for action, unless a greater vote is otherwise required.

(e) **Removal.**

(1) Elected district officers may be removed by the district board for cause upon grounds permitted for removal at the international level (Article VIII, Section 11). A complaint in writing against an officer for such behavior may be made to the district board, which shall refer the complaint to the district Bylaws and Resolutions Committee for investigation. The procedure shall be as specified in a policy.

(2) The district secretary may be removed by the governor whenever in the judgment of the governor the best interests of the district shall be served by such removal.

SECTION 11. **Business Meetings and Voting.**

(a) **Business Meetings and Voting.**

(1) District business including voting may be conducted and action may be taken (i) at a meeting in-person, (ii) through the use of mail or electronic ballot, or (iii) at a meeting through conference telephone or interactive technology, including but not limited to electronic transmission, internet usage, or remote communication, by means of which all persons participating in the meeting can simultaneously hear and communicate with each other. Participation in such meeting shall constitute attendance and in-person presence at the meeting of each person so participating.

(2) The district board shall in each case determine the means of meeting and voting based on the best interests of the district.

(b) **Quorum.** A majority of the voting members registered at district

conference or participating in a business meeting shall constitute a quorum. If a vote is taken by mail or electronic ballot, a majority of members eligible to vote shall constitute a quorum.

(c) **Voting Members.** Voting members at the district level shall be governor, lieutenant governor, area directors, treasurer and the delegates of each club in good standing.

(1) **Clubs.** Each club shall be entitled to one delegate and alternate.

(i) If, as of the date specified by the district for the payment of district dues, the membership of any club exceeds 30 members, the club shall be entitled to a second delegate and alternate.

(ii) If the membership exceeds 60 members, the club shall be entitled to a third delegate and alternate.

(iii) A delegate may carry the total votes to which the club is entitled.

(iv) A member of the district board shall not be a club delegate or alternate.

(2) **Proxies.** Any club may be represented by proxy.

(i) A club choosing to be represented by proxy shall be entitled to its total votes by proxy.

(ii) A club may carry the proxy votes from two other clubs except that the total votes carried by one club may not exceed five.

(iii) A club with a delegate who must leave an in-person voting event due to an emergency may give a proxy to a delegate of another club.

(iv) No club may be represented by proxy at more than two consecutive voting events, i.e. conferences, mail or electronic ballots.

(d) **District Conference.** Each district shall hold at least one district conference per biennium on dates approved by the Zonta International president.

(1) **Purpose.** The district conference shall be for the purpose of promoting the objects and programs of Zonta International and to conduct the business of the district.

(2) **Authority.** The conference shall have power to act upon recommendations and resolutions and to submit these to Zonta International.

(3) **Call to Conference.** Notice of proposed changes affecting the district or Zonta International shall be sent to the president of each club within the district at least 60 days before the conference. No act of the conference may conflict with these bylaws or with action taken by Zonta International.

(4) **Mail Ballot.** In the event club action is required between district conferences, the district board shall submit to each club for vote by mail any question that may require action by the clubs in the district. Each club shall be entitled to vote in accordance with the procedure in Article XIV Section 11 (c). To take action, an affirmative majority of the voting members voting shall be required, provided that more than 50% of the district clubs respond within 45 days.

(e) **Area Meetings.** Each area shall hold at least one meeting or workshop annually to promote the objects and programs of Zonta International.

SECTION 12. Financial Oversight. At the close of the biennium and at any other time determined to be in the best interest of the district, the district board shall cause the district financial records to be examined (audited, reviewed or compiled) by certified/chartered public accountants or by a qualified individual independent of the district board. The examined financial statement and report shall be presented at the district conference.

SECTION 13. Nominating Committee.

(a) **How Constituted.** At the conference at which district officers are elected, a district Nominating Committee of three members shall be elected by plurality vote. The member receiving the highest number of votes shall be the chair of the committee. No member of the committee shall be eligible for nomination at the district level of Zonta International while serving on the committee.

(b) **Prerequisites.** Each member of the Nominating Committee shall be a member of a club, shall have served at least two years in an elected club office and have served in an elected or appointed capacity at the district level.

(c) **Term.** The term of the members of the district Nominating Committee shall be two years, beginning at the close of the convention.

(d) **Vacancies.** In case of a vacancy on the district Nominating Committee, or the inability of a member to serve, nominees not elected shall be selected to fill the vacancy in the descending order of the number of votes received for election.

(e) **Duties.** The district Nominating Committee shall provide the

official slate of candidates for election and shall work with the Zonta International Nominating Committee to recruit qualified club members for Zonta International officers, directors and Nominating Committee. Additional nominations may be made from the floor, provided the nominee meets the prerequisites and has consented to serve if elected.

(f) **Removal.** Members of the district Nominating Committee may be removed by the district board for failure to perform the duties of the position, or acting in such a way as to injure the good name of Zonta or hamper its work. The procedure shall be as specified in Article XIV, Section 10 (e)(1).

SECTION 14. Election. Election shall be by ballot vote, and a majority vote of the conference voting members shall elect district officers. In the event that no candidate receives a majority of the votes cast for any office, only the two candidates receiving the largest number of votes shall remain on the second ballot. The district Nominating Committee shall be elected by plurality vote.

SECTION 15. Bylaws and Rules of Procedure. Each district shall adopt bylaws and district rules of procedure that conform to the bylaws and Rules of Procedure of Zonta International and are in accordance with applicable laws and regulations. The initial district bylaws and rules of procedure may be adopted by the district board. District bylaws and rules of procedure shall be amended by a two-thirds vote of the district conference voting members present and voting, provided that notice of such proposed rules of procedure or amendments shall be sent to the president of each club within the district at least 60 days before the conference. Bylaws and rules of procedure may also be adopted or amended by a mail ballot. In that case, to take action, a two-thirds vote of the voting members voting shall be required, provided more than 50% of the district clubs respond within 45 days.

SECTION 16. Parliamentary Authority. Each district shall adopt a recognized parliamentary authority used in the country or countries in which the clubs in that district reside. The rules contained in the parliamentary authority shall govern the district in cases in which they are not inconsistent with these bylaws or the rules of procedure adopted by the district.

Article XV Clubs

SECTION 1. How Established. The Zonta clubs shall exist only as chartered clubs of Zonta International.

SECTION 2. Bylaws. Clubs shall adopt club bylaws in accordance with Article IV Section 2 (b) of the Bylaws of Zonta International.

SECTION 3. Good Standing. A club that has paid international dues and fees as defined in Article V, has provided to Zonta International Headquarters a current and complete club member list, including a club president, has paid district dues and area dues (if applicable), and whose organizational activity is in accordance with these bylaws and the Rules of Procedure of Zonta International, is a club in good standing.

SECTION 4. Members.

(a) Club Member.

(1) Membership shall be drawn from individuals with experience in a recognized business or profession.

(2) A candidate must be willing to actively support and implement the Objects of Zonta International.

(3) All candidates for club membership, whether by application or invitation, meeting the requirements for membership in these bylaws shall be considered. Approval for membership is made by the club board unless the club bylaws provide otherwise.

(4) A club member who has paid all required dues and fees and whose Zonta activities are in accordance with bylaws provisions is a member in good standing.

(5) A club member has all rights and responsibilities of membership, including the right to hold office and represent the club as required, except as otherwise provided in these bylaws.

(b) Past International President. The club may retain as a member or may elect to its membership, without an additional initiation fee, any past international president.

(c) Honorary Membership. Honorary members shall be persons who have distinguished themselves by some unusual service other than their service to Zonta. An honorary member shall be entitled to all membership privileges of the club except those of holding an elective office or directorship, of making motions and voting, or of representing the club as a delegate or alternate. The club board shall determine the specific tenure for honorary membership. An honorary member shall be exempt from the payment of dues. The club shall assume the obligation for payment of Zonta International and district dues for any honorary member the club may elect.

(d) Transfer Privileges. A member who moves to the geographical location of another Zonta club may transfer membership to that club, provided the required dues have been paid as set forth in Article XV, Section 5(b) of these bylaws.

(e) Duration of Membership. Membership shall be for life except as otherwise provided in the bylaws and Rules of Procedure of Zonta International.

SECTION 5. **Club Dues.**

(a) **Fiscal Year.** A club may establish its own fiscal year according to the date of its annual meeting, except that clubs in the United States of America must conform to the fiscal year of 1 June through 31 May, inclusive.

(b) **Annual Dues.** The annual dues of a club member shall be established by the club to include Zonta International, district, area (if applicable) and club requirements, and shall be paid in accordance with club bylaws. Guidelines are in the Zonta Club Manual.

SECTION 6. **Officers and Directors.** The officers of the club shall be at least a president, vice president, secretary and treasurer. There may be one or more directors. With the exception of that of president, two offices may be combined if consistent with club bylaws. One individual holding two offices shall be entitled to only one vote.

(a) **Prerequisites.** To be eligible for the office of president, a member must have been at some time a member of the club board for at least one year, except in the case of a newly chartered club.

(b) **Election.** At the election meeting, officers and directors shall be elected by ballot vote unless there is but one nominee for the office, in which case a voice vote may be taken. A majority vote shall elect. At the option of the club, balloting may be by mail.

(c) **Term of Office.** The officers and directors shall assume office on 1 June. The officers shall hold office for at least one year or until their successors assume office. The officers and directors shall be limited to four consecutive years in the same office. A member who has served more than half a term shall be deemed to have served a full term in that office. At club option, a member who has served previously as an officer or director is eligible to serve in the same office again after an intermission.

(d) **Vacancies.** In case of a vacancy in the office of president, the vice president shall become president. Vacancies in other offices shall be filled by the club board.

(e) **Removal.** Club officers and directors may be removed for cause by the club members. Cause shall include, but not be limited to, failure without excuse to attend meetings, failure to perform duties of the position, or acting in such a way as to injure the good name of Zonta or hamper its work. A complaint in writing against an officer or director for such behavior shall be referred by the club board to a committee of club members elected by the members for investigation. The procedure shall be as specified in a policy.

SECTION 7. **Duties of Officers.** The officers of the club shall perform the duties prescribed by the club, by the bylaws and rules of procedure

of Zonta International, and by the parliamentary authority adopted by the organization.

(a) **President.** The president shall preside at all meetings of the club and of the board and shall be the chief executive officer of the club. Subject to approval by the board, the president shall appoint chairs of standing committees and all other committees except the Nominating Committee. The president shall be ex-officio a member of all committees except the Nominating Committee.

(b) **Vice President.** The vice president, in the absence or inability of the president, shall perform the duties of the president. The vice president may serve as chair of a committee and may be assigned other duties by the club board.

(c) **Secretary.** The secretary shall keep a record of the proceedings of the meetings of the club and of the board, conduct correspondence not specifically assigned to other officers or committees and perform other duties as assigned by the club board.

(d) **Treasurer.** The treasurer shall be responsible for the funds of the club and shall administer them in accordance with the approved club budget. The treasurer shall make periodic reports to the board and the club. No later than 45 days after the term of office ends, the treasurer shall turn all records over to the successor.

SECTION 8. Club Board.

(a) **How Constituted.** Elected officers and directors of the club shall constitute the club board.

(b) **Duties.** The club board shall have general supervision of the affairs of the club between meetings of the club provided that none of its acts shall conflict with action taken by the club. It may act upon routine questions in carrying out established policies but shall not determine policy, authorize projects and donations or adopt the budget. It shall perform such duties as are required by the bylaws and rules of procedure of Zonta International. The Zonta Club Manual shall serve as a guideline for club operation.

(c) **Meetings.** The club board shall hold regular monthly meetings unless otherwise ordered by the board. A majority of the members of the club board shall constitute a quorum.

The club board may transact its business through the use of electronic communication.

SECTION 9. **Meetings.** Meetings shall be held as provided in the club's bylaws. Clubs may hold their meetings through the use of electronic communication.

The quorum shall be determined by vote of the club provided that no

less than one-fourth of the members shall constitute a quorum at any regular or special meeting of the club.

Guidelines for club meetings are in the Zonta Club Manual.

SECTION 10. **Nominating Committee.**

(a) **How Constituted.** At its election meeting, the club may elect its Nominating Committee for the next term.

If nominees are unopposed, a voice vote may be taken, and committee members may select their own chair.

If elected by ballot vote, the designated number of committee nominees receiving the highest number of votes shall constitute the club Nominating Committee.

The member receiving the highest number of votes shall be chair of the Nominating Committee.

(b) **Vacancies.** Vacancies in the Nominating Committee shall be filled by the club board.

(c) **Duties.** The Nominating Committee shall provide the slate of officers, directors and members of the Nominating Committee before the election meeting.

Additional nominations may be made from the floor, provided the nominee meets the prerequisites of the office and has consented to serve if elected.

(d) **Removal.** Members of the club Nominating Committee may be removed by the club members for failure to perform the duties of the position or acting in such a way as to injure the good name of Zonta or hamper its work. The procedure shall be as specified in a policy.

SECTION 11. **Committees.** Committees shall be authorized by the club board. Guidelines for club committees are in the Zonta Club Manual.

SECTION 12. **Z Clubs and Golden Z Clubs.**

(a) Z clubs and Golden Z clubs are service programs formed and sponsored by a Zonta club. Guidelines are in the Zonta International Z Club and Golden Z Club Manual.

(b) The sponsoring Zonta club shall pay a charter fee and an annual renewal fee in U.S. dollars.

The renewal fee shall be used toward the administration of the Z Club program of Zonta International.

SECTION 4. **Name and Marks.** The name and symbol of Zonta may be used by any district, club or member of Zonta International only in accordance with regulations issued from time to time by the Zonta International Board. Use of the name and symbol of Zonta by nonmembers other than in news reporting or commentary is permitted only with prior approval of the Zonta International president.

SECTION 5. **The Zontian.** The Zonta International Board shall publish under its supervision and control, *The Zontian* magazine, which shall be the official registered publication of Zonta International.

Article XVII Indemnification

The Zonta International Board may from time to time establish and implement policies for indemnification of officers, directors and employees of Zonta International.

Article XVIII Resolutions

SECTION 1. **Definition and Duration.** A resolution is a statement proposing a policy, procedure or action. A resolution adopted by an international convention shall remain in effect only for the biennium proposed, unless it is renewed at the next convention.

SECTION 2. **How Proposed.** To be considered by the convention, the resolution must have been:

- (a) Proposed by the Zonta International Board, or by any of its members, by a district conference, by a club, or by a committee of Zonta International.
- (b) Mailed to the Zonta International Bylaws and Resolutions Committee at least 180 days before the convention except as prescribed in this article.

SECTION 3. **Powers of Bylaws and Resolutions Committee.** The committee shall have power to:

- (a) Initiate resolutions.
- (b) Combine two or more resolutions into one resolution which best reflects the intent of the proposer and serves the interest of Zonta International as a whole.
- (c) Reword a resolution to reflect the intent of the proposer and serve the interest of Zonta International as a whole.
- (d) Make recommendations upon all resolutions submitted to it. It may decide not to report a proposed resolution that it concludes should have further study or that is in conflict with the Objects of

Zonta International. In the event of such a decision, the committee shall notify the proposer of the resolution.

SECTION 4. Exemptions from Requirements. If, due to unavoidable circumstances, a resolution proposed by the Zonta International Board, by a committee of Zonta International, or by a district conference cannot be mailed to the Zonta International Bylaws and Resolutions Committee 180 days before the convention, the resolution may be exempt from the requirement of referring the resolution to the Bylaws and Resolutions Committee. Guidelines on process are in the Zonta International Manual.

SECTION 5. 60-Day Notice Requirement. A copy of all resolutions, by whichever way presented, shall be sent to members of the Zonta International Board, district boards, and to each club at least 60 days before convention.

SECTION 6. Convention Report. The chair of the Zonta International Bylaws and Resolutions Committee, in reporting to the convention, shall state the Zonta International Board designation of "recommended," "not recommended," or "no recommendation" with a reference to each resolution presented.

SECTION 7. Resolution Without Advance Notice. In cases where the need for a recommendation or for a resolution could not have been foreseen in time to give the advance notice as required in this article, and where delayed action would render the resolution or the recommendation valueless, the convention may by a two-thirds vote decide to consider a recommendation or a resolution.

Article XIX Parliamentary Authority

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern Zonta International in cases in which they are not inconsistent with these bylaws or with the rules of procedure adopted by Zonta International.

Article XX Amendment to Bylaws

SECTION 1. Amendment. These bylaws may be amended by a two-thirds vote of the convention voting members present and voting at any convention of Zonta International, provided that:

- (a) The amendment has been proposed by the Zonta International Board, by a district conference, by the Zonta International Bylaws and Resolutions Committee, or by a revision committee authorized by a convention or by the Zonta International Board.

(b) The proposed amendment from a district conference has been sent to the Zonta International Bylaws and Resolutions Committee within 30 days after conference.

(c) The proposed amendment from the Zonta International Board has been sent to the Zonta International Bylaws and Resolutions Committee at least 30 days prior to the committee's pre-convention meeting.

(d) A report of the Bylaws and Resolutions Committee, indicating the Zonta International Board's designation on each proposed amendment of "recommended for adoption," "not recommended for adoption," or "no recommendation" has been sent by headquarters to the Zonta International Board, governors, lieutenant governors and to the president of every club at least 60 days before convention.

An amendment to these bylaws shall become effective on adjournment of the convention at which it is adopted.

SECTION 2. Process for Club/District Amendment Proposals. A member of a Zonta club may recommend to the club for approval proposed changes in Zonta International Bylaws or rules of procedure. After club approval, the club may submit the proposal to the district board. If the district board determines that the proposal does not require further study, it shall publish the proposal to all other clubs in that district at least 60 days before district conference and shall submit the proposal to delegates at the conference. The district board may also submit a proposal to the district conference in the same manner. If a majority of voting members at district conference adopts the proposal, the district secretary shall submit the proposal to the Zonta International Bylaws and Resolutions Committee within 30 days after the conference.

SECTION 3. Amendment Duplication. Should more than one proposed amendment to the Zonta International Bylaws be submitted with the same intent covering the same subject matter, it shall be the duty of the Zonta International Bylaws and Resolutions Committee to review such proposed amendments and to present to the Zonta International Board an amendment which best incorporates the intent and serves the interest of Zonta International as a whole. In the event that any proposed amendment will not be reported to the convention, the committee shall notify the proposer of the amendment.

SECTION 4. Automatic Conformation. If any amendment of these bylaws causes the bylaws of Zonta clubs to be in conflict with the Bylaws of Zonta International, the bylaws for Zonta clubs shall be considered to have been amended automatically to conform to the Bylaws of Zonta International.

SECTION 5. Articles of Incorporation. The Articles of Incorporation of Zonta International may be amended by a two-thirds vote at any convention of Zonta International to include the changes to the articles brought about by amendments to the Zonta International Bylaws or in accordance with the procedure for amending bylaws.

Article XXI Rules of Procedure

Rules of procedure prescribe standard operating procedures of Zonta International and remain in effect until rescinded or changed by majority vote of the voting members at a future convention. In the interim between conventions, the Zonta International Board may adopt rules of procedure and shall inform the clubs of these rules and their rationale. These new rules may remain in effect until convention by which time they shall be rescinded by the Zonta International Board or presented to the convention for ratification. If the Zonta International Board chooses to rescind a rule of procedure, that rule may not be adopted by the immediately succeeding board. Any rule of procedure submitted to and ratified by a convention shall remain in force until rescinded or otherwise disposed of by a convention. Proposed amendments to the rules of procedure may be submitted by the Zonta International Bylaws and Resolutions Committee to the convention for action.

Article XXII Glossary

Specialized terms in the bylaws and Rules of Procedure of Zonta International are contained in the Glossary. The Glossary may only be amended by the Zonta International Board or by the international convention.

Zonta International Bylaws were amended and approved in June 2024.

Rules of Procedure of Zonta International

The Rules of Procedure for the operation of Zonta International represent actions taken by convention and by the Zonta International Board. These rules become a part of the standard operating procedures of Zonta International and remain in effect until rescinded or changed by future conventions. Each Zonta club shall be bound by the Rules of Procedure of Zonta International except that, if any provision of these rules is contrary to the laws of the country, state or province in which a club is organized, that club shall notify the Zonta International Board in writing of the need to conform to such laws. The Rules of Procedure shall be reviewed by the Zonta International Bylaws and Resolutions Committee each biennium.

1. **Operation Policies.** Operation policies, as approved by the Zonta International Board, shall be followed at all levels of Zonta International.
2. **Operation Manuals.** The operation manuals of Zonta International, as approved by the Zonta International Board, shall provide general guidelines.
3. **Dues and Fees.**

(a) **Clubs.**

(1) **International Per-Capita Dues.** On 1 June of each year, each club shall pay to Zonta International per capita dues in U.S. dollars as established at convention based upon club membership as of 1 June. The report of membership as of 1 June shall accompany the annual remittance of dues.

For new members admitted from 1 June through 30 November, clubs shall pay full year per capita dues to Zonta International; for new members admitted from 1 December through 31 March, clubs shall pay one-half the per capita dues to Zonta International; and, for new members admitted from 1 April through 31 May, clubs shall pay full year per capita dues to Zonta International as if the individual had joined on the following 1 June.

(2) **Nonpayment of international dues and fees.** After the established due date, and unless payment is temporarily waived by the Zonta International Board, the appropriate governor, president and treasurer of all clubs in arrears for dues and fees shall be notified that unless their financial obligations are met within 45 days after the due date, the club shall forfeit its membership. After the 45-day time period, the appropriate governor, president and treasurer of each club still in arrears

shall be notified that the club has forfeited its membership through nonpayment of dues and/or fees. By a two-thirds vote of the Zonta International Board, such a club may be granted a special exception to extend the payment deadline by an additional 60 days. Reinstatement to membership may be permitted upon payment of the amounts owed at the time club membership ceased, together with the applicable dues and fees of the current year including a reinstatement fee.

(b) Supporting Members.

(1) **International Per Capita Dues.** On 1 June of each year, each supporting member shall pay to Zonta International dues in U.S. dollars as established at convention.

A new supporting member admitted from 1 June through 30 November shall pay full year dues to Zonta International. A new supporting member admitted from 1 December through 31 March shall pay one-half the dues to Zonta International. A new supporting member admitted from 1 April through 31 May shall pay full year per capita dues as if the individual had joined on the following 1 June.

(2) **Nonpayment of international dues and fees.** After the established due date of 1 June, and unless payment is temporarily waived by the Zonta International Board, the individual will no longer have access to membership until dues and fees are submitted in full.

4. **Club Liability Insurance (U.S./Canada).** With the payment of dues to Zonta International, each U.S./Canada Zonta club shall pay per member in U.S. dollars a premium for group liability insurance in an amount assessed by the Zonta International Board after obtaining, prior to each annual renewal date, competitive renewal bids for the subject coverage. The Zonta International Board shall be empowered to execute the renewal application for this insurance period. The premium shall be commensurate with premiums of other like organizations carrying the same limits and experiencing a like loss ratio. Such payments of premium are to be made also for each charter member, new member or reinstated member. Group liability insurance is voluntary but recommended for all clubs outside Canada and the United States.

5. **Circularization.** (1) Membership lists (i.e. club rosters, Zonta International directories, district directories, or other lists including members' addresses and/or telecommunications numbers) are not to be made available to non-Zontians or used by Zontians for the purposes of selling goods and services or for personal, financial or political gain. (2) Zontians shall not use membership contact details or act in any other way to contact other Zontians for the purposes

of lobbying for or against candidates who are running for office at any level of Zonta. (3) Except as is mentioned above, Zontians are encouraged to network with each other for business purposes.

6. **Grievances other than those concerning removal, suspension or expulsion.** Disagreements arising within a Zonta club or a district or at the international level shall be handled by the club in question, the district in question or the Zonta International Board respectively. Complaints against a decision of a club may be handled by the proper district board. Complaints against a decision of a district may be handled by the Zonta International Board. The parliamentary authority as provided in the Bylaws of Zonta International for clubs, districts and Zonta International shall be used as the authority in the respective case.

Rules of Procedure last revised June 2024.

Glossary of Zonta International

Specialized terms in the bylaws and rules of procedure with definitions as used by Zonta International.

Advocacy (see also Lobbying)

The expression of support for or opposition to a cause, argument or proposal. Advocacy may include influencing laws, legislation or attitudes. Zonta advocacy is action taken to protect and support women and girls and their human rights.

Alternate

Person elected by the club to formally represent the club if the primary representative, the delegate, is unable to do so.

Amendment

Modification to the wording of a document.

Applicable Law

The law that applies to a given situation.

Area

Part of a district. Clubs are organized into areas to implement the administrative functions within the district.

Audit (see also Compilation and Review)

A professional opinion expressed on the fairness of financial statements providing assurance that the underlying data has been tested to the extent necessary. Audited financial statements provide the highest degree of assurance on the reliability of the financial statements.

Ballot Vote

System of casting a vote in writing, which enables members to vote without revealing position on the issue or candidate.

Bylaws

Fundamental internal rules of an organization, decided by its voting members.

Chair

A chair presides over a meeting, committee or board.

Compilation (see also Audit and Review)

The presentation of information in the form of financial statements, without expressing an opinion or assurance regarding their conformity with generally accepted accounting principles.

Delegate

Member of a club elected to formally represent the club in voting at convention, district or area meetings.

Diversity

Inclusion of people of various ethnicity, gender, age, race, religion, disability and sexual orientation.

Eligible

Meeting the requirements for consideration for membership or standing for office.

Examine

Performing a limited check of financial statements, providing significantly less assurance than either an audit or review.

Executive

Person or group in a position of management and authority.

Ex-Officio

A position held because of one's office. An ex-officio member has all the rights of any other member of the organization, including the right to vote, but is not counted in the quorum.

Expulsion

Involuntary termination of an individual's position in an organization.

Guidelines

A recommended course of action.

Hold Experience

Having gained knowledge and skills from active participation in events or employment resulting in competency and/or accomplishment, inclusive of individuals actively employed, previously employed, retired, on leave, pursuing education/educated in a discipline, seeking employment, and others similarly situated.

Lobbying (see also Advocacy)

Lobbying is a personal way to influence policymakers including direct contact with an elected official or policymaker, with the express purpose of advocating for or against a particular issue.

Mail

Postal mail.

Majority Vote

More than half of the valid votes cast by eligible voters.

May (verb, see also Shall)

Express permission, possibility or opportunity to act.

Networking

Seeking or acting with other persons to find common interests and/or share knowledge and experience to further common goals.

Nonpartisan

Not influenced by, affiliated with, or supporting the interests or policies of a political person (or politician) or political party.

Nonsectarian

Not limited to, or affiliated with, any one religion or sect.

Plurality Vote

Largest number of votes obtained where more than two choices are possible.

Policy

Any governing principle, plan or course of action in relation to a special issue or object. General policies are stated in Zonta International Bylaws Article III and may be adopted/changed by convention. Operation policies are part of Zonta International governing documents and are compulsory. Can be adopted and changed by the Zonta International Board.

Principles

Statements of values, goals or other basic tenets that underlie an organization's actions.

Professional

Person engaged in work which requires special training, skills or knowledge.

Programs

Refers to the major service programs as authorized by the convention (see listing under Biennial Goals section). International Service is a program of Zonta International and a fund in Zonta Foundation for Women. Specific Zonta International Service Program projects are selected for support and funding, usually on a biennial basis.

Projects

Activities seeking specific results and often within a stated timeframe, at the club, district or international level. At the Zonta International level, projects are administered under the broad umbrella of a program (for example, a specific biennial project is selected for support under the International Service Program).

Proof of Service

Evidence in writing that something has been sent or received.

Proxy

The authority for a club to represent another club at a district conference or for a club, governor or past international president to represent a club at an international convention.

Quorum

The minimum number of voting members required to be present to legally transact business.

Recognized Business or Profession

All businesses or professions legal in the country of residency, including the pursuit of education, unpaid care and domestic work, and similar disciplines.

Review (see also Audit and Compilation)

Reviews of financial statements that involve a significantly lower degree of scrutiny than audits.

Rules of Procedure

The Rules of Procedure of Zonta International represent actions taken by convention and the International Board and are part of the standard operating procedures of Zonta.

Shall (verb, see also May)

Denotes that the specific action listed is required to be taken.

Supporting Member

A supporting member is a Zonta member that holds direct membership at the international level but is not a member of a Zonta club or a district.

Termination

Cancellation of membership.

Two-Thirds Vote

At least two-thirds of the valid votes cast by eligible voters.

Vacancy

Permanent or temporary absence from the duties of a position.

Vote

Formal expression of opinion or preference.

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2024-2026 Zonta International Dues and Fees (in U.S. dollars)

Per-Capita Dues	\$88.00
Per-Capita Dues Under the Age of 35*	\$44.00
New Member Fee	\$15.00
Reinstated Member Fee	\$15.00
Z Club/Golden Z Club Charter Fee	\$25.00
Z Club/Golden Z Club Annual Renewal Fee per Sponsored Z/Golden Z Club	\$20.00

NOTES:

- a. Per-capita dues are to be paid annually for all members by 1 June. Club members residing in Canada, Puerto Rico and the United States, including its territories and possessions, pay an additional \$3.00 per member for liability insurance.
- b. Charter members, new members or reinstated members pay an additional \$15.00 for a total of \$103.00.
- c. New members under the age of 35 pay an additional \$15.00 for a total of \$59.00.
- d. For all members admitted 1 December or later, clubs may pay half of the per-capita dues (but add \$15.00 for charter, new or reinstated members).

Resolutions, adopted in June 2024

Resolution regarding the “Zonta Says NO to Violence Against Women” Campaign.

The campaign “Zonta Says NO to Violence Against Women” shall be continued in the 2024-2026 Biennium.

Resolution regarding Golden Z Club Membership

During the 2024–2026 Biennium, a pilot program will be instituted whereby Golden Z club members will become youth members of the sponsoring club, and Golden Z clubs will no longer be considered a “service project.”

:

- Youth members will be counted as youth members of the club, area, and district for statistical purposes, but not for credentials or voting.
- The sponsoring club will be responsible for entering the youth member information in the Zonta International database in the same manner as other club members.
- No dues will be paid at any level of Zonta International during the pilot, but Golden Z clubs may collect dues or fees for services provided by the Golden Z club to its members.
- Youth members will have access to Zonta International website information in the same manner as Zonta club members as determined by the Zonta International Board, as appropriate.
- Youth members will be allowed to participate, without voting rights, in club activities, area meetings, district conferences, and Zonta International convention, events, and programs.
- Youth members are eligible for Zonta scholarships and awards at all levels.
- Youth members could serve on committees at all levels of Zonta.
- Prior to graduation, the sponsoring club or a member of the Zonta International headquarters team will send the youth member an invitation to join a Zonta club.
- Only youth members that are of legal age will appear in the website directory.

Zonta Foundation for Women Articles of Incorporation under the General Not for Profit Corporation Act State of Illinois, USA

We, the Incorporators being natural persons of the age of twenty-one years or more and citizens of the United States, for the purpose of forming a corporation under the "General Not for Profit Corporation Act" of the State of Illinois, do hereby adopt the following Articles of Incorporation:

1. The name of the corporation is: Zonta International Foundation.
2. The name and address of the registered agent and registered office are: Valerie Fassler Levitan, 35 East Wacker Drive, Chicago, IL 60601.
3. The duration of the corporation is perpetual.
4. The first board of directors shall be four (4) in number, their names and addresses being as follows:

Cornelia S. Hodges, 2650 Cooper Avenue #313,
Springfield, IL 62704

Carol Borecky, 16 Belhaven Drive, Springfield, IL 62704

Frances Braker Crann, 1341 "G" Greenwillow Road,
Glenview, IL 60025

Teresa Conway, 532 Sterling Road, Kenilworth, IL 60043

5. The corporation is organized exclusively for charitable purposes, to carry out the charitable objectives of Zonta International including providing service at the global and local level and to support charitable organizations that advance the charitable objectives of Zonta International Foundation. (Amended 1998)

6.1 The place in this state where the principal office of the Corporation is to be located is the Village of Oak Brook, DuPage County.

6.2 No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its members, directors, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 5 hereof. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activities

not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c) (3) of the Internal Revenue Code of 1954 (or corresponding provision of any future United States Internal Revenue Law) or (b) by a corporation, contributions to which are deductible under section 170 (c) (2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

6.3 Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose of all of the assets of the Corporation exclusively for the purposes of the Corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine. Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

6.4 The corporation may from time to time establish and implement policies for indemnification of officers, directors and employees of the corporation.

We the incorporators declare that we have examined the foregoing Articles of Incorporation and that the statements contained there are, to the best of our knowledge and belief, true, correct and complete. Executed this 15th day of January, 1985.

(Signed):

Cornelia S. Hodges
Carol Borecky
Frances Braker Crann
Teresa Conway

The Articles of Incorporation were last amended and approved by the Zonta International Foundation Board in June 2021 to change the organization name.

On 15 July 2021, the State of Illinois approved the legal name change to the Zonta Foundation for Women.

The current registered agent and address is: Megan Radavich, 1200 Harger Road, Suite 330, Oak Brook, IL 60523.

Bylaws of the Zonta Foundation for Women

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Article I Purpose

The purpose of Zonta Foundation for Women is to carry out the charitable service purposes of Zonta International. Zonta Foundation for Women is organized exclusively for charitable purposes.

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its members, directors, officers or other private persons.

Article II Offices

Zonta Foundation for Women, an Illinois not-for-profit corporation, sometimes referred to in these bylaws as the "Foundation," shall maintain in the State of Illinois a registered office and may have other offices within or without the state.

Article III Members

SECTION 1. **Qualifications.** The Foundation shall have one member, which shall be known as the "Corporate Member." The Corporate Member shall be Zonta International, an Illinois not-for-profit corporation, as governed by its international board, or any successor thereto resulting by merger, consolidation or exchange of name.

SECTION 2. **Matters Requiring Approval by the Corporate Member.** The Corporate Member must approve the following actions by the board: amendment or restatement of the articles of incorporation or bylaws; merger, consolidation, dissolution or sale, lease, exchange, mortgage or pledge of the assets of the Foundation; and any other action for which membership action is required under the Illinois Not-for-Profit Corporation Act.

Article IV Board

SECTION 1. **How Constituted.** The officers and directors of the Foundation shall be those individuals serving from time to time as officers and directors of Zonta International. The officers and directors shall constitute the Zonta Foundation for Women Board.

SECTION 2. **General Powers.** The affairs of the Foundation shall be managed by its board. The board shall have the power and authority to receive gifts and legacies on behalf of the Foundation and to make gifts and donations of capital as well as of income in pursuance of the objectives and purposes of the Foundation.

SECTION 3. **Reporting.** The board may report to the Corporate Member at every board meeting of the Corporate Member and shall

report at least annually to the Corporate Member on all Foundation-sponsored programs, board meeting minutes and Foundation finances.

SECTION 4. Resignation of Board Members. Board membership is not transferable or assignable. Board membership is forfeited when an individual resigns from a role as an officer or director of Zonta International.

SECTION 5. Removal. Any board member may be removed by the Corporate Member whenever in its judgment the best interests of the Foundation shall be served by such removal.

SECTION 6. Vacancies. As the officers and directors of the Foundation shall be filled by individuals serving from time to time as officers and directors of Zonta International, any vacancy occurring in the board may be filled by the Corporate Member.

SECTION 7. Indemnification and Insurance. The Foundation shall offer officers and directors insurance. Provided that the board has made a determination that the board member has acted in accordance with their fiduciary obligations, the board member shall be held harmless for her/his actions, exercise of judgments or discretion in accordance with the duties and responsibilities of such board member. The board may rely on outside experts, if such reliance is reasonable. Gross negligent acts or omissions willful or wanton acts are not protected.

SECTION 8. Compensation. No board member shall receive any salaries for their services, but by resolution of the board, a fixed sum or reimbursement of the actual expenses of attendance, if any, may be allowed for each regular or special meeting of the board, provided that nothing herein contained shall be construed to preclude any board member from serving the Foundation in any other capacity and receiving reasonable compensation thereof.

SECTION 9. Meetings. The board may hold regular meetings in connection with the regular meetings of the Corporate Member and shall hold an annual meeting as a minimum. Meetings may be held by any means permitted by applicable law.

SECTION 10. Special Meetings. Special meetings of the board may be called by or at the request of the president or any five board members. Meetings may be held by any means permitted by applicable law.

SECTION 11. Notice. Notice of any special meeting of the board shall be given at least 48 hours in advance by any means permitted by applicable law to each board member at the address shown by the records of the Foundation. If mailed, such notice shall be deemed to be delivered within five days after being deposited in the United States mail in a sealed envelope so addressed, with postage prepaid.

SECTION 12. **Quorum.** A majority of the board shall constitute a quorum for the transaction of business at any meeting of the board.

SECTION 13. **Manner of Acting.** If a quorum is present at a meeting of the board, the affirmative vote of a majority of those board members present and voting shall be the act of the board, unless the act of a greater number is required by statute, these bylaws, or the articles of incorporation.

SECTION 14. **Action by Written Ballot.** Action by written ballot requires a unanimous vote of the entire board. Proxy votes are not allowed.

Article V Officers

SECTION 1. **Officers.** The officers of the Foundation shall be a president, a vice president, a president-elect and a treasurer/secretary. The individuals holding these offices in the Corporate Member shall hold the same offices in the Foundation.

SECTION 2. **President.** The president shall be the chief executive officer and shall exercise a general supervision over the interests and welfare of the Foundation, preside at all meetings of the Foundation, the board and the Executive Committee, appoint committees authorized by the Foundation bylaws or the board and be a member of all committees.

SECTION 3. **Vice President.** In the absence or inability of the president to perform official duties, the vice president shall perform the duties of the president and at all times be a member of the Finance Committee and the Investment Committee.

SECTION 4. **President-Elect.** The president-elect shall perform such duties as assigned by the president and shall be a member of all committees.

SECTION 5. **Treasurer/Secretary.** The treasurer/secretary shall be the chief financial officer of the Foundation and shall at all times be a member of the Finance Committee and the Investment Committee. The treasurer/secretary shall have the authority to certify resolutions and other documents of the Foundation and shall report and perform other duties as required by these bylaws.

Article VI Executive Committee

SECTION 1. **How Constituted.** The officers of the Foundation shall constitute the Executive Committee.

SECTION 2. **Duties and Powers.** The Executive Committee shall act for the board between meetings of the board, except that its acts may

not conflict with or modify action taken by the board including the budget. At the next meeting of the board, a report shall be made of the Executive Committee's actions.

SECTION 3. Meetings. Special meetings may be called by the president or upon request of two members of the Executive Committee.

SECTION 4. Quorum. A majority of the Executive Committee shall constitute a quorum.

SECTION 5. Vote. A majority vote of the entire Executive Committee shall be required for action.

SECTION 6. Action by Written Ballot. The Executive Committee may transact business by mail or through electronic communication. Action by mail or email requires a unanimous vote of the entire Executive Committee.

Article VII Executive Director

The executive director shall be appointed by the Foundation Board to manage the headquarters office, to assist the Foundation president and the board in conducting the business of the Foundation, and to perform such other duties as are prescribed by these bylaws and policies or as may be required by the Foundation Board. The executive director shall abide by the policies, processes and budgets established by the Foundation Board. The Foundation Board may designate the executive director to serve as the registered agent.

Article VIII Standing Committees

SECTION 1. Finance Committee. The president shall appoint a Finance Committee, composed of at least three Zontians. The members of the Finance Committee must have financial knowledge.

SECTION 2. Development Committee. The president shall appoint a Development Committee. The committee shall increase awareness of the Foundation's role in furthering the mission of Zonta International. It shall also encourage contributions, grants and bequests for Foundation activities from individuals, organizations, foundations, corporations and other sources. The committee shall increase awareness of and encourage legacy gifts including contributions and grants to the Foundation's endowment funds, bequest gifts under the Mary E. Jenkins 1919 Society and other programs as approved by the board.

SECTION 3. Investment Committee. The president shall appoint an Investment Committee. The members of the Foundation Investment Committee shall have investment experience.

Article IX Other Committees

The president, with the approval of the board, may appoint other committees and members, not having nor exercising the authority of the board, as needed from time to time. Any such committee and members thereof shall serve until the presidential term ends unless earlier removed. The president and president-elect shall serve as members of any such committee.

Article X Foundation Ambassadors

SECTION 1. **Appointment.** Each district of the Corporate Member shall be encouraged to have at least one foundation ambassador appointed by the governor.

SECTION 2. **Duties.** The foundation ambassadors shall educate club members about the international charitable service projects and education programs of Zonta International. They shall encourage clubs to make donations to the Foundation. They shall also encourage personal gifts to the Foundation.

Article XI Contracts

The board may authorize any officer or officers, in addition to the officers so authorized by these bylaws or the executive director, to enter into a contract or execute and deliver any instrument in the name of and on behalf of the Foundation and such authority may be general or confined to specific instances.

Article XII Books and Records

The Foundation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of board and committees having any of the authority of the board. All books and records of the Foundation may be inspected by any board member or the Corporate Member any proper purposes at any reasonable time.

Article XIII Audit

The treasurer/secretary shall cause the books of the Foundation to be audited annually at the close of the fiscal year. The financial statement, audit report and management letter from the auditors shall be sent to the Finance Committee, board and Corporate Member.

**Article XIV
Fiscal Year**

The fiscal year of the Foundation shall be from 1 June to 31 May.

**Article XV
Policies and Procedures**

The board shall enact policies and procedures with which to conduct its affairs and have the power to alter or amend policies and procedures or adopt new policies and procedures. The policies and procedures may contain any provision for the regulation and management of the affairs of the Foundation not inconsistent with these bylaws, articles of incorporation or the laws of the State of Illinois.

**Article XVI
Waiver of Notice**

Whenever any notice is required to be given under the provisions of the General Not-for-Profit Corporation Act of Illinois or under the provisions of the articles of incorporation or the bylaws, a waiver thereof, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

**Article XVII
Amendments**

The power to alter, amend or repeal the bylaws or adopt new bylaws shall be vested in the board. Such action may be taken at a regular or special meeting for which written notice of the purpose shall be given. The bylaws may contain any provision for the regulation and management of the affairs of the Foundation not inconsistent with the law or the articles of incorporation. A proposed amendment to the bylaws must be reviewed by the Foundation's legal counsel prior to adoption and counsel's recommendation shall be considered by the board. All new bylaws amendments must be ratified by the Corporate Member before they shall become effective.

**Article XVIII
Dissolution**

In the event of dissolution of the Zonta Foundation for Women, any monies and assets, after paying all the Foundation's obligations, shall be distributed to another not-for-profit organization recognized under IRS Code Section 501(c)(3) as amended from time to time.

Zonta Foundation for Women Bylaws were amended and approved in June 2021.

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Zonta International and Zonta Foundation for Women

MISSION

Zonta International is a leading global organization of individuals working together to build a better world for women and girls.

VISION

Zonta International envisions a world in which women's rights are recognized as human rights and every woman is able to achieve her full potential. In such a world, women have access to all resources and are represented in decision-making positions on an equal basis with men. In such a world, no woman lives in fear of violence.

THEME

Build a Better World for Women and Girls

STRATEGIC PLAN

Zonta, Gender Equity, and a Vision for 2030 & Beyond Strategic Plan Goals and Strategies 2023-2030

GOAL 1.0 CREDIBLE AND VISIBLE VOICE

Zonta acts as a credible and visible voice on gender equity and delivers initiatives addressing education equality, climate justice, ending gender-based violence, and ensuring women are represented in decision-making positions on an equal basis with men.

- 1.1 Provide a place for members to contribute their ideas to an on-going global conversation, and to increase their actions as gender equity advocates to drive the change women and girls need.
- 1.2 Develop and deliver programs and initiatives that provide cross-cultural community building and knowledge sharing on topics relevant to women's rights and that make a difference in the lives of women and girls.
- 1.3 Expand international content and communication strategies to demonstrate authority on issues facing women and girls in the world.

Strengthening Our Efforts

- Zonta will build upon the long-term success of Zonta Says NO as the campaign for our international, national and local activities for addressing gender-based violence.
- Zonta will fully embrace climate justice as an area of focus, and we will further develop Zonta Says NOW for our activities to address climate justice at local, national and international levels.
- Zonta International will affirm ending child marriage as its signature project and will encourage support and advocacy on the issue at all levels of the organization.
- Zonta will demonstrate its commitment to educational equality through meaningful fellowships, scholarships and awards that address equality of access or equality of opportunity for women and girls.

Exploring New Opportunities

- While maintaining its focus on service, Zonta International will place a greater focus on advocacy and in doing so, increase Zonta's credibility and visibility on issues facing women and girls in the world.
- Zonta International will direct time and resources to integrated public relations and communications strategies to position Zonta as an authority on gender equality issues globally.

GOAL 2.0 CLUB SUCCESS

Clubs serve as a welcoming and inspiring environment to those who wish to work to empower women and girls and create information and resources necessary to focus on the most important issues facing women and girls.

- 2.1 Increase focus on the value of Zonta clubs to deliver impact in their local communities.
- 2.2 Expand focus and support for forming and chartering new Zonta clubs.
- 2.3 Recognize the right of clubs and individuals to have self determination.
- 2.4 Encourage the Zonta Spirit for a healthy club life and inclusive environment.

Strengthening Our Efforts

- Zonta International will expand the club creator program and tools to support the chartering of Zonta clubs in new and existing Zonta countries.
- Zonta will continue to champion the Zonta Spirit as integral to creating healthy and vibrant Zonta clubs.

Exploring New Opportunities

- Zonta International will recognize and celebrate meaningful local projects addressing gender equity, education equality, climate justice, women in decision-making positions or gender-based violence.
- Zonta will simplify club governance and give clubs greater autonomy and flexibility to operate in a way that best serves the club and club members.

GOAL 3.0 INTERNATIONAL LEADERSHIP & SUSTAINABILITY

Zonta manages its resources, including both time and money, to meet the vision and ensure the organization's long-term viability and success. Zonta modernizes its governance structure to align with its strategic plan, ensure innovative thought and allow for effective decision-making.

- 3.1 Sustain current sources of revenue while evaluating operational and cost structures to be best positioned for the future.
- 3.2 Protect Zonta's assets with prudent management and a long-term view of organizational health.
- 3.3 Address Zonta International governance, leadership and internal structures to enable the effective achievement of our mission.
- 3.4 Enhance trust in the Zonta Foundation for Women for its work with unique and impactful programs which will attract donations and raise new funds from diverse avenues.

Strengthening Our Efforts

- Zonta International will continue to take steps to optimize operations and align resources with strategic priorities.
- Zonta will seek new and improved ways to increase the number of talented individuals qualified and ready to hold club, district and international offices.

Exploring New Opportunities

- Zonta International will enhance Zonta's value proposition and craft meaningful, personalized member experiences for club members, supporting members, young professionals and student club members, resulting in greater member and donor retention.
- Zonta International will modernize its governance structure to ensure the organization and its leadership are agile and ready to meet the changing demands of the future.

GOAL 4.0 ENGAGEMENT OF AUDIENCES & ALLIES

Zonta creates customized pathways to connect to Zonta, develops collaborations with like-minded organizations, and expands revenue streams to further our mission and extend our voice.

- 4.1 Leverage and market programs and engagement opportunities to introduce Zonta to new audiences of gender equity advocates.
- 4.2 Broaden Zonta's support base by attracting and welcoming new Zontians to our clubs and wider membership.
- 4.3 Enhance existing collaborations with like-minded organizations to increase information and resources for our members, while seeking opportunities to elevate Zonta's message with others.
- 4.4 Seek out new collaborations with like-minded organizations to expand alliances, partnerships, and sponsorships.

Strengthening Our Efforts

- Zonta International will elevate visibility and awareness of its work at the United Nations and Council of Europe while seeking out new partnerships to expand Zonta's reach and influence.

Exploring New Opportunities

- Zonta International will investigate alternative strategies to engage new members and supporters through additional membership categories and other opportunities to contribute to Zonta's mission.
- Zonta International will seek out like-minded organizations, non-governmental organizations and corporations to partner with to broaden Zonta's advocacy, fundraising and awareness-raising efforts.

2024-2026 Biennial Goals

Approved in 2024 at the Brisbane Convention

Zonta International's Biennial Goals present the areas of focus for the biennium. Districts and clubs should develop their own biennial goals adapted to local conditions.

The challenges facing women and girls globally are vast and complex, reflecting deeply ingrained societal norms, systemic inequalities and discriminatory practices. In the face of these challenges, Zontians stand ready to take action.

Together, we have the power to rewrite the narrative and realize a world in which women's rights are human rights and the promise of a sustainable, equitable future is realized for generations to come. Let us stand together as one to champion Sustainable Development Goal 5 to achieve gender equality and empower all women and girls. It is not merely a goal; it is a promise to ensure that no woman or girl is left behind, that their voices are heard and that their dreams and potential are nurtured and realized.

These Zonta International biennial goals for 2024-2026 are aligned with Zonta International's mission, vision and strategic plan and outline the focus for the 2024-2026 Biennium. The biennial goals describe the most critical items for our global community to concentrate on in the next two years as we build a better world for women and girls.

Alongside these biennial goals, we have comprehensive and detailed operational plans with targets and key performance indicators for daily operations carried out by our International Headquarters Team and supervised by the Zonta International Board.

The biennial goals ensure that we implement Zonta International's strategic plan in an aligned manner. Zonta International and its members run towards the same ultimate goal; gender equality. We do it together in a nonpartisan and nonsectarian organization with inspiring spirit, taking into account the sustainability of any and all actions for Zonta, our operational environment and society. We focus on the human rights of women and girls. Despite the biennial structure of our organization, we take a longer-term view of the future and ensure continuity of Zonta business.

In order to emphasize the organization's need to operate in accordance with the strategic plan published in 2023, these biennial goals are categorized under the four major goals identified in the strategic plan:

**CREDIBLE and
VISIBLE VOICE**

CLUB SUCCESS

**LEADERSHIP and
SUSTAINABILITY**

**ENGAGEMENT of
AUDIENCES and ALLIES**

Some of the biennial goals presented below are linked to more than one of the above-mentioned focus areas but are categorized here in the biennial goals only under one focus area.

While the biennial goals include certain goals for the districts and clubs, aligned with the strategic plan, districts and clubs should develop and implement their own goals to meet local needs and conditions.

At the 2026 Convention in Vancouver, a report will be issued on how these biennial goals were fulfilled. In addition, the 2026 Convention will be an important milestone to analyze what we achieved with our international service projects and educational programs and what the path forward will be to build a better world for women and girls. Some potential changes to Zonta operations identified and prepared during the 2024-2026 Biennium in accordance with the biennial goals may also be implemented.

The 2026 Vancouver Convention will be a convention arranged with sustainability as a whole in focus and an opportunity to truly live the Zonta spirit, meet old and new friends and celebrate our successes in speaking up for the human rights of women and girls. It will be "the place to be" for fun with purpose!

CREDIBLE AND VISIBLE VOICE

Zonta acts as a credible and visible voice on gender equity, driving change for gender equality. By focusing on increasing Zonta International's credibility and visibility we move closer to achieving Zonta's mission. While many actions need to be taken, during the 2024-2026 Biennium, our focus will be on the following actions:

- In advocacy and service at international, district and club levels, focus will be on the following areas:
 - **VIOLENCE AGAINST WOMEN**
 - **CLIMATE JUSTICE**
 - **WOMEN IN DECISION-MAKING**
 - **EDUCATION EQUALITY**

This does not mean that all clubs should have activities around all four focus areas, but the most appropriate and necessary area(s) can be chosen based on local needs.

- A training program on women's rights and how to be a gender equity advocate will be developed and launched.
- In the area of advocacy, emphasis is put to bring the human rights of women and girls forward in order to achieve gender equality. Therefore, caucuses, unions or similar types of alliances are built on national level, within or across districts where such groups do not already exist, to enable Zontians to be more effective as gender equity advocates. The work of caucuses, unions and other similar

alliances will be brought more closely under the umbrella of Zonta International advocacy and communications to demonstrate the true scope of Zonta advocacy globally.

- A new working group will be established to support planning and following up the Zonta Says NO to Violence Against Women campaign as Zonta's proprietary advocacy campaign. The working group will also follow the advocacy work around the globe for ending gender-based violence as a serious human rights violation. Zonta Says NO summits will be organized twice a biennium.
- A quarterly Zonta virtual advocacy series is launched with high-quality speakers on compelling topics.
- International service projects have a clear focus, aim to address the root causes hindering gender equality with long-term implications and have a clear link to advocacy actions to bring about sustainable, systemic change.
- The signature international service project "Ending Child Marriage" in partnership with UNICEF USA and UNFPA will be elevated with a special virtual annual event which will enable Zontians to follow the progress of the project and keep members regularly informed also on the advocacy work done in the field of ending child marriage.
- Zonta's educational programs are appealing, meaningful and beneficial for recipients while differentiating Zonta from other organizations and increasing Zonta's visibility and credibility.
- Zonta stays relevant, focused, and is seen and heard as an influential force for gender equity globally. This is supported with globally aligned and shared moments for activism on an annual basis as follows:

**8 MARCH
INTERNATIONAL WOMEN'S
DAY & ZONTA ROSE DAY**

This is the day to discuss Zonta's aim for reaching gender equality, advocate for women in decision-making positions, and emphasize Zonta's commitments and activity in the United Nations, African Union and Council of Europe.

**11 OCTOBER
INTERNATIONAL DAY OF THE GIRL**

This is the day for the future, emphasizing education equality and child marriage prevention and Zonta's work in these fields.

**22 APRIL
EARTH DAY**

This is the day for actions for climate justice, promoting Zonta's Statement on Climate Change: A Gender Equality Issue and the work of Zonta Says NOW Think Tank.

**25 NOVEMBER - 10 DECEMBER
ZONTA SAYS NO TO VIOLENCE
AGAINST WOMEN**

The Zonta Says NO to Violence Against Women campaign illustrates Zonta's continued commitment to ending gender-based violence.

This does not mean that all clubs should have activities on all four focus dates, but similarly to the most appropriate and necessary focus area(s) for service and advocacy, the dates for activities and communications can be chosen based on local needs. However, 100% of clubs and Zontians will participate during the 16 Days of Activism, 25 November through 10 December, to elevate awareness locally, and in social media and/or take part in actions for legislative changes to improve safety and protections for women and girls.

- Remarkable Women, Powerful Stories is rebranded and distributed as a podcast on a global podcast platform with high-level guests focusing on violence against women, climate justice, women in decision-making and education equality to gain more visibility outside of the Zonta world.
- A quarterly stakeholder newsletter is implemented to highlight Zonta International's philanthropic and programmatic work, communicate progress and results to donors and other stakeholders and encourage more individuals and organizations to support Zonta's life-changing work.

CLUB SUCCESS

By focusing on club success we maintain a strong membership base to support the work we do to build a better world for women and girls. The following actions will be taken:

- To nurture the Zonta spirit, the Zonta International Board will, together with the members, prepare the core values of Zonta and a Membership Code of Conduct to foster a culture of mutual understanding and respect as well as support healthy and thriving Zonta clubs.
- A new membership strategy will be prepared for club members, young professionals, supporting members, international honorary members and past international presidents. Opportunities for new membership categories such as e.g., corporate membership and student membership will be explored. A report will be presented latest at the 2026 Convention in Vancouver.
- A feasibility study will be conducted, in partnership with the Zonta Foundation for Women, on the merits and viability of establishing a Zonta Community Give Back Grant program to recognize and support meaningful local club projects addressing gender equity, education equality, climate justice, women in decision-making positions and/or violence against women. The report will be presented latest at the 2026 Convention in Vancouver.
- Possibilities for a new annual Share Your Story Festival will be explored to bring members together virtually in 2025 and in person at the 2026 Convention in Vancouver.
- Chartering of new clubs is important and this critical work will

be continued in each district by having club creators in place and providing additional resources to support their efforts.

- Zonta is actively looking to build a better world for women and girls in the countries where Zonta does not yet have a footprint, not only through the international service projects, but by approving new Zonta countries and chartering clubs in these new countries.
- In recruitment of new Zontians, a greater emphasis will be placed on diversity and inclusion and building a welcoming environment for people from various genders, age groups, ethnicities and all other backgrounds.
- Clubs serve as a welcoming and inspiring environment for Zontians working towards Zonta's mission and fostering the Zonta spirit. With the tools made available by Zonta International, the clubs critically analyze, what improvements can be made within each club to align with Zonta international's strategic plan while being a motivational environment for the club members and fit for the future.
- A twinning program for clubs wanting to increase their fellowship and global Zonta spirit with clubs in other countries is launched.

LEADERSHIP AND SUSTAINABILITY

Zonta manages its resources, including both time and money, to meet Zonta's vision and ensure Zonta's long-term viability and success. Governance, leadership and internal structures are addressed to enable the effective achievement for Zonta's mission. Sustainability is crucial for any actions in building an equal, responsible, green and clean future where the human rights of women and girls are recognized and implemented. The following actions will be taken:

- The strategic plan is constantly monitored by the Zonta International Board to ensure that it remains relevant and is appropriately implemented – it is never final but a living plan, the implementation of which needs to be supervised and changes made, if needed.
- The 10-year financial forecast is updated regularly to focus on long-term financial planning.
- Donation trends and investment strategies are monitored on an ongoing basis. Clubs and supporting members support the fundraising goals of Zonta Foundation for Women to fulfil commitments to the international service projects and educational programs. The Zonta 1919 Legacy Giving Circle is promoted by the foundation ambassadors teams and an increase of 25 members is achieved annually.
- A working group is established to analyze how the Zonta International governance structure (including district and club governance) could be streamlined and modernized. The analysis shall, among other issues, include the roles, sizes and compositions of districts, possibilities to simplify club governance, exploring the role of convention and

methods to simplify the organizational voting process as well as possible amendments to the governing documents. The report will be presented latest at the 2026 Convention in Vancouver.

- An analysis of the status of sustainability and environmental, social and governance (ESG) issues within Zonta International is undertaken and internal policies drafted, when necessary.
- Last but not least, a smooth leadership transition safeguarding continuity occurs between biennia of 2022-2024 and 2024-2026 as well as 2024-2026 and 2026-2028.

ENGAGEMENT OF AUDIENCE AND ALLIES

In order to further Zonta's mission and extend voice, Zonta develops collaborations with like-minded organizations. The following actions will be taken:

- Increased communication, both internally and externally, focuses on Zonta's work with the United Nations and its agencies as well as with the African Union, Council of Europe, and various Zonta caucuses and other country-based advocacy groups.
- Zonta looks for advocacy partnerships with an aim to have at least one global partnership in place by the end of 2025 and at least two other partnerships for joint statements. Further, partnership opportunities are explored by the summer 2025 for Zonta's educational programs which could be e.g., mentoring or internships.
- The Commission on the Status of Women is an annual opportunity to meet, enjoy fellowship, build bridges to other like-minded organizations, experience Zonta spirit and become a more knowledgeable and engaged advocate for gender equality. Zonta International hosts annually at least one side event within the Commission on the Status of Women with the emphasis on Zonta's strategic focus areas. Zonta International's delegation to the Commission on the Status of Women increases annually by 5% over the previous year.
- A feasibility study will be conducted on identifying and assessing options for alternative funding and revenue sources such as e.g., corporate sponsorships or offering formal certificate courses or study groups on gender equity to university students, HR professionals, sustainability and ESG professionals, compliance professionals or other interested individuals. The report will be presented to the membership latest in the summer 2025.
- Besides the feasibility study referred to above, in order to stay financially sustainable Zonta International seeks sponsorships for itself with a target of at least US\$50,000 of additional biennial revenue. Possibilities to engage long-standing corporate donors via corporate grants to significantly increase donations for Zonta Foundation for Women will also be explored.

2024-2026 International Service Projects



Zonta International Signature Project: Ending Child Marriage: A Program to Accelerate Global Action Phase III

LOCATION

12 countries: Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia

PARTNER

UNICEF USA and UNFPA

FUNDING

US\$1,500,000

FUNDING HISTORY

Prior to this biennium, Zonta International committed US\$4,700,000 to UNFPA and UNICEF via UNICEF USA to support the project.

GOAL

With renewed ambition toward 2030, the Global Programme will boost its actions to accelerate the decline in child marriage globally and respond to the combined effects of the polycrisis and the pushback against gender equality on adolescent girls.

BACKGROUND

PHASE III (2024-2026)

Zonta International's continued support in the final phase of the Global Programme will focus on strengthening government capacity and ownership of the work and generating important evidence and data to sustain the program long term.

PHASE II (2020-2024)

Phase II brought increased political support, resources about healthy and safe decisions, gender-responsive policies, as well as enhanced investments in and support for both unmarried and married adolescent girls. Over 6.3 million adolescent girls were empowered with life skills and comprehensive sexuality education were delivered through safe spaces in communities and schools.

PHASE I (2016-2019)

In Phase I, almost 8 million adolescent girls were reached with life skills and school support, 39 million individuals engaged in community-based behavior change, and 26,000 schools strengthened their adolescent girl-friendly education.

SPECIFIC OBJECTIVES

- Elevate the voice and agency of adolescent girls by:
 - Empowering marginalized adolescent girls through skills development and knowledge-building.
 - Promoting gender equality in adolescent girls' families and communities.
- Increase resources and opportunities for adolescent girls and their families by:
 - Strengthening education, health and child protection systems.
 - Addressing the ways that poverty drives the practice of child marriage.
- Enhance legal and political action to prevent child marriage and to support married, divorced or widowed adolescent girls by:
 - Helping governments strengthen their plans to end child marriage.
 - Building the capacity of governments to make data-driven decisions and implement evidence-driven programs.

PROJECT BENEFICIARIES

The program's priority is engaging adolescent girls as key agents of change in the following 12 countries which account for almost half of the world's child marriages: Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia.

FAST FACTS

- Globally 21% of girls are married while they are still children, robbing them of their childhoods.
- In the past decade, the proportion of women who were married as children decreased from 1 in 4 to about 1 in 5.
- It is estimated that there will be 10 million additional child brides over the course of the 2020s due to the COVID-19 pandemic.
- A tenfold increase in conflict-related deaths correlates with a 7% increase in child marriage.
- A 10% change in rainfall due to climate change is associated with a 1% increase in child marriage.

SPECIFIC STRATEGIES

- Ensuring a human rights-based approach by recognizing child marriage as a human rights violation and leveraging opportunities to advance gender equality and the rights of adolescent girls.
- Leaving no one behind by addressing root causes that perpetuate structural inequities and intentionally deepening inclusion of marginalized populations.
- Fostering gender-transformative change, grounded in addressing the root causes of gender inequality and discrimination and tackle intersectional forms of exclusion.

CLIMATE IMPACT & RESILIENCE: The Global Programme will adapt and respond to the ever-changing circumstances and challenges affecting adolescent girls, child marriage, adolescent pregnancy and gender equality. This may include moving interventions to communities displaced by environmental crises or armed conflict; using digital technologies to reach populations in areas made inaccessible by floods or by insecurity; or strengthening community-based structures to ensure the continuity of interventions at the community level. It is imperative that ending child marriage becomes an integral part of all dimensions of humanitarian and climate change programming, including prevention, resilience building, mitigation and response.

SUSTAINABILITY & REPLICATION: The Global Programme Phase III will focus on sustainability through buy-ins with local governments, including resourcing costed action plans specifically built to end child marriage. Through the design and priorities of the Global Programme, Phase III will reflect an intentional effort to adapt to the polycrisis and evolving factors that influence the state of child marriage and then prepares the program for a long-standing future.

EXPECTED OUTCOMES

- Marginalized adolescent girls demonstrate enhanced knowledge, skills and attitudes on matters such as rights, relationships, sexual and reproductive health, and financial literacy, including in humanitarian contexts.
- Adolescent boys, families, traditional and religious leaders, community groups, and other influencers demonstrate more gender-equitable attitudes and support for girls' rights.
- Capacity of education from primary through secondary school, health and sexuality programs, child protection, and gender-based violence (GBV) systems is increased to deliver quality programs and services that meet the needs of adolescent girls and their families, including in humanitarian contexts.
- Capacity of national and sub-national social protection, poverty reduction and economic empowerment programs and services is increased to respond to the needs of the poorest adolescent girls and their families, including in humanitarian contexts.
- Governments' capacities are enhanced to fund, coordinate and implement national and sub-national action plans and systems to end child marriage, including strengthening services and response mechanisms for victims of gender-based violence.
- Capacity of governments and non-government organizations is increased to generate, disseminate and use quality and timely evidence to inform policy and program design, track progress, and document lessons.



Climate Empower: Community Empowerment and Innovation for Gender-Transformative Climate Action

LOCATION

Madagascar, Mozambique and South Sudan

PARTNER

UNFPA

FUNDING

US\$1,000,000

GOAL

Prevent climate-induced gender-based violence (GBV) and other harmful practices through interwoven innovative approaches and community-driven interventions in Madagascar, Mozambique and South Sudan, some of the countries most vulnerable to climate change globally.

SPECIFIC OBJECTIVES

- Foster gender-transformative community empowerment and capacity building for women and girls in the context of climate shocks and crises to reduce GBV and harmful practices and strengthen women and girls' role as agents of change for climate resilience.
- Promote women and girl-led innovative solutions to build resilience and protect against GBV with an emphasis on addressing discriminatory social norms.

PROJECT BENEFICIARIES

Almost 500,000, direct and indirect beneficiaries in Madagascar, Mozambique and South Sudan.

HOW DO GENDER EQUALITY AND CLIMATE CHANGE RELATE?

With rising temperatures, the impact of climate change in Africa is likely to further exacerbate poverty and inequality and increase the occurrence of extreme events such as cyclones and flash floods, droughts and extreme heat, destroying livelihoods and access to essential services.

As these events become more recurrent, conflicts due to the disruption of livelihood and community infrastructure will devastate women and girls. Emerging evidence shows the direct and indirect impacts of climate change on women and girls and their sexual and reproductive health and rights. Climate challenges are fueled by persistent and deeply rooted discriminatory sociocultural norms that justify or tolerate violence against women and girls and limit their autonomy in many areas of life (i.e., education, healthcare, economic empowerment), especially women and young girls in rural areas.

- Pregnant women and children disproportionately experience the impact of climate change on nutrition and health impacts.
- Women and girls' access to food, water, shelter and livelihoods is disrupted or limited.

- Services that would normally ensure women, girls and other left behind populations' safety, protection and healing from violence are disrupted.
- By 2025, climate change will cause at least 12.5 million girls in 30 low- and lower-middle income countries (22 of them African countries) each year to abruptly stop attending school.
- Climate change-related events exacerbate the drivers of child marriage, and increased temperatures may impact the intimate partner violence experienced by women and girls.

Women and girls' roles need to be leveraged as leaders in promoting climate change resilient community actions, as these are the individuals from vulnerable communities who experience the most challenging impacts of climate change. Their active involvement, therefore, in finding solutions is crucial to more gender transformative, lasting change. By integrating their perspectives, solutions are better tailored to protect all community members, specifically addressing the intersection of climate stressors and GBV.

SPECIFIC STRATEGIES

- Strengthen women and girl-led community resilience-building systems.
- Identify and build capacity of women and girls as social norms champions to shift paradigm to the effect of climate change on GBV and harmful practices.
- Identify, map and support women and girls initiated and led climate-focused social innovation and entrepreneurial initiatives aimed at empowering vulnerable populations.
- Support and scale up climate and harmful practices initiatives, projects, product adoption and adaptation.
- Create a regional platform for innovative solution storytelling, and impact dissemination of community-led initiatives.

EXPECTED OUTCOMES

- Women and girls are equipped with knowledge of the impacts of climate change and crises on GBV and harmful practices and tools to advocate and mobilize for social norms change to address these impacts.
- Women and youth are trained to identify and initiate solutions to build resilience against climate-induced GBV through community-led and technology enabled innovative solutions.
- Climate change and GBV are included in women and youth-led entrepreneurial initiatives aimed at empowerment of vulnerable and left behind populations.
- The role of innovation as a catalyst in preventing climate induced GBV and harmful practices is demonstrated through storytelling.



Laaha: A Virtual Safe Space for Women and Girls

LOCATION

Afghanistan, Bangladesh, Democratic Republic of Congo, Ecuador, Iraq, Lebanon, Moldova, Myanmar, Türkiye, Ukraine and Venezuela

PARTNER

UNICEF USA

FUNDING

US\$750,000

GOAL

Laaha, the first-ever digital web-based platform created by UNICEF with women and girls, from crisis-affected regions has two primary objectives:

- Increase knowledge on gender-based violence (GBV) and sexual and reproductive health (SRH) by providing quality and accurate information to girls and women about menstrual health and hygiene, healthy relationships, how to stay safe and know one's rights, financial literacy, female anatomy and services for women and girls facing violence. In time, this digital space will replicate the sense of a safe social network that physical safe spaces provide.
- Reduce isolation by building safe spheres of support for adolescent girls through peer-to-peer connection through a moderated user forum.

WHAT IS THE NEED?

- One in three women experience violence in their lifetime and 12 million girls are married before they reach the age of 18 – violence that is exponentially made worse during humanitarian crises such as climate-based disasters, areas experiencing civil unrest, and impoverished populations.
- Safe spaces are a key approach to working with women and girls, providing them with access to information, links to services - including GBV response and prevention services, skill-building, peer connection, and support, especially in humanitarian crises. Yet, they often face barriers to accessing these physical safe spaces because of distance, security concerns, harmful gender norms, and domestic responsibilities. In humanitarian contexts characterized by insecurity, dynamic conflict, and further movement restrictions, women and girls face even greater barriers to accessing physical safe spaces. COVID-19 only exacerbated these challenges.
- When the COVID-19 pandemic broke, the digital transformation accelerated internet usage up to 60%. However, many digital innovations do not respond to the specific needs of women and girls and in some cases can put them at risk of further harm. Resourcing GBV services that extend access to a greater number of women and girls living in crisis and conflict affected environments and supporting innovation through good digital citizenship has therefore become more urgent.

PROJECT BENEFICIARIES

Laaha, available globally, is currently deployed in Afghanistan, Ecuador, Iraq, Lebanon, Ukraine and Venezuela. In 2024, it will be deployed in Bangladesh, Democratic Republic of Congo, Moldova, Myanmar and Türkiye.

With Zonta International's support, UNICEF will:

- Reach one million women and girls across the world by 2026 through Laaha's linguistically and culturally inclusive content.
- Achieve the ambitious targets of content availability in 20 languages by 2026 on Laaha.
- Provide guidance on safe GBV online moderation for women and girls.
- Show the impact of Laaha so that it can be replicated over time.

HOW DOES IT WORK?

- Laaha brought womens' and girls' voices to the core of the design process of the platform. Designers account for the gender digital divide and build accessibility for low literacy levels.
- Women and girls can find information they have asked for including menstrual health and hygiene, healthy relationships, how to stay safe and know one's rights, financial literacy, female anatomy, and available services for women and girls facing violence or abuse.
- Laaha provides information through articles, podcasts, and videos on their rights as women and girls, their bodies, their health and where to find the help they need.
- A new development of an interactive chatbox allows users to find answers and to talk with a trained GBV specialist moderating for safety. The forum is overseen by a dedicated team of counselors from local partner organizations.
- To guarantee the safety and the integrity of the system, the forum's posting functionality is disabled during times when moderators are unavailable. Laaha also supports complete anonymity, not collecting any personally identifying information like names, phone numbers or demographic details.
- Moderators are trained through a robust framework set up by specialists and NGO partners and includes a moderator's guide, training programs and a code of conduct.
- To ensure accessibility, Laaha content is built to use limited text and emphasize videos and other visual formats to engage users regardless of literacy or fluency with digital tools.
- The platform is currently available in seven languages: English, Arabic, Dari, Pashtu, Spanish, Kurdish and Ukrainian.
- An exit button always on screen allows for a quick exit from the site and clears the cache.

OUTCOMES

The key outcome of Laaha is to facilitate access to information and services in a way that is safe, culturally appropriate, and accessible to adolescent girls and women, particularly those who face higher levels of marginalization, such as girls with disabilities and married girls.

"I believe if there was a website like Laaha growing up, I would have had a better experience starting from within myself and the protection that I needed from the outside world."

-19-year-old, Iraq

"I wanted to get help because my in-laws are very abusive and I want a house for me, my husband, and my son."

- Zara, 17-year-old refugee from Iraq

"I like the site because there are things you don't like to ask, its embarrassing to ask my mother and other people."

- Maria, 14-year-old, Ecuador

"And the truth is that I felt safe visiting the site. It's not like visiting other sites. There can be so many different sources of information - it can be true, or it can be a lie."

- Ella, 25-year-old, Iraq

2024-2026 Education Programs

Education equality is one of the four key focus areas identified in Zonta, Gender Equity, and a Vision for 2030 & Beyond: Zonta International's Strategic Plan Goals and Strategies 2023-2030. The strategic plan states that Zonta will demonstrate its commitment to educational equality through meaningful fellowships, scholarships and awards that address equality of access or equality of opportunity for women and girls.

This commitment to education equality is carried through in the 2024-2026 Biennial Goals, which state that Zonta's educational programs are appealing, meaningful and beneficial for recipients while differentiating Zonta from other organizations and increasing Zonta's visibility and credibility. The education programs are Zonta's only proprietary projects. They stand as a beacon of Zonta's unwavering commitment to breaking barriers in traditionally male-dominated fields and supporting women in taking on overall leadership responsibilities. These programs not only reflect Zonta's dedication to education equality on the international and local level but may also serve as a catalyst for attracting funders who share our vision. In alignment with several goals of the Strategic Plan, these programs and their potential are critical to Zonta's future.

Read on to learn how Zonta International will deliver on Zonta's strategic commitment to education equality in the 2024-2026 Biennium.



Amelia Earhart Fellowship

2024-2026 FUNDING: US\$600,000 including US\$48,000 distributed from the Amelia Earhart Fellowship Endowment Fund

DURING THE 2024-2026 BIENNIUM

Zonta International will award up to 30 Fellowship each year to women pursuing Ph.D./doctoral degrees in aerospace engineering and space sciences.

ABOUT THE FELLOWSHIP

Established in 1938, the Amelia Earhart Fellowship is Zonta's original program for women in STEM. As one of few fellowships globally in the field of aerospace engineering and space sciences offered specifically for women, and tied to a pioneer, global legend and former Zontian, this fellowship has been able, through the years, to attract trailblazers that have a strong bond and desire to give back to younger generations and to Zonta.



Jane M. Klausman Women in Business Scholarship

2024-2026 FUNDING: US\$185,000

DURING THE 2024-2026 BIENNIUM

Zonta International will award 37 Jane M. Klausman Women in Business Scholarships of US\$5,000 each in year one of the biennium.

Each district may submit one applicant for consideration for an international scholarship.

The five largest districts may submit a second applicant for a total of two applicants.

ABOUT THE SCHOLARSHIP

Since 1998 when Zonta awarded its first scholarships to women pursuing degrees in business leading to a business management career, the world has significantly changed. Women have made great strides in the pursuit of education, careers and leadership roles they were once denied. The number of women who study business now has increased since 1998. However, women still comprise a minority of leaders in the business world.

Considering the other scholarships available and the percentage of female students in this field of study, the challenge for women is progressively shifting from accessing and pursuing studies in business to securing leadership roles in the business world.

Zonta International will retire the Jane M. Klausman Women in Business Scholarship after the first year of the 2024-2026 Biennium, at which time Zonta will introduce its new Zonta Women in Business Leadership Award.



Zonta Women in Business Leadership Award

2024-2026 FUNDING: US\$100,000

DURING THE 2024-2026 BIENNIUM

Zonta International will present 10 awards of US\$10,000 each, and each international winner will be offered a complimentary one-year supporting membership in Zonta International for the next financial year.

Funding for the Award will come from the Zonta Foundation for Women Rose Fund.

ABOUT THE AWARD

The Zonta Women in Business Leadership Award celebrates excellence and recognizes outstanding achievements by women between 18-35 years of age driving innovation and impact in the business world.

This prestigious award honors exceptional leadership, entrepreneurial spirit, ethical conduct and significant contributions to the recipients' respective industries while addressing global or local issues affecting women and girls or climate justice.

The program will operate at the club, district and international levels of Zonta. Districts will choose a district winner from the applications submitted by clubs and submit the district winner's application to Zonta International in accordance with the separately communicated timeline.

Districts with at least 1,200 members as of the beginning of the financial year in which the award will be issued may submit two applications. Ten (10) awardees will be selected by an independent jury of experts consisting of Zontians and non-Zontians, if chosen, appointed by the President.

More information, including detailed eligibility criteria and an application timeline, will be released in 2025.



Zonta Women in STEM Award

2024-2026 FUNDING: US\$160,000

DURING THE 2024-2026 BIENNIUM

Zonta International will present 16 awards of US\$10,000 each, and each international winner will be offered a complimentary one-year supporting membership in Zonta International for the next financial year.

Funding for the Award will come from the Zonta Foundation for Women Rose Fund.

ABOUT THE AWARD

While the Zonta International pilot Women in STEM Scholarship is highly regarded by Zonta members, participation by clubs has remained low throughout the pilot years of the Women in STEM and Women in Technology Scholarships since 2018. Still, Zonta International is aware of the persisting underrepresentation of women and girls in STEM studies and careers. With a modern, effective approach, a new STEM award will make funding more accessible and flexible for women, deepening the program's impact and reach. To that end, Zonta International will introduce a new Zonta Women in STEM Award in the 2024-2026 Biennium.

The Zonta Women in STEM Award uplifts innovation and celebrates the remarkable accomplishments of women between 18-35 years of age in science, technology, engineering, and mathematics (STEM) fields and acknowledges their groundbreaking research, pioneering discoveries, and/or exemplary contributions to advancing knowledge and innovation in a STEM field. By recognizing and supporting these exceptional women, Zonta aims to inspire future generations and foster inclusivity and diversity in the world of STEM.

The program will operate at the club, district and international levels of Zonta. Districts will choose a district winner from the applications submitted by clubs and submit the district winner's application to Zonta International in accordance with the separately communicated timeline.

Districts with at least 1,200 members as of the beginning of the financial year in which the award will be issued may submit two applications. Sixteen (16) awardees will be selected by an independent jury of experts consisting of Zontians and non-Zontians, if chosen, appointed by the President.

More information, including detailed eligibility criteria and an application timeline, will be released after convention.



Zonta Young Women in Leadership Award

2024-2026 FUNDING: US\$370,000

DURING THE 2024-2026 BIENNIUM

Zonta International will award 37 Zonta Young Women in Leadership Awards of US\$5,000 each in both year one and year two of the biennium.

Each district may submit one applicant for consideration for an international scholarship.

The five largest districts may submit a second applicant for a total of two applicants.

ABOUT THE AWARD

Zonta Young Women in Leadership Award (formerly the Young Women in Public Affairs Award) recognizes young women, ages 16-19, for demonstrating leadership skills and commitment to public service and civic causes, and encourages them to continue their participation in public and political life.

2024-2026 Biennium Fundraising Goals

With the support of our Zonta clubs, club members, supporting members and friends, we are committed to raising US\$4,617,000 to support our international service projects and education programs in the 2024-2026 Biennium.

PROGRAM	FUNDRAISING GOAL
International Service Program*	US\$3,250,000
Amelia Earhart Fellowship**	US\$552,000
Zonta Young Women in Leadership Award	US\$370,000
Rose Fund	US\$445,000
Total:	US\$4,617,000

*Please note that gifts to the International Service Fund cannot be designated to a specific project.

** Total funding of US\$600,000 for the Amelia Earhart Fellowships will include US\$552,000 from the AE Fellowship Fund and US\$48,000 from the AE Endowment Fund.

ROSE FUND

Donations to the Rose Fund are unrestricted and will be used to cover the 2025 Jane M. Klausman Scholarships of US\$185,000, the Zonta Women in Business Leadership Awards of US\$100,000 and the Zonta Women in STEM Awards of US\$160,000. The Rose Fund will also cover any fundraising shortfalls in the other funds.

GENERAL ENDOWMENT FUND AND AMELIA EARHART ENDOWMENT FUND

The Foundation remains committed to working toward our goal of building US\$10 million in our general Endowment Fund and growing our Amelia Earhart Endowment Fund. During the 2024-2026 Biennium, we will continue to seek out conversations with individuals who wish to make a legacy gift to the Zonta Foundation for Women.

Membership Map and Data*



MEMBERS

25,981

CLUBS

1,093

COUNTRIES

64

ZONTA COUNTRIES (IN CHRONOLOGICAL ORDER)

United States	Hong Kong	Türkiye
Canada	Australia	Luxembourg
Austria	South Korea	Latvia
Germany	Puerto Rico	Croatia
Denmark	Belgium	Monaco
Sweden	Thailand	Lithuania
Iceland	Ghana	Cyprus
Finland	Nigeria	Bulgaria
Norway	Sierra Leone	Malaysia
Switzerland	Senegal	Ukraine
Chile	Ivory Coast	Benin
England	(Cote d'Ivoire)	Mongolia
France	Uruguay	Spain
Philippines	Singapore	Romania
India	Bangladesh	British Virgin Islands
Japan	The Bahamas	Nepal
Italy	Liechtenstein	Lebanon
Republic of China (Taiwan)	Togo	Uganda
The Netherlands	Argentina	Macau
New Zealand	Burkina Faso	Rwanda
Sri Lanka	Hungary	Republic of the Congo
	Estonia	Madagascar

*AS OF MAY 2024

District Maps



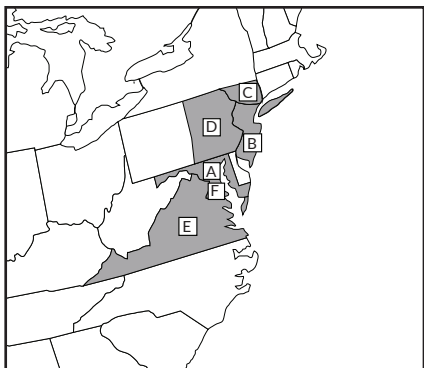
DISTRICT 1

- A Nova Scotia, Canada
- B Maine, USA
- C Massachusetts, USA
- D New Hampshire, USA



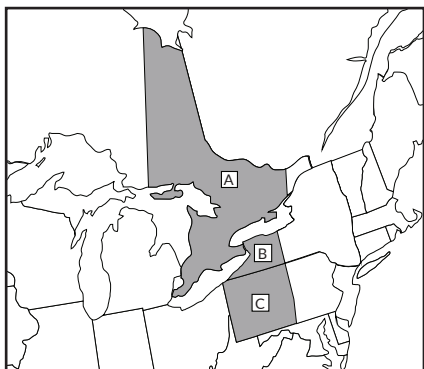
DISTRICT 2

- A Ontario, Canada
- B Quebec, Canada
- C New York, USA



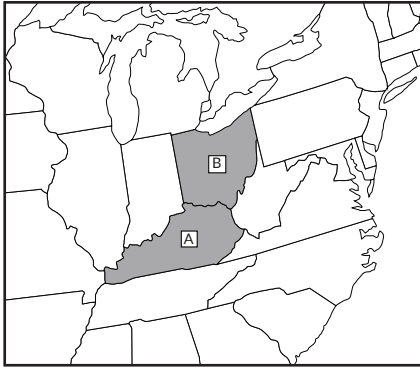
DISTRICT 3

- | | | | |
|---|-----------------|---|-----------------------|
| A | Maryland, USA | D | Pennsylvania, USA |
| B | New Jersey, USA | E | Virginia, USA |
| C | New York, USA | F | Washington, D.C., USA |



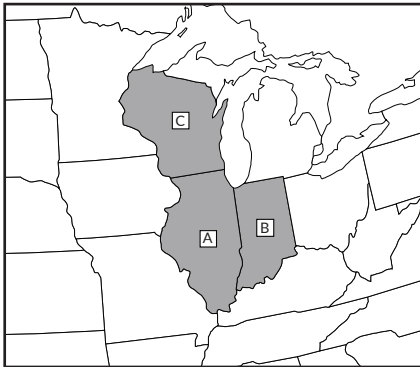
DISTRICT 4

- | | |
|---|-------------------|
| A | Ontario, Canada |
| B | New York, USA |
| C | Pennsylvania, USA |



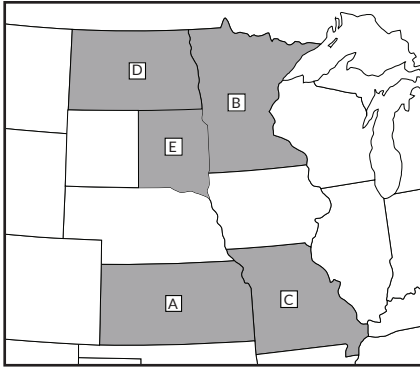
DISTRICT 5

- A Kentucky, USA
- B Ohio, USA



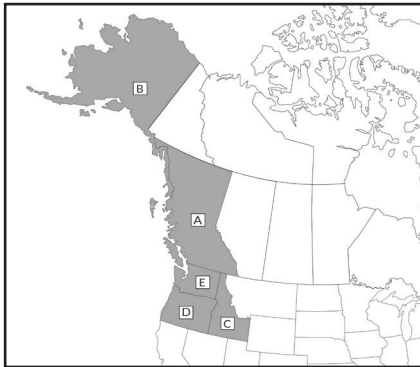
DISTRICT 6

- A Illinois, USA
- B Indiana, USA
- C Wisconsin, USA



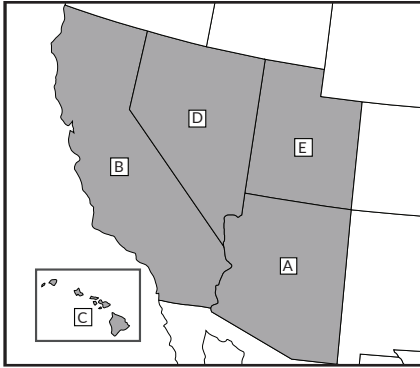
DISTRICT 7

- | | | | |
|---|----------------|---|-------------------|
| A | Kansas, USA | D | North Dakota, USA |
| B | Minnesota, USA | E | South Dakota, USA |
| C | Missouri, USA | | |



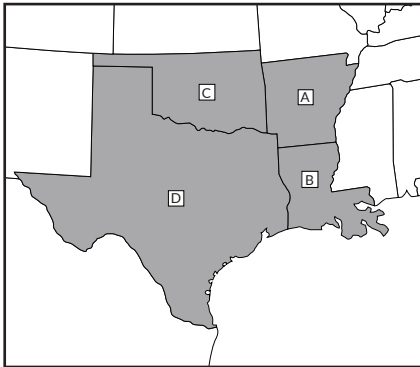
DISTRICT 8

- | | | | |
|---|--------------------------|---|-----------------|
| A | British Columbia, Canada | D | Oregon, USA |
| B | Alaska, USA | E | Washington, USA |
| C | Idaho, USA | | |



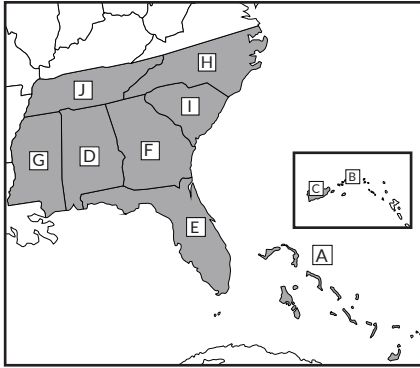
DISTRICT 9

- | | | | |
|---|-----------------|---|-------------|
| A | Arizona, USA | D | Nevada, USA |
| B | California, USA | E | Utah, USA |
| C | Hawaii, USA | | |



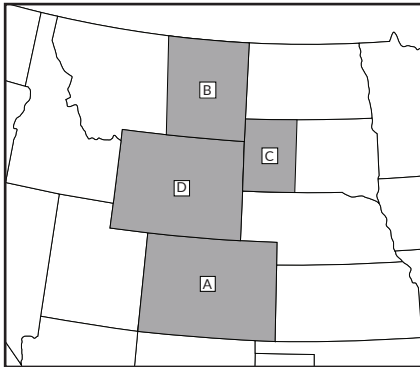
DISTRICT 10

- | | |
|---|----------------|
| A | Arkansas, USA |
| B | Louisiana, USA |
| C | Oklahoma, USA |
| D | Texas, USA |



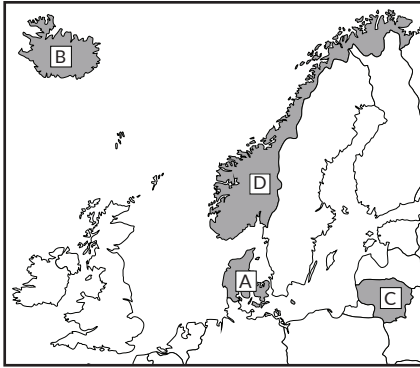
DISTRICT 11

- | | | | |
|---|------------------------|---|---------------------|
| A | Bahamas | F | Georgia, USA |
| B | British Virgin Islands | G | Mississippi, USA |
| C | Puerto Rico | H | North Carolina, USA |
| D | Alabama, USA | I | South Carolina, USA |
| E | Florida, USA | J | Tennessee, USA |



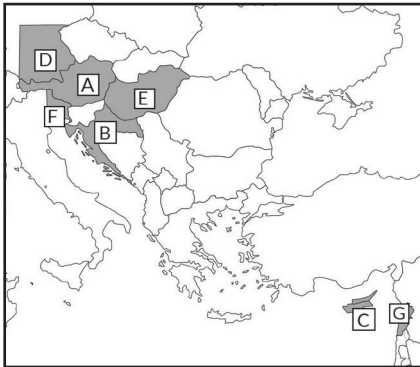
DISTRICT 12

- | | |
|---|-------------------|
| A | Colorado, USA |
| B | Montana, USA |
| C | South Dakota, USA |
| D | Wyoming, USA |



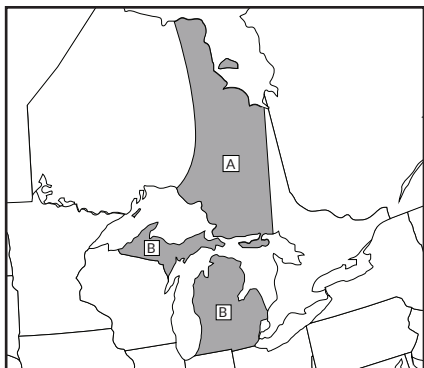
DISTRICT 13

- A Denmark
- B Iceland
- C Lithuania
- D Norway



DISTRICT 14

- A Austria
- B Croatia
- C Cyprus
- D Germany
- E Hungary
- F Italy
- G Lebanon



DISTRICT 15

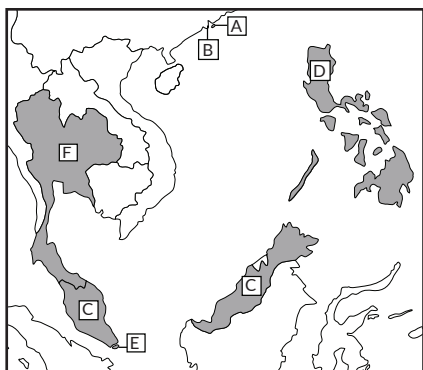
A Ontario, Canada

B Michigan, USA



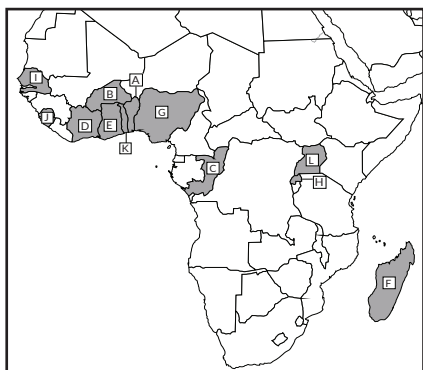
DISTRICT 16

New Zealand



DISTRICT 17

- | | |
|-------------|---------------|
| A Hong Kong | D Philippines |
| B Macau | E Singapore |
| C Malaysia | F Thailand |



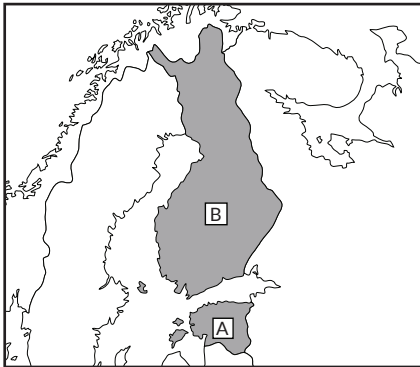
DISTRICT 18

- | | | |
|-----------------|--------------|----------------|
| A Benin | E Ghana | I Senegal |
| B Burkina Faso | F Madagascar | J Sierra Leone |
| C Congo | G Nigeria | K Togo |
| D Côte d'Ivoire | H Rwanda | L Uganda |



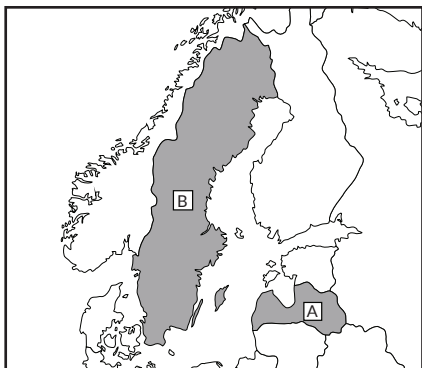
DISTRICT 19

- A Argentina
- B Chile
- B Uruguay



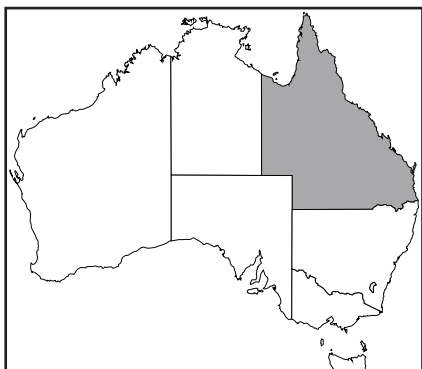
DISTRICT 20

- A Estonia
- B Finland



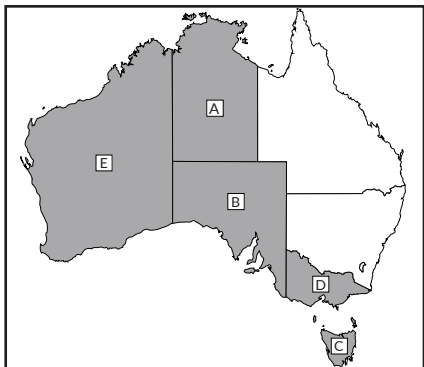
DISTRICT 21

- A Latvia
- B Sweden



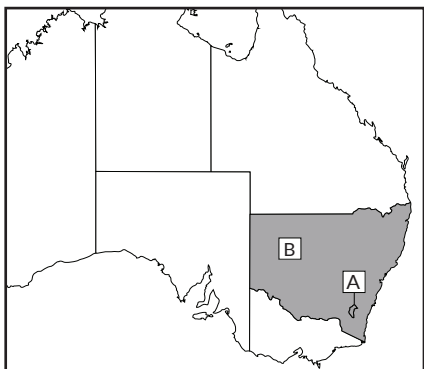
DISTRICT 22

Queensland, Australia



DISTRICT 23

- A Northern Territory, Australia
- B South Australia, Australia
- C Tasmania, Australia
- D Victoria, Australia
- E Western Australia, Australia



DISTRICT 24

- A Australian Capital Territory, Australia
- B New South Wales, Australia
(except Albury-Wodonga Inc
and Northern Rivers Inc)



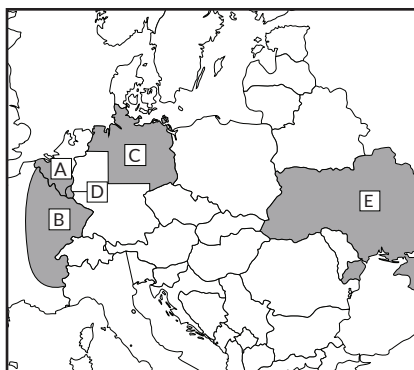
DISTRICT 25

- A Bangladesh
- B India
- C Nepal
- D Sri Lanka



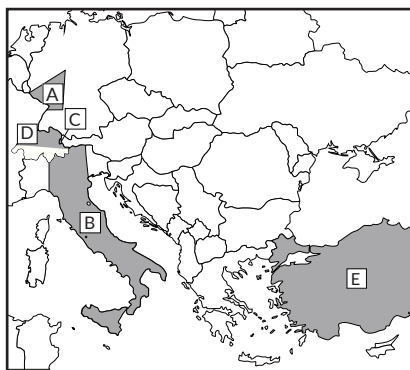
DISTRICT 26

Japan



DISTRICT 27

- | | | | |
|---|---------|---|------------|
| A | Belgium | D | Luxembourg |
| B | France | E | Ukraine |
| C | Germany | | |



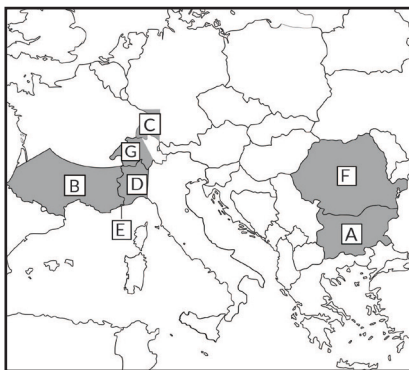
DISTRICT 28

- | | | | |
|---|---------------|---|-------------|
| A | Germany | D | Switzerland |
| B | Italy | E | Türkiye |
| C | Liechtenstein | | |



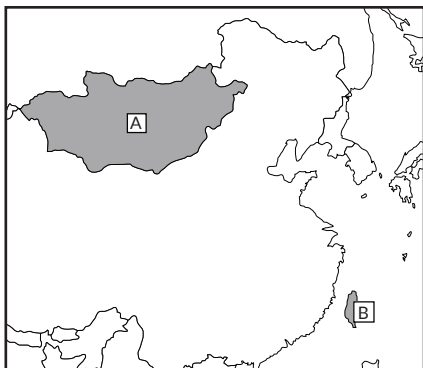
DISTRICT 29

- | | | | |
|---|---------|---|-------------|
| A | England | D | Guadeloupe |
| B | France | E | Netherlands |
| C | Germany | F | Spain |



DISTRICT 30

- | | | | |
|---|----------|---|-------------|
| A | Bulgaria | E | Monaco |
| B | France | F | Romania |
| C | Germany | G | Switzerland |
| D | Italy | | |



DISTRICT 31

A Mongolia

B Republic of China (Taiwan)



DISTRICT 32

South Korea

2024-2026 International Leadership

Zonta International & Zonta Foundation for Women Boards

President

Salla Tuominen
Zonta Club of Helsinki I, Finland

President-Elect

Fernanda Gallo-Freschi
Zonta Club of Milano-Sant
Ambrogio, Italy

Vice President

Sandra Venn-Brown
Zonta Club of Stanthorpe Inc,
Australia

Treasurer/Secretary

Souella Cumming
Zonta Club of Wellington,
New Zealand

Directors

Margaret Akofio-Sowah
Zonta Club of Accra II, Ghana

Ofelia "Lia" Bautista
Zonta Club of Greater Rizal I,
Philippines

Christine Dersch
Zonta Club of Marburg, Germany

Unna Huh
Zonta Club of Seoul III-Nam
Seoul, South Korea

Phillippa Jacobs-Lory
Zonta Club of Christchurch-
Canterbury, New Zealand

Ela Pandya
Zonta Club of Porterville, USA

Vivienne Shen
Zonta Club of Hsin Chu, Republic
of China (Taiwan)

International Parliamentarian

Myra Celestin
Zonta Club of Oak Brook, USA

Risk Manager

Anne K. Walker
Zonta Club of Manawatu,
New Zealand

Zonta International & Zonta Foundation for Women Committee & Working Group Chairs

GOVERNANCE

Bylaws & Resolutions

Ina Wäßerling

Zonta Club of Erfurt, Germany

Policies & Manuals Working Group

Britt Gustawsson

Zonta Club of London, England

ADVOCACY

Advocacy

Helen Bowie

Zonta Club of Wellington, New Zealand

United Nations

Pamela Morgan

Zonta Club of Essex County, USA

Council of Europe

Anita Schnetzer-Spranger

Zonta Club of Mainz, Germany

Zonta Says NO Working Group

Christina Rylander Bergqvist

Zonta Club of Sundsvall, Sweden

Zonta Says NOW Working Group

Carole Theobald

Zonta Club of Perth Inc, Australia

SERVICE

Zonta Excellence in Service and Advocacy Award Jury

Dunstanette Macauley

Zonta Club of Lomé, Togo

EDUCATION PROGRAMS

Amelia Earhart Fellowship

Daniela Pedrini

Zonta e-Club of Italy, Italy

Zonta Women in Business Leadership Award Jury

Members to be named*

Zonta Women in STEM Award Jury

Members to be named*

MEMBERSHIP

Membership

Deb Lal

Zonta Club of South Puget Sound, USA

Club Creators Coordinators

Regine Claeys

Zonta Club of Brussel Zavel, Belgium

Joyce Combs

Zonta Club of Grove City, USA

Winnie Teoh

Zonta Club of Kowloon, Hong Kong

Ansmarie Van Erp

Zonta e-Club of Queensland Inc, Australia

**Young Professionals
Sub-Committee**

Berit Lindau
Zonta e-Club of Germany,
Germany

Students Sub-Committee

Brittany Vaughan
Zonta Club of Burbank Area,
USA

**Twinning Program
Coordinators**

Michelle “Shelley” Schultz
Zonta Club of Mankato, USA

Raisa Valve
Zonta Club of Lahti, Finland

LEADERSHIP

Zonta Cross-Mentoring

Yukiko Kobayashi
Zonta Club of Hamburg,
Germany

FINANCE

**Zonta International & Zonta
Foundation for Women
Finance Committee**

Mari McKenzie
Zonta Club of Saginaw, USA

**Zonta International & Zonta
Foundation for Women
Investment Committee**

Brandy Harrington
Zonta Club of St. Charles-
Geneva-Batavia, USA

**Zonta Foundation for Women
Development Committee**

Desirae Kirby
Zonta Club of Rotorua, New
Zealand

PUBLIC RELATIONS

**Public Relations and
Communications Committee**

Chair to be named

**Zonta Remarkable Women
Powerful Stories Podcast**

Lynne Foley
Zonta Club of Toowoomba
Garden City Inc, Australia

CONVENTION

Convention 2026 Committee

Lori Robinson
Zonta Club of Brampton-
Caledon, Canada

NOMINATING

Nominating Committee

Ute Scholz
Zonta Club of Verden,
Germany

*In addition to their other tasks, the Executive Committee is also acting as the Jane M. Klausman Women in Business Scholarship Committee and Zonta Young Women in Leadership Award Committee for the 2024-2026 Biennium.

Past International Presidents

- Ute Scholz** (2022-2024) Germany
Sharon Langenbeck
(2020-2022) USA
Susanne von Bassewitz
(2018-2020) Germany
Sonja Hönig Schough
(2016-2018) Sweden
Maria Jose Landeira Oestergaard
(2014-2016) Denmark
Lynn McKenzie
(2012-2014) New Zealand
Dianne Curtis (2010-2012) USA
Beryl Sten (2008-2010) Sweden
Olivia Ferry
(2006-2008) Philippines
Mary Ellen Bittner
(2004-2006) USA
Margit Webjörn
(2002-2004) Sweden
Mary Magee
(2000-2002) Australia*
Val Sarah (1998-2000) Australia
Josephine G. Cooke
(1996-1998) USA*
'Folake Solanke, SAN
(1994-1996) Nigeria
Sonja M. Renfer
(1992-1994) Switzerland*
Leneen M. Forde
(1990-1992) Australia
Ruth F. Walker (1988-1990) USA*
Amey E. Grubbs-Adams
(1986-1988) USA*
Annikki Makinen
(1984-1986) Finland*
Cornelia S. Hodges
(1982-1984) USA*
Shirley K. Schneider
(1980-1982) USA*
Evelyn E. DeWitt
(1978-1980) USA*
France de la Chaise-Mutin
(1976-1978) France*
Eleanor Jammal (1974-1976) USA*
Harriette Yeckel
(1972-1974) USA*
Leota Pekrul (1970-1972) USA*
Helvi Sipilä (1968-1970) Finland*
Edna Nairn (1966-1968) Canada*
Ruth S. Knight (1964-1966) USA*
J. Maria Pierce (1962-1964) USA*
Ellen Harris (1960-1962) Canada*
Audra E. Francis
(1958-1960) USA*
Emma L. Conlon
(1956-1958) USA*
Dorothea Radusch
(1954-1956) USA*
Edwina B. Hogadone
(1952-1954) USA*
Elizabeth Gist Dozier
(1950-1952) USA*
Elizabeth A. Judge
(1948-1950) USA*
Louise C. Grace (1946-1948) USA*
Jessie Ekins (1944-1946) Canada*
J. Winifred Hughes
(1942-1944) USA*
Mary Moyers McElroy
(1940-1942) USA*
Helen Pearce (1938-1940) USA*
Ellen Anderson Parks
(1937-1938) USA*
Dora E. Neun (1935-1937) USA*
Cora E. MacKenzie
(1933-1935) USA*
S. Katherine Maddux
(1932-1933) USA*
Helen W. Cleveland
(1930-1932) Canada*
Olivia Johnson (1929-1930) USA*
Katherine B. Sears
(1928-1929) USA*
Louise C. Gerry (1926-1928) USA*
Ethel M. Francis
(1925-1926) USA*
Marian de Forest
(1924-1925) USA*
Harriet A. Ackroyd
(1922-1924) USA*
Esther Parker (1921-1922) USA*
Mary Jenkins (1919-1921) USA*

2024-2026 Governors

District 1

Donna Raycraft
Zonta Club of Concord, USA

District 2

Lorraine Abess
Zonta Club of Glens Falls, USA

District 3

Dorothy J. Knauer
Zonta Club of Essex County, USA

District 4

Jane Newman
Zonta Club of Kitchener-
Waterloo, Canada

District 5

Kimm Hrdlicka-Tigges
Zonta Club of Columbus, USA

District 6

Isabel M. Vidal
Zonta Club of Lincoln, USA

District 7

Jane E. Austin
Zonta Club of Minneapolis St.
Paul Area, USA

District 8

Stephanie Adams
Zonta Club of Pocatello, USA

District 9

Gloria Salas
Zonta Club of Burbank Area,
USA

District 10

Shelly Baumgartner
Zonta Club of Austin, TX, USA

District 11

Maria Crowley
Zonta Club of Miami Lakes Area,
USA

District 12

Debbie Sundberg
Zonta Club of Billings, USA

District 13

Rūta Jasionienė
Zonta Club of Alytus, Lithuania

District 14

Jutta Trube
Zonta Club of Aschaffenburg,
Germany

District 15

Gail Johnson
Zonta Club of Pontiac-North
Oakland, Michigan, USA

District 16

Jen A. McKinlay-Birkin
Zonta Club of Wellington, New
Zealand

District 17

Winnie Wong
Zonta Club of New Territories,
Hong Kong

District 18

Opeibea Omaboe
Zonta Club of Accra II, Ghana

District 19

Berta Ruckert
Zonta Club of Santiago-Chile,
Chile

District 20

Pirkko Grönroos
Zonta Club of Raseborg-
Raasepori, Finland

District 21

Margareta Munge
Zonta Club of Växjö, Sweden

District 22

Petra Ladwig
Zonta e-Club of Queensland Inc,
Australia

District 23

Debbie Schmidt
Zonta Club of Geelong Inc,
Australia

District 24

Bernardine Guy
Zonta e-Club of NSW/ACT,
Australia

District 25

Zareen Delawar Hussain
Zonta Club of Greater Dhaka,
Bangladesh

District 26

Michiyo Wadatsu
Zonta Club of Naruto, Japan

District 27

Ria Matthijssens
Zonta Club of Antwerpen,
Belgium

District 28

Kathrin Laubacher
Zonta Club of Liestal,
Switzerland

District 29

Snezana Curuvija
Zonta Club of Bochum, Germany

District 30

Yana Yaneva-Gencheva
Zonta Club of Bourgas, Bulgaria

District 31

Diana Cheng
Zonta Club of Taipei II, Taipei,
Republic of China (Taiwan)

District 32

Hyo Sook La
Zonta Club of Daejeon, South
Korea



ZONTA INTERNATIONAL



/zontainternational



/zontainternational



@zontaintl



/zontainternational



@zontaintl



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Fax: 1.630.928.1559

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