



**ZONTA**  
INTERNATIONAL

**DISTRICT 4**

BUILD A BETTER WORLD  
FOR WOMEN AND GIRLS



# **Conference Program**

**59th District 4 Conference**

**September 26-27, 2025**

Four Points by Sheraton, St. Catharines  
3530 Schmon Parkway, Thorold, Ontario, Canada

**TABLE OF CONTENTS**

**ZONTA INTERNATIONAL 2024-2026 GOVERNOR DISTRICT 4..... 4**

    WELCOME TO OUR 59<sup>TH</sup> CONFERENCE ..... 4

**ZONTA INTERNATIONAL PRESIDENT SALLA TUOMINEN’S MESSAGE TO YOU ..... 4**

**ZONTA INTERNATIONAL DIRECTOR & DISTRICT 4 LIAISON LIA BAUTISTA..... 5**

**CONFERENCE AGENDA ..... 6**

**CREDENTIALS COMMITTEE REPORT ..... 8**

**FINAL CREDENTIALS REPORT ..... 8**

**ATTENDANCE REPORT ..... 8**

**DISTRICT 4 2026-2028 ELECTION RESULTS ..... 9**

**CONFERENCE RULES OF ORDER, DISTRICT 4..... 9**

    RULES OF ORDER OF THE 59<sup>TH</sup> DISTRICT CONFERENCE 2025..... 9

**CELEBRATION OF LIFE, DISTRICT 4 MEMBERS ..... 10**

**DISTRICT 4 BUSINESS ..... 16**

    DISTRICT 4 FINANCIAL REPORTS..... 16

        Zonta District 4 Accountant’s Compilation Report & Biennial Financial Statements May 31, 2024 and 2022 ..... 16

        District 4 Proposed 2026-2028 Budget, District 4 Treasurer Jill Colburn ..... 22

        Rational for increase / decrease in line items ..... 24

        Definitions..... 25

    MINUTES OF THE 58TH DISTRICT 4 CONFERENCE, NIAGARA FALLS, CANADA, SEPTEMBER 22-23, 2023..... 27

    PROPOSED AMENDMENTS TO ZONTA INTERNATIONAL DISTRICT 4 RULES OF PROCEDURE ..... 27

    PROPOSED ZONTA INTERNATIONAL BYLAWS AND DISTRICT 4 BYLAWS AMENDMENTS .... 27

**KEYNOTE SPEAKER DR. SAMRA ZAFAR - FRIDAY SEPTEMBER 26, 2025 DINNER..... 28**

**CONFERENCE WORKSHOPS ..... 29**

    Mentoring Why Me? Why Not? ..... 29

    “But We’ve Always Done It This Way” – Is your club ticking all the boxes for efficiency? ..... 29

    Sustainability isn’t just about recycling: How Women are affected by climate change ..... 29

    Building Allies, Stronger Together: How Clubs of All Sizes Can Build Partnerships for Bigger Impact..... 29

**DISTRICT 4 AREA DIRECTOR REPORTS ..... 30**

    AREA 1 DIRECTOR, CINDY WEIR, ZONTA CLUB OF OWEN SOUND..... 30

    AREA 2 DIRECTOR, DEBBIE FIELD, ZONTA CLUB OF HAMILTON 1 ..... 30

    AREA 3 DIRECTOR, PEGGY MCGEE-SMITH, ZONTA CLUB OF KENMORE..... 31

    AREA 4 DIRECTOR, HEIDI SALVA, ZONTA CLUB OF CHEEKTOWAGA / LANCASTER..... 32

    AREA 5 DIRECTOR, ROSANNA (ROSIE) PAPALIA, ZONTA CLUB OF JAMESTOWN..... 33

**DISTRICT 4 COMMITTEE REPORTS & UPDATES ..... 34**

D4 Zonta Foundation for Women (ZFW) Committee, ZFW Ambassadors Janice Durmis and Sheena Poole, Zonta Club E Club Cross Border (Canada-USA)..... 34

Membership, Faria Latif, Lieutenant Governor ..... 35

Nominating, Chair Nancy Peacock, Zonta Club E Club Cross Border (Canada-USA) ..... 37

Risk Management, Chair Nancy Peacock, Zonta Club E Club Cross Border (Canada-USA)37

Z Club & Golden Z Club, Holly Puglio, Zonta Club of Bradford ..... 37

Awards Committee, Melinda Johnson ..... 37

Amelia Earhart Fellowship Committee, Chair Holly Anderson, Zonta Club of Toronto ..... 37

Club Creation Committee, Chair Marion Reeves, Zonta Club of Central York ..... 38

Communication Committee, Chair Kristen Beekhuis, Zonta Club of Niagara Falls ON ..... 38

Historian, Mary Yunker, Zonta Club of Batavia-Genesee County ..... 38

Zonta Canada Caucus ..... 39

Zonta USA Caucus Kathleen O’Leary and Bethany O’Hagan..... 40

**CALL TO... ..... 43**

    ZONTA CANADA CAUCUS INFORMATION SESSION AND ONLINE CHAT ..... 43

    D4 SPRING SUMMITS MARCH / APRIL 2026..... 43

    ZONTA INTERNATIONAL CONVENTION JULY 11-14, 2026 ..... 43

        Zonta Convention 2026 Chair, Lori Robinson..... 43

    D4 CONFERENCE 2027 ..... 43

        Governor-Elect ..... 43

**CONTACT INFORMATION ..... 43**

## ZONTA INTERNATIONAL 2024-2026 GOVERNOR DISTRICT 4



### WELCOME TO OUR 59<sup>TH</sup> CONFERENCE

It is with great excitement that I welcome you to our District 4 conference. Your conference committee has been working hard to make this a memorable event.

As in the last biennium, voting online for the new D4 Board will be done prior to the conference to leave more time for fun, fellowship and information gathering. As our Zonta International President, Salla Tuominen says we are to have “Fun with Purpose”. Remember to bring your laptop, tablet or other electronic device as there will be no printed materials available at the conference. Sustainability is part of the ZI strategic plan.

Great thanks to the Conference Steering Committee for all their hard work and time given to make this a great conference - Co -chairs Kris Fletcher and Julie Brown , Lt. Governor Faria Latif, Registration chair-Brenda Graham, Memorial chair – Lindsay Edwards, Credentials chair-Joan Westcott, Online registration – Sandra Cronk and Sheena Poole, Kathy Smith -local contacts, Marnie Piggot for Call to Conference and Program preparation, and our D4 treasurer Jill Colburn for financial receipts and payments. Many thanks to Sheena Poole for the website design and management. You will also see other volunteers at the conference to make everything run smoothly. Thank you to all members who have and will help!

I look forward to seeing you on Zoom for the pre-conference events and in person in St. Catharines, Ontario. I wish you safe travels and bring your Zonta Spirit as we hope to:



Jane Newman  
2024-2026 Zonta International District 4 Governor

## ZONTA INTERNATIONAL PRESIDENT SALLA TUOMINEN'S MESSAGE TO YOU



Dear fellow Zontians,

Welcome to your district conference! It is wonderful that you could be here to celebrate the Zonta Spirit and recognize the vital role we all have in achieving Zonta's mission. This time together is a wonderful opportunity to meet fellow Zontians beyond your club, engage in discussions about important topics and share insights. I thank you for making the time for Zonta.

What makes these conferences special is the opportunity to share and listen to one another about what women's rights mean in your lives, clubs and communities. Even while ongoing counter-movements against DEI and gender-equity occur across the globe, Zontians are standing strong in our unwavering commitment to our values. As we look forward, it is important to realize that while the journey ahead still holds many obstacles, we will not be alone.

I am always encouraged for the future when I read about the actions being taken with your local service and advocacy initiatives, especially in our Zonta Says NO to Violence Against Women and Zonta Says NOW to

gender-equal climate action campaigns. We all resonate with the understanding that real change for more sustainable and equal future begins at the local level, and it is heartening to see so many of you making a real difference despite how easy it would be to look the other way.

But Zontians do not run from the conflicts that threaten to tear down the world we are building. We stand strong in defending the hard-earned advancements in gender equity that we, alongside many others, have tirelessly worked to achieve over the past century.

Let us look ahead with excitement knowing that you will continue to amplify Zonta's presence and participation in the global dialogue on women's rights and gender equity. Let us keep standing for education equality, women in decision-making, climate justice and for ending gender-based violence. Let's continue to speak up for human rights of women and girls and let's continue to take actions!

Until we meet again at the 2026 Zonta International Convention in Vancouver next July, please accept my warmest wishes and heartfelt thanks for your invaluable contributions to Zonta. I wish you all a fulfilling uplifting conference and look forward to the wonderful work that lies ahead as we build a better world for women and girls.

In Zonta Spirit,



Salla Tuominen  
President, 2024-2026  
Zonta International & Zonta Foundation for Women

## ZONTA INTERNATIONAL DIRECTOR & DISTRICT 4 LIAISON LIA BAUTISTA

Mabuhay from Manila, Philippines!



I am honored to be the Zonta International Representative at the Conference of District 4, where the first Zonta Club, ZC Buffalo, and the first international Zonta Club, ZC Toronto, belong! Two countries united to build a better world for women and girls.

It is a great pleasure being your Board Liaison in this biennium and working closely with Governor Jane Newman. I appreciate all the work you are doing in Zonta, specially the actions you take in Zonta Says No and Zonta Says Now, to build a better world for women and girls.

I look forward to attending your District Conference. It is an opportunity to learn from one another, celebrate our achievements and cherish the friendship that we form. From being ready and resilient, together let us be inspired and energized.



Ofelia "Lia" Bautista  
Director/ Board Liaison D4  
Zonta International and  
Zonta International Foundation

**CONFERENCE AGENDA**

<b>Thursday, September 25, 2025</b>		
5:00 PM	D4 Board meeting	
7:00 – 9:00 PM	Dinner by invitation with Zonta International Director, Lia Bautista	

<b>Friday, September 26, 2025</b>		
	Arrange own morning activities	
1:00 – 3:00 PM	Registration & Credentials	Lobby by the Brock Ballroom
1:30 – 2:30	D4 Service Project – Assembly of donation bags for women’s shelter, Gillian’s Place	Four Points by Sheraton, St. Catharines, ON, Decew Room
1:00 – 3:00 PM	Zonta Store & Foundation table setup/open	Brock Ballroom Room
3:00 PM	Hotel Check-in	
3:15 – 5:30 PM	<b>First Business Session:</b> <ul style="list-style-type: none"> <li>● Land Acknowledgement, Flag Parade, Opening Ceremonies - Welcomes, National Anthems, Greetings, Introductions, ZI President Salla Message)</li> <li>● Standing Rules of Conference reminders, Club Delegate Roll Call, Registration Credentials, Approval of Program &amp; 2023 Conference Minutes</li> <li>● ZI Director / D4 Liaison Lia Bautista</li> <li>● D4 Zonta Foundation for Women</li> <li>● Election Results 2026-2028 D4 Board &amp; Nominating Committee)</li> </ul>	Brock Ballroom Room
6:00 – 6:30 PM	Reception and find your dinner seat	Brock Ballroom Room
6:30-7:30 PM	Conference Dinner	
7:45 PM	<b>Keynote Speaker –Samra Zafar (see bio)</b>	
8:30+ PM	Social – mingle, photos	

<b>Saturday, September 27, 2025</b>		
7:30 - 8:45 AM	Continental Breakfast -Buffet	Brock Ballroom Room
8:00 - 8:45 AM	Registration & Delegate Credentials	Lobby by Brock Ballroom Room
7:30 - 8:45 AM	Zonta Store & Foundation Table open	Brock Ballroom Room
9:00 - 10:30 AM	<b>Second Business Session</b> <ul style="list-style-type: none"> <li>● Conference Announcements</li> <li>● Club Delegate Roll Call and Credentials Report</li> <li>● Celebration of Life D4 Members</li> <li>● Inspire &amp; Energize Ice Breaker</li> <li>● 2022-2024 Accountant’s Financial Statements &amp; Compilation Report</li> <li>● Approval of Treasurer Proposed 2026-2028 D4 Budget and Dues</li> <li>● Membership Report &amp; Core Values</li> <li>● Strategic Plan Update</li> </ul>	Brock Ballroom Room
10:25 – 10:35	Break (Zonta store & Foundation Table open)	

59<sup>TH</sup> DISTRICT 4 CONFERENCE 2025

12:00 PM	Hotel Checkout Deadline	
10:35 – 12:00	Resume Second Business Session <ul style="list-style-type: none"> <li>• <i>Approval of proposed amendments to ZI Bylaws, D4 Bylaws, D4 Standing Rules of Procedure</i></li> <li>• <i>Area Director Awards</i></li> <li>• <i>Young Women in Leadership winner – Valeria Gonzales-Sukhai</i></li> </ul>	Brock Ballroom Room
12:00 – 1:15	Lunch Buffet (12:30 Zonta Store and Foundation Table open)	Brock Ballroom Room
1:15 – 1:35 PM	<b>Third Business Session</b> <ul style="list-style-type: none"> <li>• <i>Conference announcements</i></li> <li>• <i>Cheryl Gruber, D4 Service Project</i></li> <li>• <i>Heidi Travaligne, Turning the Peace Bridge Orange</i></li> <li>• <i>**No voting is anticipated in this session; If this changes a Credentials Report will be required</i></li> </ul>	
1:40 – 2:30 PM	Workshops – Session 1 <ul style="list-style-type: none"> <li>• <i>Building Allies, Stronger Together</i></li> <li>• <i>Mentoring – Why Me? Why Not?</i></li> </ul>	Brock Ballroom Room Decew Room
2:30 – 2:40	Transition, Break, Final visits to Zonta Store and Foundation Table	
2:40 – 3:30	Workshop Session 2 <ul style="list-style-type: none"> <li>• <i>But We've Always Done It This Way</i></li> <li>• <i>Sustainability isn't just about recycling</i></li> </ul>	Brock Ballroom Room Decew Room
3:30 – 3:40	Transition Break	
3:40 – 4:15 PM	Resume Third Business Session <ul style="list-style-type: none"> <li>• <i>Conference announcements</i></li> <li>• <i>Call to Spring 2026 Summits, July 2026 Convention, Conference 2027 and Canada Caucus event</i></li> <li>• <i>Final report of Zonta Foundation Ambassadors</i></li> <li>• <i>Conference Evaluation</i></li> <li>• <i>Closing Remarks</i></li> <li>• <i>Conference Closed</i></li> </ul>	Brock Ballroom Room

<b>Saturday, September 27, 2025 evening</b>		
5:15 - 6:00 PM	Dinner at the Hotel	Brock Ballroom
6:05 PM	Depart for the theatre via carpool	Four Points Sheraton Lobby
7:00 – 9:00 PM	Performance of <b><i>Anything Goes</i></b>	Shaw Festival, Festival Theatre, Niagara-on-the-Lake, ON

<b>Sunday, September 28, 2025</b>		
9:00 – 10:00 AM	2024-2026 Board & Conference Steering Committee Wrap Up Meeting	
11:00 AM	Checkout	

***Enjoy the conference and take time to meet new Zonta members and re-establish acquaintances!***

**CREDENTIALS COMMITTEE REPORT**

	<b>Friday, September 21 3:30 PM</b>	<b>Saturday, September 22 8:30AM</b>	<b>Saturday, September 22 1:00 PM</b>	
	<i>Session 1</i>	<i>Session 2</i>	<i>Session 3</i>	
<b>Elected District 4 Officers</b>				
<b>Accredited Delegate Votes</b>				
<b>Accredited Alternates Substituting for Delegate Votes</b>				
<b>Accredited Proxy Votes</b>				
<b>Total Votes Authorized</b>				

**FINAL CREDENTIALS REPORT**

Final number of clubs in district	
Clubs represented by delegates	
Clubs represented by proxies	
Clubs not represented	

**ATTENDANCE REPORT**

District Board	
International Representatives	
Other Zonta Members (Supporting) registered	
Guests registered	
Total Registered	

## DISTRICT 4 2026-2028 ELECTION RESULTS

Governor  
Candidate Faria Latif  
Lt. Governor  
Candidate Diane Balaban  
Candidate Rosanna (Rosie) Papalia  
Treasurer  
Candidate Jill Colburn  
Area 1 Director  
Candidate Kristine Fletcher  
Area 2 Director  
Candidate Trish Mongeon  
Area 3 Director  
No Candidate  
Area 4 Director  
Candidate Angela LaPaglia  
Area 5 Director  
Candidate Eileen Healy  
Nominating Committee  
Candidate Cheryl Gruber  
Candidate Marnie Piggot  
Candidate Heidi Salva

## CONFERENCE RULES OF ORDER, DISTRICT 4

### RULES OF ORDER OF THE 59<sup>TH</sup> DISTRICT CONFERENCE 2025

Reference Call to Conference Pages 32-34 [Link](#)

Rules of Order of the 59<sup>th</sup> District Conference 2025 [File Link](#)

**CELEBRATION OF LIFE, DISTRICT 4 MEMBERS**

**Phyllis Dickinson**  
**Zonta Club of Cheektowaga-Lancaster**



As a member of Zonta for over 42 years, Phyllis was an inspiration to all.

Professionally she worked in the Lancaster School System as a Librarian. She was well regarded in her communities of Cheektowaga, Lancaster and Depew. She volunteered with Meals on Wheels and the Depew Boys and Girls Club. She also volunteered for many years with the Family Justice Center where she helped survivors of domestic violence at their intake desk.

As a member of Zonta she served within her club as Advocacy Chairlady, Secretary, Vice-President and President. She was voted Zontian of the Year in 2007. She also served as the Club Historian with careful care, organization and storing of all things Zonta. She was an active participant in all club activities and loved providing food, especially desserts. She opened her home and her heart to all members and for club activities.

She was not only an excellent leader, she showed her commitment to the mission and goals of Zonta. She participated and rarely missed Club's activities. Every member attending our monthly Business Meeting was greeted with Phyllis' big, friendly and unforgettable smile. Phyllis' soft voice, beautiful smile, warmth, friendliness are missed by all and she will be forever in our minds and hearts.

**Joan Hannon**  
**Zonta Club of Corry**



Always with a smile and never a complaint, Joan truly lived her life. She loved to help others and was always ready for a road trip or a new challenge. Each year, she looked forward to reading through the scholarship applications for Zonta and was inspired by all the talent and beautiful young minds that were educated in Corry. She cherished the summer picnic getting to know the scholarship winners. She was an inspiration to them as well.

Joan called Corry home for nearly 50 years and was a Zonta member for 19 years. She worked for Rice Realty and eventually owned this business from 1986 until 2011. Joan volunteered to serve on many community committees. She started CorryFest with two other business women. In her 80's, she put her heart and soul into Village Friends, an organization that helps senior citizens stay in their own home.

“She was always going,” member Sandy Zeaman said. “You could see her running here and there with her little red head.” Joan was never without her makeup and dressed for success. We all try to live like Joan...wake up in the morning and put your feet on the ground and get moving! Then, thank the good Lord at the end of each day.

**Carolyn Mooney**  
**Zonta Club of Hamburg-Orchard Park**



Carolyn Mooney was an active member of the Zonta Club of Hamburg-Orchard Park for 32 years. She served as President, chaired several committees including Club Awards, service and fundraising projects. She organized social events for club members including the summer picnic.

As an educator, her favorite role was serving as Chair of the Scholarship Committee which she did for many years. Her family established memorial scholarships in her honor which were awarded to several adults returning to school to improve their lives.

Carolyn loved Zonta and dedicated her time and talents to “Build a Better World for Women and Girls.”

**Sylvia Kajiura**  
**Zonta Club of Hamilton 1**



Sylvia was an active member of the Zonta Club of Hamilton 1 since 1975.

She was a past club president, served as a board member twice and chaired many committees including a District Conference held in Hamilton. Sylvia enjoyed travelling to Conferences and Conventions and enjoying fellow Zontians.

Sylvia was nominated as a Hamilton YWCA Woman of Distinction in 2016. Sylvia provided exemplary services to others as both an educator and a volunteer. She was a young single teacher who came to Canada in 1957 from St. Lucia. She was one of the pioneers of Special Education classes in the Catholic School board and piloted the system-wide French Immersion elementary program. She was the first married woman and first black woman in Hamilton to become a school principal. Sylvia was awarded the Outstanding Service Award from the Catholic School Board.

She was a lifelong volunteer and mentor.

**Ellen Munella**  
**Zonta Club of Jamestown**



Ellen was a Zonta member for 14 years.

Ellen served as Chair of our Service Committee for several years. One of Ellen's favorite service projects was our Lily's Hope service. Lily's Hope is a resource for local women who have experienced hair loss due to chemotherapy or other medical condition. Wigs, caps and more, are provided at no charge to a client. Ellen is missed by her Zonta family.

She was a communicant of St. James Parrish, member and past president of both the Zonta Club of Jamestown and the Jamestown Teachers Association. In addition, she was on NEA of NY board of directors. Ellen was an avid reader and loved playing card games.

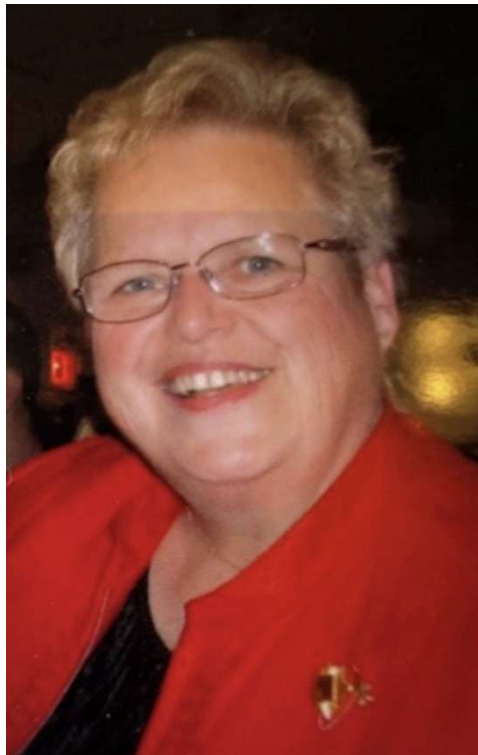
**Barb Slumsky**  
**Zonta Club of Jamestown**



Barb lived a rich life in her Jamestown community both in Zonta and in other organizations. She believed in giving back when she saw an opportunity. Among her many pursuits include working at the Love Express food pantry, volunteering at her church, working with the Knitters Guild to make hats for soldiers and premature babies in the NICU and shawls for nursing homes. She cherished every friendship she made and was happiest spending time with the people she loved.

Barb and her sister took care of “finding” members in the news. If your name or picture were in the paper, you can be sure they would have it. Barb is missed by her Zonta sisters.

**Barbara Munroe**  
**Zonta Club of St. Catharines**



Barbara joined Zonta in November of 1979 and was a strong advocate for women and girls. She attended many International Zonta Conventions as well as conferences and workshops within the district. Barbara was president of the club a couple times and represented the club on the Niagara District Council of Women. She kept everyone informed about the issues impacting women.

She chaired many fundraisers and introduced Trivia Night to the club. Barbara was an original member of the Birthing Kits Committee for the Zonta Clubs of Fort Erie, Niagara Falls and St. Catharines. Her contact with “Not Just Tourists” ensured the clubs that the kits would be transported safely to an area where they would be needed.

Barbara was a kind and generous friend to many and has a special place in the memories of her friends and family.

**Ruth Petryna**  
**Zonta Club of St. Catharines**



I will always remember my friend Ruth with her flaming red hair and interest in many things. She taught French for many years and after retiring, she set up and ran a Pet Sitting Service. One of her greatest loves was animals and she had some very loved and spoiled cats. She loved to travel visiting France, the Caribbean, and many other places. She even taught Latin dancing in Jamaica. She was a bit of a gourmet and loved dining out. She was always excited to try a new restaurant.

Ruth had strong feelings about the need to help women and girls and supported it through her work in clubs – Zonta, Canadian Federation of University Women and the Retired Women Teachers Assoc. She was the person who introduced me to Zonta and had me helping at fundraisers before I even joined. She could be very persuasive. She continued supporting Zonta even as her health failed and she could no longer attend meetings. She will be missed.

Written by Joan Barnett  
ZC of St. Catharines

**Louise Morden**  
**Zonta Club of Niagara Falls, NY**



Louise first joined Zonta in 1969 and remained a member until her death in 2024 at the age of 100. As a member of 55 years, she spent more than half her life as a member of Zonta.

Before her passing she was interviewed by a fellow member and was asked what she liked about Zonta. Her answer: " The association with other women, keeping up to date on current events affecting women, making birthing kits and deep friendships with Daisy Waters, Polly Redanz, and Angie Henderson. What would I do without them."

Louise also commented that she had enjoyed her time, met people she wouldn't have normally met, and had made lifelong friends whom she is eternally grateful.

Louise has had a remarkable life and the Zonta Club of Niagara Falls, NY is extremely fortunate to have her and her contributions to the club.

**Donna Morrow**  
**Zonta Club of Batavia-Genesee County**



Donna joined the Zonta Club of Batavia-Genesee County in March 1973 and remained an active member for 30 years. She served as club president 1984-85 and 1985-86. She chaired multiple Lucky Number Luncheons, set the member schedules to volunteer for Bingo nights at the State Street Nursing Home, and volunteered with other Zontians at the Healthy Women Breast Cancer Clinic distributing refreshments to name just a few of her club involvements.

From hosting Christmas meetings at her home to using her business's office to assemble baskets for Zonta events, she and her husband Murray (also a former member) opened their lives generously to our Club as well as the community. Together they arranged for entertainment guests for the many monthly parties at the various nursing homes in the county with members assisting in distribution of refreshments; she worked diligently at the various food booths held each May just before Memorial Day weekend and during the early air shows in the county. She and member Dora Jones were the leaders for the annual Fall Craft Fair held at the Genesee County Fair Grounds and at the Armory on State Street. Each spring she would be one of the Zonta volunteers to sit at a local bank to sell daffodils.

In service to the community Donna was a member of many organizations including the St. Jerome Hospital Guild, Catholic Daughters of America, Ladies of Charity, American Legion Auxiliary, and the Christian Women's association. She took part in activities supporting parent activities at the St. Joseph School and served for a time as a Girl Scout leader and thoroughly enjoyed her luncheons with the Red Hat Society.

In 1992, she was awarded the club's Humanitarian Award.

**DISTRICT 4 BUSINESS**

**DISTRICT 4 FINANCIAL REPORTS**

*Zonta District 4 Accountant's Compilation Report & Biennial Financial Statements May 31, 2024 and 2022*

**DISTRICT 4 ZONTA INTERNATIONAL**

**BIENNIAL FINANCIAL STATEMENTS**

**MAY 31, 2024 and 2022**

DISTRICT 4 ZONTA INTERNATIONAL  
TABLE OF CONTENTS

	<u>Page</u>
Accountant’s Compilation Report .....	1
Biennial Statements of Assets, Liabilities and Net Assets .....	2
Biennial Statements of Support, Revenue, Expenses and Changes in Unrestricted Net Assets.....	3
Notes to Financial Statements.....	4

# MARCIA C. BLISS, CPA

CERTIFIED PUBLIC ACCOUNTANT

511 NORTH MAIN STREET, -JAMESTOWN, NY 14701  
7 16-48 7-2468 • FAX 487-2460


## ACCOUNTANT'S COMPILATION REPORT

To The Board of Directors of  
District 4 Zonta International

I have compiled the accompanying biennial statements of assets, liabilities, and net assets- modified cash basis of District 4 Zonta International (a nonprofit organization) as of May 31, 2024 and 2022, and the related biennial statements of revenues, expenses, and changes in net assets - modified cash basis for the bienniums then ended. I have not audited or reviewed the accompanying financial statements and, accordingly, do not express an opinion or provide any assurance about whether the financial statements are in accordance with the modified cash basis of accounting.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

My responsibility is to conduct the compilation in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. The objective of a compilation is to assist management in presenting financial information in the form of financial statements without undertaking to obtain or provide any assurance that there are no material modifications that should be made to the financial statements.



MARCIA C. BLISS, CPA

September 16, 2025

CONFERENCE PROGRAM

PAGE 18

DISTRICT 4 ZONTA INTERNATIONAL  
Biennial Statements of Assets, Liabilities and Net Assets - Modified Cash Basis  
May 31, 2024 and 2022

	2024	2022
<u>ASSETS</u>		
CURRENT ASSETS		
Cash	\$46,347	\$48,765
Money Market	\$30,064	30,013
Deposits on Retreat and Conference	1,348	-
Total Current Assets	77,759	78,778
TOTAL ASSETS	\$77,759	\$78,778
 <u>LIABILITIES AND NET ASSETS</u>		
LIABILITIES		
Deferred Dues Income	\$5,520	\$ -
UNRESTRICTED NET ASSETS		
General	61,239	67,778
Board Designated:		
Conference Reserve	6,000	6,000
Reserve	5,000	5,000
Total Unrestricted Net Assets	72,239	78,778
TOTAL LIABILITIES and NET ASSETS	\$77,759	\$78,778

See accompanying notes and accountant's report

DISTRICT 4 ZONTA INTERNATIONAL  
 Biennial Statements of Support, Revenue, Expenses and  
 Changes in Unrestricted Net Assets - Modified Cash Basis  
 For the Bienniums Ended May 31, 2024 and 2022

	For the Biennium 6/1/22 to 5/31/24	For the Biennium 6/1/20 to 5/31/22
<b>SUPPORT AND REVENUE</b>		
Per capita dues	\$29,497	\$29,637
Fundraising - Amelia Earhart	5,286	3,734
Miscellaneous	3,154	7,731
Interest income	51	13
	<hr/>	<hr/>
Total Support and Revenue	37,988	41,115
<b>EXPENSES</b>		
Administration	2,212	-
Area Directors	610	-
Awards and Gifts	640	-
Board Meetings	5,531	200
Conference	926	4,548
Convention	16,113	-
Funds to Amelia Earhart	5,286	3,734
Governor	1,704	133
Insurance/Misc/Other	1,417	5,985
Membership	1,009	-
Office Expense	1,657	1,063
Other Committees	385	-
Public Relations	715	573
Training Area Directors	1,250	-
Workshop	5,072	600
Z Club	-	250
	<hr/>	<hr/>
Total Expenses	44,527	17,086
	<hr/>	<hr/>
Change in Net Assets	-6,539	24,029
Unrestricted Net Assets, beginning	78,778	54,749
	<hr/>	<hr/>
UNRESTRICTED NET ASSETS, ending	<u>\$72,239</u>	<u>\$78,778</u>

See accompanying notes and accountant's report

DISTRICT 4 ZONTA INTERNATIONAL  
Notes to Financial Statements  
May 31, 2024

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities

Zonta International was founded in 1919 and organized under the not-for-profit laws to advance the status of women worldwide. The International organization is divided into districts primarily for the purpose of administration of the objectives of the International organization to local clubs. District 4 was formed in 1920. The District is comprised of clubs in western New York State, western Pennsylvania, and Ontario, Canada.

Basis of Accounting

The financial statements of the District have been prepared on the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Under that basis, certain revenues and the related assets are recognized when received rather than when earned and certain expenses are recognized when paid rather than when the obligations are incurred. Consequently, the Organization has not recognized monies receivable, accounts payable to vendors, and their related effects on the change in net assets in the accompanying financial statements.

Basis of Presentation

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Accounting Standards Codifications (ASC) No. 958, Not-For-Profit Entities. Under ASC No. 958, the District is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Revenue Recognition

Revenue is recognized when received except for the annual dues assessment. Annual dues received for the subsequent fiscal period are recorded as deferred dues income.

Contributed Services

The Organization is completely serviced by volunteers in carrying out the Organization's purposes. No amounts have been reflected in the financial statements for those services since they do not meet the criteria for recognition under ASC No. 958.

Income Taxes

The District is exempt from federal and state income taxes under Internal Revenue Code Section 501 (c)(7).

Cash and Cash Equivalents

Cash and cash equivalents include all monies in banks and investment accounts.

**District 4 Proposed 2026-2028 Budget, District 4 Treasurer Jill Colburn**

(Updated from Call to Conference report to include actual 2022-2024 biennium comparative figures)

**Zonta District 4 Budget Proposal  
For 2026-2028 Biennium**

The Proposed Budget for 2026-28 provides for **no increase in District dues**. The budget is driven by membership dues and is based on 620 members. District membership at the beginning of the current biennium (June 1, 2024) was 624. Membership as of June 1, 2025 stands at 625. This trend is supported by the positive growth and member retention of many clubs in the District. The Proposed Budget allows the District to continue supporting clubs and their members at a consistent level to support this momentum. Prior biennia data presented here does show a decline in membership since the 2018-2020 biennium. The decrease reflected is caused by the loss of two clubs in the District. To the positive, one new club has been created during this time.

The District is in a good position regarding its net assets, or reserves. A conservative rule of thumb for non-profit organizations is to hold one operating cycle (for the District, 2 years) of revenue in reserve. Financial statements for 2022-2024 reflect biennial dues revenue of \$29,497 and net assets of \$72,239. The District currently holds more than two operating cycles of revenue in reserve. This is a favorable position to face an unexpected loss in revenue or increase in expense in the future. The District reserves are reflected in our cash balances. Circumstances have not changed in the current biennium-to-date. Total cash balances as of May 30, 2025, are \$83,395. Remaining obligations for the remainder of the biennium based on the budget are approximately \$14,700.

The Proposed Budget for 2026-28 is presented below along with comparative data for previous biennia. Actual data for the 2022-24 will be provided prior to conference. Note that prior biennium data shows some expense reclassifications to more accurately and meaningfully categorize expenses of the District. Definitions are provided for each expense category. The proposed budget shows a new category to provide support to the Foundation Ambassadors as they travel the District to raise funds for the Zonta Foundation for Women. Rationale for the proposed budget is also included.

Please note that the 2020-2022 biennium does not provide the opportunity for a “look-back” as an estimate for expenses due to the pandemic. Usual operations and events did not take place for much of that biennium. Revenue and expenses for the current biennium are presented for the first half of the biennium, as of May 31, 2025. Dues revenue includes annual dues collected at both June 1, 2024 and 2025. Additional dues revenue will be reported for new members as they join during the final year of the biennium.

Respectfully submitted,

Jill Colburn

59<sup>TH</sup> DISTRICT 4 CONFERENCE 2025

BIENNIUM	2020-2022		2022-2024		2024-2026		2026-2028
DISTRICT BUDGET	Budget	Actual	Budget	Actual	Budget	Actual - 12 Mos 5/31/25	Proposed Budget
<b>REVENUE</b>							
Per Capita Dues (\$20)	\$ 31,200	\$ 25,629	\$ 28,000	\$ 25,393	\$ 23,000	\$ 25,990	\$ 24,000
Conference Assess (\$3)	4,680	4,008	4,200	4,104	3,450	3,660	3,750
Interest	-	13	25	51	25	28	2,000
Proceeds from Club Dissolu	-	-	-	3,154	-	-	-
Miscellaneous	-	7,731	-	-	-	-	-
<b>TOTAL REVENUE</b>	<b>\$ 35,880</b>	<b>\$ 37,381</b>	<b>\$ 32,225</b>	<b>\$ 32,702</b>	<b>\$ 26,475</b>	<b>\$ 29,678</b>	<b>\$ 29,750</b>
<b># of Members</b>	<b>780</b>	<b>669</b>	<b>700</b>	<b>624</b>	<b>575</b>	<b>625</b>	<b>620</b>
<b>EXPENSE</b>							
Administration			\$ 2,000	\$ 2,783	\$ 1,300	\$ 1,469	\$ 2,200
Area Directors	2,400	-	775	610	1,300	191	1,300
Awards & Recognition	1,200	-	1,000	640	300	-	300
Board Meetings	7,000	200	6,500	5,531	4,500	3,516	4,800
Conference	6,000	4,548	5,000	2,012	2,400	-	3,000
Convention	6,200	-	6,000	16,113	5,500	-	6,000
Governor	3,000	133	3,000	1,704	2,000	721	2,000
Lt. Governor	1,000	-	1,000	-	400	140	500
Insurance				1,417	1,450	781	1,700
Membership	1,200	-	550	1,009	500	-	500
Foundation Ambassadors							500
Other Committees	1,100	-	700	385	300	-	300
Public Relations	1,000	573	1,200	715	750	263	500
Training-Area Directors	1,230	-	1,000	1,250	1,250	1,057	1,200
Summits/Workshops	1,500	600	2,000	5,072	975	153	1,100
Z Clubs	250	250	500	-	100	-	100
Office Expenses	2,700	1,064	1,000				-
Secretary/Treasurer	100	-					-
Misc/loss/fees/charges	-	5,985	-	-	-	-	-
<b>TOTAL EXPENSE</b>	<b>\$ 35,880</b>	<b>\$ 13,353</b>	<b>\$ 32,225</b>	<b>\$ 39,241</b>	<b>\$ 23,025</b>	<b>\$ 8,291</b>	<b>\$ 26,000</b>
Conference Assessments				4,104	3,450	3,660	3,750
<b>TOTAL DISTRICT EXPENSE</b>	<b>\$ 35,880</b>	<b>\$ 13,353</b>	<b>\$ 32,225</b>	<b>\$ 43,345</b>	<b>\$ 26,475</b>	<b>\$ 11,951</b>	<b>\$ 29,750</b>

### Rational for increase / decrease in line items

#### **REVENUE**

**Per Capita Dues** – Based on a membership of 620 members at \$20 per member. Supported by actual membership of 624 at 6/1/24 and 625 at 6/1/2025. Membership appears to have stabilized from larger losses in the previous two biennia.

**Conference Assessments** – Based on a membership of 620 members at \$3 per member. Note that these funds do not impact this budget as they are transferred and used in the Conference Budget developed by the Conference Committee. See the corresponding expense to reflect the transfer to the Conference Budget.

**Interest Income** – The District transferred \$30,000 from a Money Market Checking to a Certificate of Deposit in November 2024. The CD is currently earning 3.49% through November 2025. The budget was conservatively developed assuming an investment of \$30,000 at 3.0% for two years.

#### **EXPENSE**

**Administration Expense** – Based on projected expenses for the current biennium. Proposed expenses include technology costs (website, email, newsletter communication), PayPal fees for collection of dues, PO Box and postage, bookkeeping software, and general office supplies.

**Area Director** – Area Directors connect the District to the Clubs. They are expected to visit each club in their area at least once per biennium. In practice, most do so more frequently as they attend club fundraisers and club meetings to induct new members. Travel expenses are limited to those defined in the District Reimbursement Guidelines

**Awards & Recognition** – Expenses typically take place around District Conference time. Based on prior activity there is no proposed change from the current budget.

**Board Meetings and Retreat** – The majority of expenses are for the Board & Committee Chair Retreat that takes place in September of the first year of the biennium. This retreat has been held in Lewiston, NY at the Center of Renewal for many years. All expenses in the current biennium are related to the Retreat. The budget encompasses that cost plus the cost of at least one in-person board meeting. Other board meetings are held virtually. Costs for an in-person board meeting may include a meeting room fee, a modest lunch and refreshment, and mileage reimbursements according to the District Reimbursement Guidelines. The current reimbursement rate is \$0.50 per mile, far below the current IRS rate of \$0.70 per mile. A small increase is budgeted to encourage Committee participation at in-person meetings.

**Conference** – These are expenses outside of the Conference Budget to cover some of the costs of attendance for District Officers as outlined in the Reimbursement Guidelines. These include the registration fee, one-half of the hotel cost and mileage. The proposed amount brings the budget closer to prior biennium actual expense.

**Convention** – The proposed budget is intended to cover the costs for the Governor and Lt. Governor to attend the International Convention in 2028. A modest increase is proposed to account for unknown global economy shifts that may occur by 2028.

**Governor** – No proposed change to this category. The Governor attempts to visit each club at least once per biennium. Expenses for travel are limited to those in the Reimbursement Guidelines.

**Lt. Governor** – A small increase is proposed to recover from a sharp decrease made to the current biennium budget. Travel expenses are limited to those in the Reimbursement Guidelines.

**Insurance** – This District purchases a Directors and Officers Liability Policy. The 2025 annual premium was \$781. As insurance costs tend to increase every year, the proposed budget includes a potential 5% increase for two years.

**Membership** – No change is proposed. Costs are intended to support growth and retention in membership and includes ZING fund requests from clubs.

**Other Committees** – No change is proposed. Current budget supports the work of other committees at the District level.

**Public Relations/Marketing** – A decrease is proposed to reflect the actual expenses incurred.

**District Ambassadors** – New category to support the work of District Ambassadors as they travel to District events and individual Clubs to promote the Zonta Foundation for Women and Zonta International Service Projects.

**Training for Area Directors** – Minor decrease in budget. Actual current expense for the Area Director Training (also held at the Center for Renewal) was \$1,057.

**Summit/Workshops** – This cost is intended to cover the registration, accommodation and travels costs for certain officers to participate in Summits outside of their home Area. A modest increase is proposed as costs vary depending on locations.

**Z Clubs** - No change is proposed based on activity in previous biennia.

## **Definitions**

---

The following is a list of line items identified in Zonta International District 4 budget. A definition and potential list of eligible expenses is provided for each line item.

**Administration** - This line items covers operating expenses of the District, such as supplies, technology expenses, administrative, bank, exchange fees, losses, mailings, P.O. boxes, etc. or items that are necessary in the day-to-day conduct of District business. Outside accounting, legal services are also included in this line item.

**Area Director** – Eligible expenses incurred by an Area Director in the delivery or conduct of Zonta business. This may include expenses that support the delivery of activities within the jurisdiction served by the Area Director. Travel to visit clubs with areas served at least a minimum of one per biennium.

**Awards & Recognition** – Includes the costs of recognizing accomplishments, honorariums or other forms of payment or items that may be bestowed upon internal members, clubs, external partners or individuals whose actions directly reflect or impact the Zonta mission.

**Board Meetings** – Costs to conduct Board Meetings. This includes all costs associated with the planning and conduct of meetings, such as but not limited to; room rental, printed materials, audio visual, food and beverage, etc. which are considered integral to carrying out the meetings. This includes the costs of travel expenses for Board members and other necessary attendees as deemed by the Governor. Travel expenses will be reimbursed based on guidelines in effect at the time of travel. Includes the yearly meeting of Board Members and Committee Chairs normally held once during the biennium in September.

**Conference** – Fees associated with attendance by Board Members identified in District Reimbursement Guidelines are eligible in this expense category. Note: Expenses which are deemed eligible for carrying out conference activities specific to the District Conference and are not paid for through registration fees and determined to be an eligible expense will be budgeted under a separate Conference budget which will include the \$3 fee paid by the membership in their dues and not included in the District budget.

**Convention** – Expenses include registration fees and travel costs incurred by the incoming and outgoing Governors for attendance at the Zonta International convention as identified in the Reimbursement Guidelines.

**Funds to ZI-AE** – Funds transferred to Zonta International to support Amelia Earhart activities carried out by ZI. This may also include funds to be transferred to ZI to support other international activities. Normally there are no expenses incurred in the line item, since income from funds is based on donations.

**Governor** – Expenses incurred by the Governor which support the operations of the District or promote the Zonta mission. Includes expenses related to travel, incidental expenses or associated costs while representing Zonta and the district among members, partners and like-minded organizations whose mission aligns with Zonta.

**Insurance** – The cost of District Officers & Directors insurance, or other insurance coverage that needs to be secured for district events.

**Lt. Governor** – Expenses incurred by the Lt. Governor which support the operations of the District or promote the Zonta mission. Includes expenses related to travel, incidental expenses or associated costs while representing Zonta and the district among members, partners and like-minded organizations whose mission aligns with Zonta.

Membership activities carried out by the Lt. Governor are not covered in this line item and should be included in membership.

**Membership** – Cost of activities, membership drives, promotional material, training programs or other actions which serve to increase, develop and/or retain membership within the District. This may also include expenses to cover Zing requests from Clubs.

**Other Committees** – Eligible expenses which have been identified by the Committee Chair and support the operations or enhance/promote committee activities within the District which have been approved by the Board or Governor.

**Public Relations/Marketing** – Costs associated with activities or processes that serve to increase or maintain a favorable public image for the District and Zonta as a whole. Activities or supplies that work to build a mutually beneficial relationship between Zonta, its partners and the public may be eligible expenses. Items such as business cards, tokens which reflect Zonta, public information about the organization, brochures, etc. are examples of such expenses.

**Training – AD** - Costs for planning, development and/or delivery of training for Area Directors. This also includes any travel expenses incurred for mileage and meals. This could also include any training hosted by the ADs for the presidents in their area/s/.

**Workshops /Summits** - The costs of workshops/summits should be self generating and any losses would be covered by clubs within the hosting area/s/. The costs expended in this line item would be items not covered by the budgeted expenses for the summit, such as District representatives travel expenses. Eligible expenses will be reimbursed in accordance with Reimbursement Guidelines

**Z Clubs** - Assist clubs in promoting and carrying out Z Club activities, including speakers.

## MINUTES OF THE 58TH DISTRICT 4 CONFERENCE, NIAGARA FALLS, CANADA, SEPTEMBER 22-23, 2023

Reference Call to Conference Pages 41-56 [File Link](#)

Minutes of the 58th District 4 Conference, Niagara Falls, Canada, September 22-23, 2023 [File Link](#)

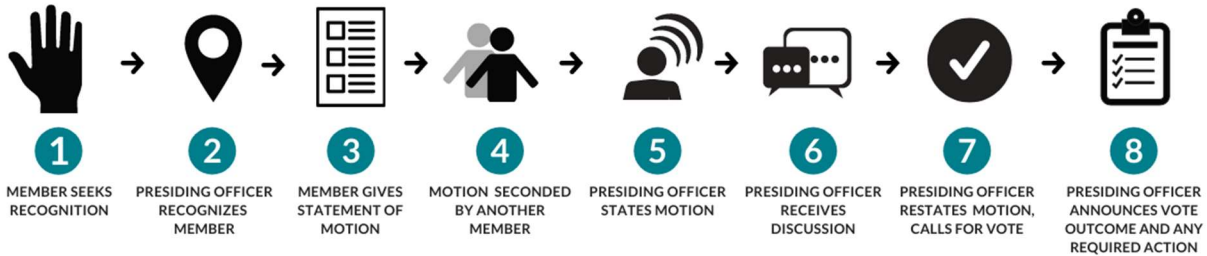
## PROPOSED AMENDMENTS TO ZONTA INTERNATIONAL DISTRICT 4 RULES OF PROCEDURE

Reference Call to Conference Pages 57-61 [File Link](#)

Proposed: Zonta International bylaw changes, District 4 Bylaw changes and District 4 Rules of Procedure changes [File Link](#)



### HOW TO PRESENT A MOTION BASED ON ROBERT'S RULES OF ORDER NEWLY REVISED



Read full steps and more about parliamentary procedure in the Club Manual at [www.zonta.org/Web/My\\_Zonta/Governance/Manuals](http://www.zonta.org/Web/My_Zonta/Governance/Manuals)

## PROPOSED ZONTA INTERNATIONAL BYLAWS AND DISTRICT 4 BYLAWS AMENDMENTS

Reference Call to Conference Pages 62-65 [File Link](#)

Proposed: Zonta International bylaw changes, District 4 Bylaw changes and District 4 Rules of Procedure changes [File Link](#)

**KEYNOTE SPEAKER DR. SAMRA ZAFAR - FRIDAY SEPTEMBER 26, 2025 DINNER**



Dr. Samra Zafar is passionate about helping people live and lead with courage to become agents for change. She is an award-winning international speaker, bestselling author, and resident psychiatrist who specializes in authentic leadership, belonging, and inclusive wellness. In her captivating keynotes, Dr. Zafar shares valuable, science-backed tools and insights to help leaders build authentic connections and inclusive workplace cultures that foster high performing, resilient, and agile teams for transformational results.

After escaping a decade of abuse as a child bride in Canada, Dr. Zafar pursued her education and became a global advocate for progress. Her bestselling memoir, *A Good Wife: Escaping the Life I Never Chose*, shares her journey while her second book, *Unconditional: Break Through Past Limits to Transform Your Future*, details science-based strategies rooted in lived experience to help readers unlearn limiting beliefs and live fuller, unconditional lives.

Previously a leader in financial services, Dr. Zafar is currently completing her residency in psychiatry at the University of Toronto. She is also the founder and executive director of Brave Beginnings, a registered charity that provides mentorship to survivors of abuse. Her work has been featured in several national and international media outlets, including *The Huffington Post*, Harvard Medical School's *Primary Care Review*, CTV, CBC, Global News, the *Globe and Mail*, the *Toronto Star*, and more.

A four-time TEDx speaker, Dr. Zafar has been recognized as one of Canada's Top 100 Most Powerful Women, Top 25 Most Inspirational Women, and Top 25 Canadian Immigrants. She is a trailblazer, spearheading inclusion and wellness in organizations across the world. Past speaking clients including RBC, TD, Manulife, Deloitte, CPA, Yale University, Adidas, Art of Leadership, Canadian Psychiatric Association, UNICEF, and several other corporations, associations, and universities. Her keynotes combine scientific research with hard-earned life lessons to share courageous strategies that lead to bold results.

Dr. Zafar earned her medical degree from McMaster University. She also holds a bachelor's and master's degree in economics from the University of Toronto. Formerly a governor at the University of Toronto, Dr. Zafar currently sits on the board of Women's College Hospital Foundation. She also served as chair of the University of Toronto Mississauga Campus Council.

## CONFERENCE WORKSHOPS



### ***Mentoring Why Me? Why Not?***

**Presenter:** Lori Robinson, Zonta Club of Brampton-Caledon, Past D4 Governor, 2026 Zonta International Vancouver Convention Chair

Mentoring is not about changing a person; it is about sharing your knowledge and experience to bring out the best in them. A true mentor nurtures growth and development in others, so that they realize their full potential.

As a mentor, you share your knowledge, skills and passion with others. You can be an effective mentor by honing skills that enable you to share your wisdom and experience in the best way.

*Why YOU? Why Not?*



### ***“But We’ve Always Done It This Way” – Is your club ticking all the boxes for efficiency?***

**Presenter:** Kathleen Douglass, Zonta Club of Brampton-Caledon, Past Zonta International Director and D4 Governor

Internal Communications: club management: meetings – (online calendars, consent agenda, virtual links, member participation, meal orders, etc.)

Resource management: Dropbox, Google Drive, QuickBooks, communication aids (Canva, etc), project management (MOUs, task tracker), considerations for new projects and post-event reviews, strategic planning, succession planning. Communications management: contact lists, Eventbrite, social media, etc.



### ***Sustainability isn’t just about recycling: How Women are affected by climate change***

**Presenter:** Bethany O’Hagan, Zonta Club of Jamestown

Every day, we throw away millions of pounds in landfill bound waste. It is adding to our global temperatures and adding to our rapid climate changing in ways that are impacting women more than you know.

*Learn how you can help change the world one micro action at a time.*

## ***Building Allies, Stronger Together: How Clubs of All Sizes Can Build Partnerships for Bigger Impact***

**Presenters:**

Zonta Club of Kitchener-Waterloo – Julie Brown  
Zonta Club of Batavia Genesee – Kristin Gordon, President  
Zonta Club of Bradford - Holly Puglio

Presented by three Zonta clubs—small, medium, and large, this workshop shares real strategies for collaborating with local allies to lighten the load, grow your membership, and advance advocacy and service goals. This will help find new service projects, fundraise and do advocacy.

## DISTRICT 4 AREA DIRECTOR REPORTS

### AREA 1 DIRECTOR, CINDY WEIR, ZONTA CLUB OF OWEN SOUND



Congratulations on choosing to attend the conference. I hope that while you are gathered you will reach out to the clubs in Area 1 and share stories, ideas and fun.

Area 1 consists of 4 clubs – Guelph, Kitchener-Waterloo, Owen Sound and Woodstock. Guelph is our smallest club with 5 members who have excelled in encouraging partnerships so that they may contribute significantly to their area. They always have a large number of events during 16 Days of Advocacy. This club is small and mighty.

Owen Sound has been so very active this year and attempted, a new to them, fundraiser. Fun and Fabulous Zonta Fashion Show was a wonderful success that left the attendees wanting to know when the next one would be held. The answer – September 2026. This added significantly to the club's contributions back to the community. Owen Sound's proud membership will be celebrating 40 years of service in 2026.

Kitchener-Waterloo is our largest club with 29 members which includes the 8 new members they inducted in 2025. This year they made 2,000 birthing kits to be distributed through World Vision. Their successful viewing of "Fashion Reimagined" to a sold-out crowd on IWD raised over \$9,000. In total this past year they distributed \$57,000 to organizations in the KW area.

Woodstock has something to celebrate – 65 years since their charter. Congratulations to the club members on reaching this milestone. Follow their FaceBook page to listen to their EmpowerHer podcast. Their golf classic is always a success and this year they added men to the player mix.

According to surveys Area 1 and 2 held a very interesting and successful Spring Summit in April. Thanks to those who participated as club ambassadors to help plan and execute the event. It couldn't have been done without you. Plans are underway for Summit 2026.

I encourage all of you to consider taking on a role at the district level. Participating at the board level gives you a different perspective on club work and Zonta International as a whole.

### AREA 2 DIRECTOR, DEBBIE FIELD, ZONTA CLUB OF HAMILTON 1



It has been a very full year of learning and new friendships. Starting with the Crossover meeting in May 2024 where we met as a board with the outgoing board and committee chairs, we soon met as new Area Directors with the Governor and Lt Governor for training in June 2024. It was great to learn more about my fellow AD's and make plans with Jane and Faria for the upcoming biennium.

I was most pleased to meet with the 6 Area 2 Presidents. I appreciated the support and breadth of knowledge they brought to our discussions, not only to assist me, but also to help each other. As such we have shared ideas and best practices about membership, birthing kits, Golden Z clubs, insurance, bylaws, etc. Our newest club, Central York, was twinned with a club in Italy, and Toronto and Brampton Caledon clubs have become mentor twins to clubs in Australia.

I have been pleased to attend club meetings, fundraisers and a Z-Club Conference, and look forward to visiting clubs again in the second part of the Biennium.

The Spring Summit was a great success, and many thanks go to my co-chair, AD1 Cindy Weir, and the many Zontians in the Planning Committee. Zonta Spirit was awesome!

I am looking forward to seeing many Zontians at Conference and sharing the successes of clubs in Area 2.

## AREA 3 DIRECTOR, PEGGY MCGEE-SMITH, ZONTA CLUB OF KENMORE



### Overview

The 2024-2025 Zonta year was marked by a range of activities among the six Area 3 clubs: eClub Canada US, Grand Island, Kenmore, Lockport, Niagara Falls Ontario, and St. Catherines. These clubs recruited new members, supported local charitable initiatives, provided academic scholarships and undertook projects aimed at increasing Zonta's visibility within their communities, with ongoing efforts to contribute to build a better world for woman and girls.

### Key Achievements:

- Continuous recruitment of new members across all Area 3 clubs.
- Retention of long-term members, who provide knowledge, mentoring and stability to Area 3 clubs.
- Clubs maintained a welcoming environment for current members interested in transferring between clubs, facilitating smooth transitions and supporting personal growth within Area 3 clubs
- Continued support of local charities through both monetary donations and volunteer activities, reinforcing the clubs' reputation as valued contributors to the local community.

### Service and Advocacy:

- Area 3 clubs collaborated with local agencies focused on women's issues, with particular attention to human trafficking prevention.
- Scholarships were provided to support young women's education and those returning to work.
- Clubs addressed domestic violence by sharing educational resources and providing contact information for affected individuals.
- Each club promoted the 16 Days of Activism through various activities.

### Some Challenges That Face Area 3

- Recruitment of new members remains a continual challenge.
- Raising necessary funds to support organizational goals will be difficult in financially uncertain times.
- There is a need for systems that allow Area 3 clubs to offer programs equitably for both US and Canadian clubs, encouraging greater cross-border participation.

### Our Fund-Raising Activities

- Trivia Night
- Pancake Breakfast
- Plant Sales
- Lucky Number Brunch
- Working at sport events.

### Some of our goals for the next year:

- Focusing on attracting younger individuals who may contribute different perspectives and ideas to clubs and support the club's sustainability.
- Creating and refining recruitment strategies through regular brainstorming sessions

**AREA 4 DIRECTOR, HEIDI SALVA, ZONTA CLUB OF CHEEKTOWAGA / LANCASTER**



All the District 4 Area 4 clubs have worked diligently to support the Zonta International mission of building a better world for women and girls. All the clubs have raised funds in a variety of ways to provide scholarships and give educational opportunities to woman and girls. All the clubs have recognized trailblazing women in their communities with the Yellow Rose Award honoring their contributions.

This year the Geneva club has worked to raise awareness of the Native American women who have gone missing or have been murdered. They've also collected many supplies and worked with service agencies in their community, including the local shelter, to help women and girls in need. The Geneva Club has spearheaded projects on women's history, suffrage, and women's rights. An additional project was to fund a no-interest loan through KIVA to help women around the world who don't have access to banking to start or grow a business of their own.

The Hamburg Orchard Park Zonta club has done a great deal of volunteer work. They've also collaborated with other community members, and they have supported Sleep in Heavenly Peace, which purchases beds and bedding for needy children. They've also raised awareness about domestic violence through their projects called "Stop the Violence." They supply local food pantries, and they also do distributions of items collected for people in need and they worked with the women's shelter.

The Cheektowaga-Lancaster Club has raised funds to support Haven House, a shelter for victims of domestic violence and the Family Justice Center. They've donated goods to the Buffalo International Institute to help refugees. Members delivered resource guides to town courts in Erie County for victims of domestic violence as a culminating activity to the Court Watch Program. They've donated time to support local agencies.

The Batavia club has worked on knitted knockers for cancer victims and donating personal care items and undergarments to local students in the BOCES program. They've also organized a free workshop on self-defense through a grant, and they have collected cleaning supplies for their spring-cleaning drive in the community. Batavia club partners with the Heart of Kindness Center and Community Action to provide donations throughout the year.

The Buffalo club provides snacks and support for women in their respite program. These are mothers with low income and mothers dealing with autistic children.

The Buffalo Club has open book club meetings on a regular basis. Many women who have participated in the book club have become new members of their club. The Buffalo Zonta Club supports the Buffalo public schools with warm clothing collections and other items needed by area children. They also work with the Family Justice Center of Erie County and the crisis center. They sent a supply of birthing kits to Peru.

The Rochester club has provided many grants for some area agencies including Angels of Mercy for their Butterfly Boutique's Dignity for Women program, Brightstar Community for Outreach & Support for Female Survivors of Human Sex Trafficking, St. Joseph's Neighborhood Center for their Female-Focused Mental Health Program, The Margaret Home - Women's Empowerment Program and Self-Sustaining Home Environment.

All 6 clubs do volunteer work, and they've recognized different members of the community with their yellow Rose awards. Several of the clubs are working with the twinning program internationally. Many of the clubs work with the local libraries to help with raising awareness of programs and events that are in the community. Half of the clubs are supporting the first all-female Honor Flight leaving Buffalo this October. Areas three and four worked together for the spring Summit to raise awareness of climate and how it impacts women worldwide. It also raised awareness of how to be better prepared to manage disasters.

This year, I have seen firsthand how our clubs in District 4 have been participating with other area clubs on different activities they have sponsored. This has engendered new friendships and helped to sustain old friendships in the Zonta Spirit.

**AREA 5 DIRECTOR, ROSANNA (ROSIE) PAPALIA, ZONTA CLUB OF JAMESTOWN**



The September 2024-June 2025 timeframe was a busy one for all the clubs in Area 5 (and formerly Area 6). I was delighted and honored to attend meetings in the fall and spring each for Olean NY, Bradford PA and Warren PA; regular business and program meetings with Jamestown (home club), and a special Amelia Earhart dinner with the Erie, PA club. I was invited but unable to attend a meeting at the Oil City-Franklin club due to a prior commitment. I'm excited to announce our membership for all clubs has either been stable or grown throughout the program year. In Warren, Jamestown, Olean and Bradford I have been able to participate with the induction of new members and for two of the clubs, installations of the

officers for 2025-2026.

Due to our geographical locations across the area, we attempted all online meetings for the presidents. While we weren't able to achieve full participation in all meetings, the communication and regular reporting from all presidents has been consistent. Presidents have reported successes in ticket and basket raffles, cash fundraisers, tournaments, special recognition dinners, awards, community and Zonta specified events like Zonta Says No, and continued Birthing Kit assembly and distribution. All clubs have also increased social and print exposure with many newspaper articles and multiple social media posts being liked and shared among members and other clubs. Clubs are also working closer together with more *all-club invitations* being exchanged.

Spring Summit was a great success in Area 5 with over 70 registrants and 4 fantastic speakers from the community. Attendees appreciated the all-in-one venue as hotel, restaurant the evening before and summit location. Door prizes, survey scratch-offs and informative updates from our Governor and D4 representatives were given.

All clubs have been gaining much momentum through their fundraising, events and membership drives, and I anticipate even more growth as they continue with current leadership in the next half of this biennium.

## DISTRICT 4 COMMITTEE REPORTS & UPDATES

### *D4 Zonta Foundation for Women (ZFW) Committee, ZFW Ambassadors Janice Durmis and Sheena Poole, Zonta Club E Club Cross Border (Canada-USA)*

Welcome to the Zonta International District 4 Conference from the D4 ZFW Ambassadors and Committee.

Celebrate the Zonta Foundation for Women's four decades of impact for women and girls around the world!

Zonta International has provided life changing opportunities for women and girls through our international service projects and awards. This will continue with your support and donations and Zonta International will continue to grow through your endowment giving.

Together we are effective. Help us meet our biennial goals of every member donating at least once during the biennium. We have twenty-two percent of members giving. Seventy-seven percent of clubs have donated. Let us make this one hundred percent with our conference donations. We asked clubs to schedule a ZFW presentation at one of your meetings. We have increased our presentations, but we still have time left in the biennium to have one hundred percent participants. We thank clubs who have scheduled a club presentation tailored to your club and recognize you at D4 Conference.

District 4 can reach one hundred percent club and member status during this biennium. Charitable giving is an act of kindness that has a very positive impact to Build a Better World for Women and Girls. Donations today impact future generations. The Zonta Foundation for Women is only successful with your support. We can make this happen together.

To view the current international projects, awards, and endowments with the monetary goals for this biennium click:

[https://www.zonta.org/Web/Your\\_Support/The\\_Foundation/Web/Your\\_Support/The\\_Foundation.aspx?hkey=50e935c8-c042-4730-8936-805b870715a3](https://www.zonta.org/Web/Your_Support/The_Foundation/Web/Your_Support/The_Foundation.aspx?hkey=50e935c8-c042-4730-8936-805b870715a3)

Support the lives of women and girls by improving their educational, health care, legal services, and economic opportunities. We can be effective and Build a Better World for Women and Girls. Donate to the Zonta Foundation for Women today.

Attendees, visit us at the Zonta Foundation for Women's table at conference to contribute and learn more about the international service projects, scholarships, and Legacy 1919.

## **Membership, Faria Latif, Lieutenant Governor**

---

**Reporting Period: June 1, 2024 – August 31, 2025**

### **1. Executive Summary**

District 4 continues to advance Zonta International's mission of empowering women through service and advocacy across Western New York, Northwestern Pennsylvania, and Southern Ontario. Membership has remained steady, rising from **624 members in June 2024 to 640 members by August 2025**. This modest growth (+2.6%) reflects both the resilience of our clubs and the challenges we face with retention.

Recruitment efforts are clearly effective - 71 members joined our ranks over the past year - but attrition remains an obstacle, with nearly the same number of resignations. Encouragingly, the summer of 2025 demonstrated what is possible when retention holds steady: no members resigned, and clubs grew by 15 members.

This report provides an overview of membership trends and highlights the work undertaken by the District Membership Chair to support clubs and advance our strategic goals.

### **2. District Membership Chair Activities**

To strengthen engagement and provide leadership support across the district, the Membership Chair has:

- **Participated in monthly Zonta International membership information sessions**, ensuring District 4 remains aligned with international strategies and best practices.
- **Attended 2 out of 3 District 4 Area Summits (March-April 2025)**, connecting directly with clubs, listening to member concerns, and sharing tools for recruitment and retention, carrying out Core Values initiative.
- **Organized several virtual meetings** with club Membership Chairs and Presidents, creating a platform for collaboration and exchange of ideas.
- **Presented at “D4 Talks”**, reinforcing the importance of a strong membership foundation and encouraging innovative approaches to engage members.
- **Attended Club Events, Conduct Induction Ceremonies for new Members and Board Installations** strengthening retention of members through a formal recognition system.

These activities have strengthened relationships, increased communication across clubs, and built capacity for local membership leadership.

### **3. Key Membership Trends**

- **Flat year-on-year:** 624 members (June 2024) → 625 members (June 2025).
- **Summer surge:** 625 members (June 2025) → 640 members (August 2025).
- **Recruitment vs. attrition:** 71 new members welcomed, 70 resigned in the first year.

**Interpretation:** Recruitment is not the challenge — retention is. Clubs that are thriving show the power of engagement, while others face sustainability risks.

### **4. Club-Level Highlights**

- **Thriving clubs:**
  - *Olean* (+12) and *Kitchner-Waterloo* (+7) achieved strong recruitment and excellent retention.
  - *Oil City* (+5) and *Jamestown* (+3) continue to show resilience and growth.
- **Clubs facing challenges:**
  - *Brampton-Caledon* (-10) and *Batavia* (-9) saw steep declines.
  - *Hamburg-Orchard Park* and *Lockport* each lost 4–5 members.

This unevenness shows the importance of **sharing success strategies** and offering targeted support.

## 5. Strategic Considerations

1. **Retention as the Growth Driver:** Recruitment gains are being lost to resignations.
2. **Leadership Matters:** Club leadership practices drive engagement and sustainability.
3. **Cross-Border Collaboration:** District 4's unique binational nature can be leveraged for greater visibility and belonging.
4. **Generational Engagement:** Attracting younger professionals requires modernized meeting formats and stronger leadership development opportunities.

## 6. Recommendations for the Strategic Plan

1. **District Retention Initiative**
  - Roll out member satisfaction surveys.
  - Develop early warning indicators for resignations.
  - Launch a District mentorship program.
2. **Leverage Best Practices**
  - Document and share Olean's and Kitchner-Waterloo's strategies.
  - Scale these through leadership training and club mentoring.
3. **Support At-Risk Clubs**
  - Provide targeted coaching and revitalization plans.
  - Encourage collaboration between strong and struggling clubs.
4. **Seasonal Campaign Strategy**
  - Capitalize on summer 2025's success with campaigns aligned to that period.
  - Highlight District-wide service and advocacy projects.
5. **Enhance Member Value**
  - Emphasize networking, advocacy, and leadership development.
  - Showcase Zonta's global impact to inspire continued engagement.

## 7. Conclusion

District 4 stands at a turning point. While overall numbers are stable, the story is one of untapped potential. Our clubs have demonstrated they can grow when engagement is strong and resignations are managed.

Through intentional focus on **retention, leadership development, and cross-district collaboration**, we can build on this year's stability and create lasting growth. The Membership Chair's active involvement - from international sessions to Area Summits, club meetings, and D4 Talks - underscores the district's commitment to ensuring that every member feels valued, connected, and empowered to advance Zonta's mission.

### ***Nominating, Chair Nancy Peacock, Zonta Club E Club Cross Border (Canada-USA)***

---

**Nominating Committee:** Brenda Graham, Zonta club of Kitchener-Waterloo  
Donnie Monaco, Zonta Club of Grand Island

The Committee is responsible for identifying, evaluating and recommending nominees for the 2026-2028 biennium for both the District and International. Activities resulted in a Slate of District candidates for the District Board and recommendations of nominees for Zonta International. This was achieved with a kickoff meeting with club presidents at the beginning of the biennium, followed by informational updates in the E-News, presentations at all three district summits and one-on-one contacts with Area Directors and club presidents. The results produced a District Slate of Candidates for Board positions and Nominating Committee, as well as nominees for International positions. The committee has also made recommendations for changes in nomination procedures.

For the upcoming year, the committee will work with clubs to enhance the nomination process in local clubs.

### ***Risk Management, Chair Nancy Peacock, Zonta Club E Club Cross Border (Canada-USA)***

---

A proposal was submitted and approved by the District Board to develop and implement a risk management process for the use of clubs and the district. A prototype for risk assessment utilizing five areas of risk specific to non-profit organizations and Zonta goals has been developed and is being beta tested by one club identified within each of the District's five areas. At this time, recommendations are being reviewed to produce the final product. It is expected that the process will be rolled out later in the 2024-2026 biennium.

### ***Z Club & Golden Z Club, Holly Puglio, Zonta Club of Bradford***

---

I am happy to announce that we have a new Golden Z Club. Welcome University of Toronto Student Chapter Golden Z. Congratulations to the Zonta Club of Toronto for this sponsorship. We also have three very promising Z clubs that we hope to get started this fall. Thank you to the several very active Z clubs in our district. I would encourage all clubs to reach out to local high school and college students in their area, and suggest starting a club at their school. Z clubs and Gold Z Clubs are our future! Please reach out to me if you have any questions.

### ***Awards Committee, Melinda Johnson***

---

Our committee will be reviewing the applications for the Zonta Young Women in Business Leadership Award in September and determining our winner.

We received seven applicants for the 2025 Young Women in Leadership Award. Our D4 winner was Valeria Sukhai Gonzalez, submitted by the Zonta Club of Hamilton 1. Valeria is a second year McMaster University student, pursuing an Honours Bachelor of Science in Psychology, Neuroscience, and Behaviour (Mental Health Specialization). Valeria, a McMaster Golden Z member says, "It is important to recognize the privilege I have as a woman living in Canada. I can empower, fight, and speak up for women all across the nation and the globe. In recognizing this privilege, I hope to continue my fight for building a better life for women and girls."

We look forward to reviewing the next round of award applications. It is not an easy task to select one winner from so many qualified applicants.

### ***Amelia Earhart Fellowship Committee, Chair Holly Anderson, Zonta Club of Toronto***

---

Worked on:

- Input on Amelia Earhart Day and Month prepared, submitted and published to the D4 Newsletter
  - o Included an information package for clubs to use in January for meetings
- Fine-tuned a power point presentation to use in D4 talks presented in January, AE month.
- Placed information in the D4 newsletter on the ZI webinar on Thursday January 16, 2025, 4pm EST
- Worked with D4 Zonta Foundation for Women Committee on fundraising ideas for the AE program, specifically for the Conference

Areas of Success:

- Good communication with D4 Communications, the ZFW committee and promoting team.

---

**Club Creation Committee, Chair Marion Reeves, Zonta Club of Central York**

The two newest clubs in District 4, the Zonta Club of Central York and the Cross Border e-club (USA-Canada), are both continuing to strengthen their service and advocacy work. New partnerships are being formed and creative ways to address identified needs are being formulated. On the renewal front, the Zonta Club of Mississauga has stayed the course and is working on a rebuilding strategy to attract new members. They held a successful event this past May with a Celebrations Dinner combining three different anniversaries, each supporting women through service and advocacy.

The latest good news in club creation comes from the Zonta Club of Toronto, where members are working with University of Toronto students to form a Golden Z Club. This will be the second Golden Z Club for District 4.

Looking ahead to the second year of the biennium, the names of potential contacts for the formation of future clubs will continue to be collected. Once 3 potential contacts are identified in a city, town or area, then a coffee meet or zoom chat is held and the possibility of an information meeting can be developed and promoted.

Please contact Marion at [clubcreator@zontadistrict4.org](mailto:clubcreator@zontadistrict4.org) if you can help. This can include:

- Volunteering to be on the D4 Club Creation Committee
- Providing a prospective member contact with name and number
- Giving ideas for the establishment of a new club
- Requesting club creation materials

---

**Communication Committee, Chair Kristen Beekhuis, Zonta Club of Niagara Falls ON**

Committee members: Sandra Cronk, ZC of Hamilton 1 & Sheena Poole, Zonta E Club Cross Border (Canada-USA)

**Areas of Success:**

- Continue to receive most submissions sent in the proper format. It would be nice to have images appropriately named and of reasonable size.
- Awards, Nominating, and D4 Foundation committees are aware of the ENews deadline and are submitting in good time. Zonta Says NOW and UN only posted in Feb 2025. Other D4 committees have not submitted in 2025.
- Posting ZI, D4 & club events to website calendars when notified of events. Nominating and Foundation submitted ongoing information.
- Many clubs are submitting post-club activities write-ups.

**Areas of Concern:**

- Not getting notifications about new members as often.
- Committees are not providing the necessary resources to further develop their area of the members' website. Links to committee resource pages have been removed if no content has been submitted.
  - o Membership: Chair's profile and original event calendar in 2024. Nothing has been submitted since.
  - o Awards: Information was obtained from ZI to populate the ZI and D4 Awards, including deadlines. Personal contact was required to verify that the committee had updated the deadline dates. No follow-up of the district or ZI awardees by the committee.
- D4 Conference did not submit any content for the D4 websites until June 16<sup>th</sup>, with conference webpages and registration going live on July 6<sup>th</sup>. Requests for content were made in March, followed up in April and May, with concerns expressed.

---

**Historian, Mary Yunker, Zonta Club of Batavia-Genesee County**

Here we are, once again in the city of St. Catharines. The club was host to the conference attendees in 1939, 1972 and now in 2025. St. Catharines was chartered on December 14, 1929 and is club #90. The organizing club

is Rochester, NY and their first club president was Mildred Wheat Patch. Historical note – from 1928 through 1979 the district conferences were held every year.

Our district has a great website which all members are encouraged to visit regularly. Here you will find helpful information enabling members to stay up to date on events. For example, each of the five areas is detailed with a list of all clubs in the area, a short bio of the respective Area Director, and accompanying photos of events. So all 30 clubs (grouped in to 5 areas) are found on the site; including the two most recently chartered clubs: eClub Cross Border (USA and Canada) and Central York in Ontario. Our district has chosen to celebrate the two countries working together by stating – Two Countries United to Build a Better World for Women and Girls.

Our district held three Spring Summits (formally known as Workshops) – the theme being READY and RESILIENT: Thriving in a Changing World. In the 1950s spring weekend meetings were held for new club presidents and committee chairs. By 1968 one-day meetings were held for the new club presidents, committee chairs and perspective members (to learn about the organization); a couple years later all Zontians were invited to the day-long event.

Clubs continue fulfilling Zonta's mission statement and hold special service and advocacy events, especially during the 16 Days of Activism. Most clubs will hold a special Scholarship Night at the end of the high school year to distribute scholarship funds to graduating high school girls. Dollars are donated to hospitals and health clinics, as well as breast cancer research or support centers. A long-time event is held each summer at the Chautauqua Institute (this year on August 16) – in 1993 the Jamestown club first arranged to have a Zonta Day at the institute, with this year's key note speaker being Doris Kearns Goodwin, the noted historian and author.

On December 1, 1976 a New York Times article did a review on The Big Five in Women's Service Clubs. Mentioned were: ALTRUSA founded in 1917 providing grants to women for vocational or technical training, PILOT founded in 1921 to get drunk drivers off the road, QUOTA founded in 1919 to help the deaf, SOROPTOMIST founded in 1921 focused in retraining women to go back in to the labor market, and finally ZONTA founded in 1919 and the article specifically mentioned the Amelia Earhart Fund to provide scholarships to girls/women studying aerospace/science. It ended the article on the topic of maintaining members in these organizations. What I thought was an odd reason for the struggle to maintain members was that "older members did not feel safe attending the nighttime meetings". We continue with the struggle, but we do have two new clubs in our district and there were eight First Timers at the Areas 1 and 2 Summit this spring.

So our district will continue to BUILD A BETTER WRLD FOR WOMEN AND GIRLS.

### Zonta Canada Caucus

#### Canadian Zontians -Would you be interested in finding out more about the Canada Caucus?

I wish to extend the opportunity to Canadian Zonta members to join the Zonta Canada Caucus beyond just delegates and alternates. As your Governor, I have been asking around for interested members, and I hope that I can encourage a few more members to attend an **online chat on Thursday, October 30th, at 6 PM EST to learn about what the national group is doing and what they would like to achieve.**

There is no commitment to join, but maybe a few more members can be encouraged to learn about the Canada Caucus. If you are interested in advocacy issues and want to make Canada a Better place for Women and Girls, this is the group you would want to join!

#### ZOOM Details

**Date:** Thursday, October 30, 2025

**Time:** 6:00 PM EST

**Link:** <https://us06web.zoom.us/j/86813073895?pwd=bP1wawPKwPUA7MCE7DVqn0AsY2Qdp5.1>

September, 2025

# Zonta USA Caucus Advocacy Bulletin



The USA Caucus is a place for clubs and districts in the US to align on key issues and provides a platform for coordinated advocacy actions within the US.

## Violence Against Women

More than 1 in 4 women and 1 in 10 men experience sexual violence in their lifetimes. Community-based sexual assault programs are seeing historic demand but lack the resources to meet it. Nearly half of rape crisis centers report staff shortages, and 66% have waitlists for counseling services. The bipartisan Healing Partnerships for Survivors Act (H.R. 4510) was introduced by Representative Brian Fitzpatrick (R-PA) and Representative Teresa Leger Fernandez (D-NM) on July 17, 2025. The bill is supported by more than 30 leading groups such as the National Network to End Domestic Violence, National Alliance to End Sexual Violence, Respect Together, and more. The bill would authorize US\$30 million annually for five years to help community-based sexual assault programs provide culturally relevant, trauma-informed services for survivors. Please use our pre-drafted [letters](#) to urge your representatives to co-sponsor and support the Healing Partnerships for Survivors Act (H.R. 4510).

## Women and Tech

While the application of Artificial Intelligence (AI) promises numerous advantages to society, there is a growing public concern around AI's impact on the stigmatization and marginalization of women on a global scale. A joint webinar of the ZI Advocacy and Council of Europe Committees on Sept. 29 at 1:00 pm ET will address "How is AI Impacting Gender Equality – Causes and Consequences." The webinar will cover how algorithmic biases and discrimination are inherent to AI; solutions for dealing with this issue and ways AI can instead be used to reduce gender inequities; how the Council of Europe is tackling the unchecked development of AI; and a young person's perspective on navigating the use of AI. Register for this important webinar [HERE](#).

## Equal Rights Amendment

On Aug 26, Women's Equality Day, the ERA Coalition held a digital launch for its new slogan in its fight for recognition of the ERA as the 28<sup>th</sup> Amendment: "It's Our Era: Claim the 28th Amendment."

The bicameral resolution, S.J. Res 38 and H.J. Res. 80, which would remove an arbitrary deadline for the passage of the ERA set by Congress in 1972, was reintroduced this session in the Senate and the House. The ERA Coalition is focused on encouraging more Democratic cosponsors for this legislation in the House where a total number of 218 cosponsors are needed. The Coalition also continues to encourage everyone to sign the [Sign-4-ERA Petition](#) which supports affirmation of the ratification of the ERA and removal of any time limit for passage.

[The Disrupt NOW Campaign](#) is a nationwide movement designed to advocate for women's equality and safety, combat extreme misogynist propaganda and increase feminist education. The campaign addresses critical issues impacting women and girls across the US, such as healthcare, the economy and women's safety.

As the struggle for recognition of the ERA continues, some states are attempting to pass their own legislation. Minnesota has a proposed bill that would put the following question before voters: "Shall the Minnesota Constitution be amended to say that all persons shall be guaranteed equal rights under the laws of this state, and shall not be discriminated against on account of race, color, national origin, ancestry, disability, or sex, including pregnancy, gender, and sexual orientation?" Read more [HERE](#).

## Climate Justice

You won't want to miss the next Zonta Says NOW Intercontinental Think Tank, "Toxic Truths: Plastics, Pollution and Health on Sunday, Sept 14 at 2pm ET. Plastics are everywhere, from the products we use to the food we eat. They are polluting our oceans, land and air, but did you know that they are also affecting our health? From toxic chemicals in packaging to microplastics in our bodies, plastics are putting women's health at risk--and harming wildlife and ecosystems. Join us as we delve into the toxic truths about plastics and explore ways to address them. Share the graphic below with others, but be aware that the registration link may not work for all. Register [HERE](#).



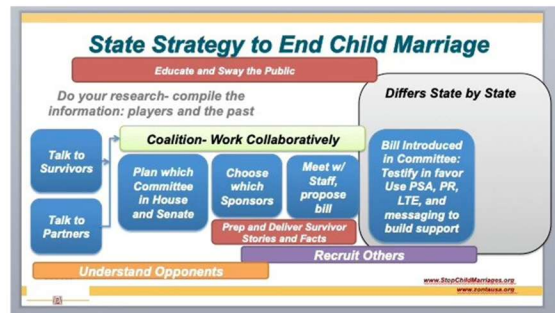
[Moms Clean Air Force](#) is a growing US organization that has been instrumental in shaping policy for women and girls. While the mission of the EPA is to protect human health and the environment, EPA Administrator Lee Zeldin is poised to stop regulating greenhouse gas emissions. Join Moms in telling Administrator Zeldin that the EPA must cease reducing regulations thus posing health risks to women and girls (and everyone else!) and keep cutting climate pollution from power plants, vehicles, and industry. Sign [HERE](#).

The [Zonta Says NOW Virtual Art Gallery](#) features work by 45 different Zonta artists representing every continent. The gallery is meant to help us connect with our feelings about climate justice. Submissions are being accepted now for launch of the next round of art work in 2026. Browse the gallery, and contact [Julie Trone](#) for ways to promote it to your club.

## Ending Child Marriage

The campaign to end child marriage in the US marches on. Good bills in Illinois, Kansas, Oklahoma, North Carolina, South Carolina and Hawaii did not pass but will carry over to 2026. Unchained at Last is working to form state coalitions in MD, CA, HI, KY, OH, WI and CO. Representatives from the Coalition to End Child Marriage also had fruitful conversations at the National Conference of State Legislators with legislators from North Dakota, Montana, Kentucky, Hawaii and North and South Carolina. In addition, efforts have started in Colorado. If you have connections to organizations in any of these states and/or want to help with these efforts contact [Becca Powell](#) at Unchained, [Therese Hartwell](#) or [Katherine Cleland](#).

If your state has not ended child marriage consider hosting a postcard party asking legislators to propose and pass 18, no exceptions legislation. Unchained makes it easy. Find details [HERE](#).



## Agency Rulemaking

In addition to reaching out to elected officials, Zontians can engage with Federal agencies providing comments on proposed rules and regulations. Federal agencies have been instructed to de-regulate--meaning for each regulation they want to issue, they will need to rescind 10. These rescissions can have a negative impact on women and girls. Most agency rules and rescissions undergo notice and comment rule making with individuals or organizations typically having 30 days to comment. Agencies must respond to the comments and address concerns, otherwise the rule can be thrown out by a judge. Find proposed rules [HERE](#) and an in-depth guide to the federal rule making process [HERE](#).

## Women and Leadership

Some good news for a change. According to The Center for American Women and Politics, women have steadily increased their representation in state legislatures, especially among Democrats, over the past 10 years. Women are now near parity with men among all Democratic state legislators, and in 28 states, they are more than 50%. Among Republicans, women are only 21% of state legislators, but still an improvement over the past 10 years. Overall, women are now 33% of all state legislators, up from 24% in 2016, a steady increase. Find the interesting data behind these numbers [HERE](#). Thanks to the US Women’s Caucus for this information.

## US Women’s Caucus

An easy way to celebrate the 30<sup>th</sup> anniversary of the adoption of the Beijing Platform for Action and bring more attention and publicity to your local organization’s efforts to advance women’s rights, is to ask your local government for an “Official Proclamation” about it. Find more information on what the process entails, and what to include in the proclamation [HERE](#). The goal is to have 100 B+30 proclamations by the end of 2025. Questions: contact [Leslie Wright](#).

ZI and the Zonta USA Caucus have signed onto an adhoc [letter](#) to the UN Secretary General and others on the UN80 initiative, providing concrete suggestions for a stronger UN gender architecture that can respond to the political realities of this era by supporting women’s struggles on the ground to fight gender-based injustices. Clubs as well as individuals can sign [HERE](#).

The US Women’s Caucus reports that the United States has made a dramatic reversal on foreign policy related to women and a major retreat on previously agreed commitments on Women, Peace and Security (WPS) initiatives. For more information about the status and future of the Women, Peace and Security agenda at the UN and how recent financial considerations may affect it, check out this [article](#) which appeared in UN PassBlue.

## Equal Pay

The Paycheck Fairness Act, which was reintroduced with no substantial changes from the bill introduced in the last session, is still languishing in Congress. Zontians at NAIDM in Novi signed letters to Congressional Leaders in both the House and Senate encouraging them to pass the Paycheck Fairness Act. Visibility and continuing to advocate for pay equity is key. As such, the Caucus also signed on to a [letter](#) asking Congress to support the bill. Please [share](#) the letter with like-minded organizations and request that they also sign it.

All workers deserve fair pay, and all families deserve quality care. The Department of Labor should be raising standards for domestic workers to ensure fair pay. These workers—over 90% of whom are women, and more than half of whom are Black, Hispanic, or Asian American and Pacific Islander—are already paid far less than other U.S. workers. On average, they earn just \$13.79 an hour compared with the national median of \$21.76. Instead, the Department of Labor is issuing a proposed rule to remove minimum wage and overtime rights for domestic workers. Removing minimum wage protections and overtime pay will only widen the equal pay gap.

**There is limited time to submit comments to the Department of Labor in opposition to this proposed rule.** Copy and paste the information in Zonta’s [Fast Action Friday](#) and submit a public comment (as an individual, Zonta club, Zontian, or even anonymously), by September 2, 2025 via this [link](#).

August 28 was Native Hawaiian and Pacific Islander (NHPI) Women’s Equal Pay Day, October 8, Latina Women’s Equal Pay Day and October 23, Disabled Women’s Equal Pay Day. These dates symbolize the day in 2025 when the earnings of women in each of these categories catch up to men’s earnings from 2024. September 18 is [International Equal Pay Day](#), representing the longstanding, as yet unsuccessful, efforts toward the achievement of equal pay for work of equal value.

## CALL TO...

### ZONTA CANADA CAUCUS INFORMATION SESSION AND ONLINE CHAT

Interested in finding out more about the Canada Caucus? Please attend an online chat on Thursday, October 30th, at 6 PM EST to learn about what the national group is doing and what they would like to achieve.

#### ZOOM Details

**Date:** Thursday, October 30, 2025

**Time:** 6:00 PM EST

**Link:** <https://us06web.zoom.us/j/86813073895?pwd=bP1wawPKwPUA7MCE7DVqn0AsY2Qdp5.1>

### D4 SPRING SUMMITS MARCH / APRIL 2026



**Area 1 & 2 Summit:** Location & Date TBD

**Area 3 & 4 Summit:** Location & Date TBD

**Area 5 Summit:** April 25, 2026 at Double Tree Inn, Jamestown, NY

### ZONTA INTERNATIONAL CONVENTION JULY 11-14, 2026



**Zonta Convention 2026 Chair, Lori Robinson**

Website <https://www.zontaconvention.com/>

### D4 CONFERENCE 2027



**Governor-Elect**

September 2027 Southwestern ON / Niagara Region

### CONTACT INFORMATION

2024-2026 District 4 Governor Jane Newman

Email: [governor@zontadistrict4.org](mailto:governor@zontadistrict4.org)

Cell: 519-835-1606 (Canada #)