

2016-2018 BIENNIUM • ISSUE ONE • OCTOBER 2016

The Zontian

The Voice of Zonta International



Empowering
Women through
Service
and Advocacy



ZONTA
INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

ZONTA INTERNATIONAL HEADQUARTERS

Welcome from the Staff

Zonta International Headquarters, located in Oak Brook, Illinois, is a staff of 15 employees that manages the day-to-day operations of Zonta International and Zonta International Foundation and supports the Zonta International Board in implementing policies and programs to further the objectives of Zonta International.

Our friendly, capable staff is ready to assist you!

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If you are visiting the Chicago area, we invite you to visit Headquarters. Enjoy a tour of our offices and see artifacts from Zonta's 97-year history. To schedule a visit, please call +1 630 928 1400 or stop by our offices during regular business hours, Monday through Friday, 8:00 a.m. to 4:00 p.m. CST.

World Headquarters

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Above—District 18 Zontians at the 2016 Zonta International Convention in Nice, France

Allison Summers, Executive Director; Megan Radavich, Director of Programs and Advocacy; Sarah Stec, Graphic Designer

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A MESSAGE FROM
INTERNATIONAL PRESIDENT
SONJA HÖNIG SCHOUGH

Dear Zontians,

As we start a new biennium, I am convinced now more than ever that Zonta International's mission to empower women worldwide through service and advocacy is a winning concept.

Our International Service and ZISVAW projects, adopted at the Zonta International Convention in Nice, France, support women and girls all over the world. But, if they are not combined with advocacy, we never will take a step forward, as they would only then heal the acute problems. We need to work to attack the root causes—attitudes, changes in laws and more—to bring about sustainable change.

In September 2015, the United Nations and its member countries adopted Agenda 2030 and the Sustainable Development Goals to transform the world into a better place for everyone. The interlinked goals, if achieved, will protect the earth while creating the change needed so all can prosper, inequalities are eliminated and no one is left behind.

Working with the Agenda 2030 is one way Zonta can shape the future for women and girls.

For the next two years, Zonta is placing its emphasis on Goal No. 5: Achieve gender equality and empower all women and girls. Zonta clubs and individual Zontians are an integral part of achieving these goals. Working together—we can achieve more than we would if we work separately.

2017 is the year proposed to review progress toward Goal 5. We Zontians need to be able to document our achievements to demonstrate that we bring progress toward gender equality. Combining our energies, efforts and resources, we can achieve synergy, transforming our clubs and reigniting the movement that started nearly 100 years ago. Gender equality is not only a women's issue—it is an issue for all human beings. By engaging men as partners we will be stronger and by joining efforts with like-minded organizations, we can do even more.

“We are an army, who through friendship, understanding, cooperation and goodwill, are an irresistible force to secure that women's rights are human rights.”

During this biennium, we also want to strengthen our advocacy efforts at the national level. It is here where we can influence legislation and ensure laws are implemented and followed. We are aware that this is a challenge as our Zonta districts in most cases do not align with country borders. Innovative thinking is needed to succeed. We will support you with tools to facilitate this work.

Members create Zonta. Without members, we are nothing. With more active members, we can do more. We have a tough goal this biennium to increase the membership by 5 percent. But this is fully possible! During the past biennium a huge job has been done to establish routines and identify the causes of membership decline. Now it is time to take further action and reap the results of this work. Our continued focus on advocacy will also support us in finding and keeping members.

continued ...



2016-2018 Zonta International President Sonja Hönig Schough addresses Zontians at the Closing Banquet and Installation Ceremony in Nice, France

Our new website gives us the opportunity to improve our internal communication. During this biennium we will continue to develop the website by building out the “Zonta Communities.” Zonta Communities will be a private online platform for Zonta members to connect, share thoughts and ideas. There will be opportunities to ask questions, find resources and get recommendations, as well as offer advice and encouragement to your fellow Zontians around the world. We are planning to roll out this new “internal social media” capability in stages over the coming year.

To conclude, as we look ahead to our centennial anniversary in 2019, I would like to paraphrase a quote from our founder Marian de Forest—“We are an army, who through friendship, understanding, cooperation and goodwill, are an irresistible force to secure that women’s rights are human rights.”

I am looking forward to working together with you all this biennium.

Warm regards,

Sonja Hönig Schough
President
Zonta International
Zonta International Foundation



Meet the 2016-2018 Zonta International President **Sonja Hönig Schough**

Sonja Hönig Schough was born in Småland in the south of Sweden. Småland is where Emil in Lönneberga, Pippi Longstocking and IKEA come from. People from Småland are characterized as careful with money, which originates from the fact that this part of Sweden was very poor in the 19th century.

Clockwise from top—Sonja with her daughter Karin in the late 1970s; Sonja, age 7; Sonja's daughter Karin with her husband, Jean Marie, and children, Alice and Louis; Sonja with District 17 dignitaries and Her Royal Highness Princess Soamsawali of Thailand



"I strongly believe in empowering women to be independent and self-sufficient."



After finishing school and working one year as a teacher, Sonja moved to Gothenburg for university studies in French and German before she changed course in life and pursued a degree in psychology, a dream she had nourished for several years. Later in life, she added a Bachelor of Arts in Business Administration to her education.

Her professional career started as a trainee in Volvo Trucks Human Resources department. Six years later, she saw an advertisement for a human resources manager for Beiersdorf AB. She applied, got the job and stayed for 26 years. During this time, the company grew from a Swedish subsidiary to be a Nordic/Baltic organization. When asked if she was interested in working as a Senior Business Consultant at IFS, an IT Company, she did not think long before she accepted. This was a daring decision; she had no previous experience with Enterprise Resource Planning systems, but her knowledge within the HR area helped her to overcome any shortage of experience and she was soon a respected consultant. Sonja stayed with the company until she became President-Elect of Zonta International in 2014.

Sonja is married to Anders and they have one daughter, Karin, who lives with her family, including Sonja's two grandchildren, close to Geneva.

Why do you engage yourself at the top level of Zonta?

If you shall engage in something, I believe you shall do it wholeheartedly. When I was invited as a charter member of my club, I very quickly became a member of the board and served in different capacities. Through this experience, I learned about Zonta and our internationality, which really appealed to me. I also met fantastic women—women I would never have

met otherwise. To have the honor of serving as International President was never my plan initially, but when I was approached and encouraged to send in my nomination form for International Vice President, I felt strong support for what I had done and achieved. As others believed in me and thought I could make a good vice president, I started the process and I decided to go for it, and here I am today.

What makes you put so much time and effort into this particular organization?

Well to be honest, it is to some degree a coincidence. If another organization with the same focus as Zonta had invited me for membership in the early 1990s, it might have been another one. But Zonta offered me a network and as I was working as one of very few female managers in my company and the only woman on the board, this was what attracted me to Zonta in the beginning. But very soon I also learned that Zonta is a possibility to make a difference for other women.

What qualifications that you possess have led to the leader you are today?

Throughout my career I have worked in international companies, and I have learned how to cooperate with different cultures. I would say that my listening skills are one of my strengths and another is that I want results. Discussions within organizations are important, but sometimes I get very impatient when there is only talking and no action. I see myself as a democratic leader and I believe that a group of different individuals make better decisions than a single one. I am quite daring and not afraid to make difficult decisions when needed.

What can we do as clubs to reach our goals?

Our Zonta International Biennial Goals (page 36) present the focus areas for the 2016-2018 Biennium. Districts and clubs should develop their own plans based on these goals, but adapt to local conditions. It is only when we all work in one direction that we can reach our goals.

SOME EXAMPLES OF WHAT YOU CAN DO AS A CLUB IS TO:

- Spread information about the Sustainable Development Goals and report how your local service projects connect to these goals.
- Help us develop the Zonta Says NO to Violence Against Women campaign to be a true advocacy campaign. To get a stronger impact, engage men in your society to take part.
- Support our International Service and ZISVAW projects.
- Grow our membership through increased visibility and attractive and inspiring club activities and use our new opportunity to invite young professionals to be part of our organization.

These are just some very quick examples—there are so many more opportunities and we will continuously give examples of what has worked for other clubs as they share their local service and advocacy projects and membership successes. To develop, we need feedback from you.

Tell us how you decided to choose the International Service and ZISVAW projects and the process for that selection.

Selecting service projects is a heart-breaking experience. There are so many deserving projects to choose from. As

ーを通して女性のエンパワ
-輝く女性を応援する～



Sonja with her husband, Anders, at the District 26 Conference in 2015; Sonja with the 2014-2016 District 17 Board; Sonja skydiving in 2000 – a present from her brother for her 50th birthday

Watch a video from President Sonja to learn more about plans and goals for the 2016-2018 Biennium.

www.zonta.org/Media-News/Video-Gallery



President-Elect, one of your first tasks is to decide what kind of projects you want Zonta to support for the coming biennium and to decide where our money will be best used.

I strongly believe in empowering women to be independent and self-sufficient. We shall not only give Band-Aids, but contribute to long-lasting change. So I looked for projects that reinforce this mentality. When the criteria for projects were set, our United Nations partner agencies were contacted and asked to present suggested projects. As President-Elect, you have the possibility to contact other organizations as well, but I believe in supporting the UN as this also raises our profile with them.

I received almost 50 project

abstracts, which meant a lot of studying and meetings with the agencies both via Skype and face-to-face to finally come to a conclusion of which projects to select. Thankfully, I was not alone in this process. To help me, I had a small group of dedicated Zontians.

After confirmation from the Finance, Risk and Audit Committee that the proposed funding was approved, the selected projects were presented to the 2014-2016 International Board, who approved that the suggestions were to be sent to the 2016 Convention for delegate voting. So you see, this is a long planning session and I am very happy for the tremendous support that we got for the proposals in Nice! ■



Meet the 2016–2018 Zonta International and Zonta International Foundation **Boards**

At the 2016 Zonta International Convention, four officers and seven directors were elected to lead Zonta International and Zonta International Foundation through the next two years. Board members work together to oversee the best interests of Zonta International, its districts, clubs and the Zonta International Foundation through policies established by convention and provided in the bylaws and rules of procedure. They are accountable for duties that keep Zonta efficient both internally and externally. These tasks include, but are not limited to: strategic and long-range planning; budget approval; knowing and communicating objects, programs, policies, projects and goals; motivating membership and promoting Zonta. Members of the board also work continuously to keep lines of communication established to and between districts/region and international committees by serving as liaisons. Through their work, they ensure the districts'/region's and committees' ideas, concerns and needs are supported and presented to the board, and ensure board decisions are clearly interpreted and understood by the districts/region and committees. They are here to serve Zonta and support Zonta's mission to empower women worldwide.

2016-2018 Zonta International and Zonta International Foundation Board at Zonta International Headquarters in Oak Brook, Illinois, USA, October 2016



Sonja Hönig Schough
PRESIDENT

Zonta Club of Kungsbacka, Sweden

Sonja joined Zonta in 1993. Since then she has held a vast number of positions as international president-elect, vice president, director, governor, Lt. governor, area director and club president and actively contributed to decisions. She has also been active in numerous committees and task forces.

Sonja is a former senior business consultant for IFS, where her responsibilities included counseling, training and implementation of information technology support for international customers. Prior to IFS Scandinavia, Sonja worked for 26 years as a human resources director for Beiersdorf Nordic, a subsidiary consisting of seven countries and part of an international consumer goods company.

Sonja holds a master's degree in business administration and a bachelor's degree in psychology, both from the University of Gothenburg.

Through her career, Sonja has learned that to get results you need to think out of the box, communicate, involve people and be daring. Having always been working in international companies, she values different cultures and how to maximize the divergences. She knows the importance of listening before taking decisions. And most importantly—she wants results—we need action.



Susanne von Bassewitz
PRESIDENT-ELECT

Zonta Club of Düsseldorf II, Germany

Susanne is a business consultant with her own firm focused on developing and sharpening corporate identities. Previously, she assumed leadership functions at major international corporations for more than 20 years as a manager and vice president for public relations. Her responsibilities included brand, change and stakeholder communications as well as external and internal campaigns. She has benefited from her sound background in mass communication research where she acquired her Ph.D. from the University of Münster in Germany. Since these times, she has had a passion for teaching and thus has been a frequent lecturer at various universities.

As a Zontian for more than 22 years, she has served in multiple leadership roles at regional and international levels and initiated Zonta Says NO to Violence Against Women. Among her achievements, Susanne also counts the creation of a platform for collaboration between clubs in her part of the Zonta world. This collaboration built on the clubs' successes with YWPA and further expanded into mentoring girls with a migration background.

As Zonta approaches its centennial anniversary, Susanne's main goal is to help make the organization fit for the second century of its history. She firmly believes in the potential of collaboration and will work on creating smart opportunities for our members to experience a professional, inspiring network.



Sharon Langenbeck
VICE PRESIDENT

Zonta Club of Santa Clarita Valley, USA

Sharon's passion for Zonta comes from her belief in its mission; however, as a two-time recipient of the Amelia Earhart Fellowship, she also knows firsthand what it means for Zonta to empower women. Thus, it has always been her goal to give back to Zonta, even now as a member of 36 years.

Sharon has served on multiple club and district committees and with the International Amelia Earhart Fellowship Committee, where she was a member (1988-1992) and then Chairman (1992-2000 and 2010-2014). As International Director (2014-2016), she served as board liaison and a SOM chairman and was appointed to several task forces.

Sharon will continue to identify opportunities to remove obstacles for women to fulfill our founding members' vision for women's equality. Her focus will be on engaging young, mobile professionals in our advocacy for women's rights and encouraging them to join Zonta; identifying a potential new Zonta-led project focused on education and empowering women; and working on the strategic positioning of Zonta International for the next 100 years. Sharon's skills in leadership, management, strategic planning and communication, among others she developed during her career as Section Manager of Mechanical Engineering at the Jet Propulsion Laboratory, will propel her focus and commitment to Zonta.



Bridget Masters
TREASURER / SECRETARY
Zonta Club of Greeley, USA

As the 2014-2016 International Treasurer/Secretary, Bridget highlights the following projects as achievements in which she worked with Headquarters and the International Finance Committee last biennium: restructuring accounting systems to align with the budget and streamline processing; reducing steps in other processes to decrease staff time/costs and bank fees; and changing internal procedures to maximize the Euro rate.

A Zontian for 14 years and a CPA in her current position for the last 11 years, Bridget has a clear understanding of the United States tax law, and on a daily basis, has the opportunity to assist a variety of people and their circumstances to help them find the solutions that best fit their needs.

For the future, Bridget plans to continue her work in streamlining all processes to reduce costs, frustration and confusion; to think outside the box to increase membership and therefore dues; inform International Board members of Zonta's finances and financial position and ways to improve; provide support for district treasurers to enable them to be successful in their duties; and determine ways to ensure an existence long into the future. Having already served as International Treasurer/Secretary, Bridget realizes the challenges Zonta faces and plans to continue providing financial stability and striving to make as many improvements as possible to make Zonta as strong as possible.



Judith Anderson OAM
DIRECTOR
Zonta Club of Brisbane Inc, Australia

Zonta's brand is the key to its future, according to Judith, a Zontian for 27 years. To Judith, Zonta represents hope for women striving for equality throughout the world; and, by enhancing Zonta's profile in the nations and communities Zonta serves, she has faith that membership will expand, fundraising will improve and Zonta's reputation as a relevant and important champion of human rights will be strengthened.

Throughout her Zonta career, Judith has supported unprecedented membership growth within her district by chartering clubs and has improved communications with clubs by streamlining messaging, improving knowledge of international programs and projects and by personally visiting each of the clubs in her district as governor. Judith also brings a broad range of experience from her work as a past CEO for the Queensland Ballet and numerous volunteer positions.

Her goals are to engage with members who see the "big picture"; preserve Zonta's integrity; make effective use of the website and social media platforms; encourage innovative and imaginative communication strategies at every level of Zonta; provide attractive, accessible, relevant and inspirational materials to both internal and external audiences; and to tap more effectively into the experience, enthusiasm and support of past winners of Zonta awards and scholarships.



Sonia Albanese
DIRECTOR
Zonta Club of Roma Capitolium, Italy

Through her work as a doctor, Sonia has developed sensitivity to the welfare of others, which she feels connects her to her Zontian life, particularly to the health of those in developing countries. As a pediatric cardiac surgeon and a university faculty member, she has worked with children for more than 25 years, developing beliefs in promoting high levels of education for young generations and wanting them to participate in Zonta to favor the maintenance of respect for women. Sonia feels that at this time, there is an attempt to bring back the status of women to that of the past, but by sharing Zonta's ideals to young women, we can provide them with good models and support to serve as future leaders.

Sonia's overall plans for the 2016-2018 Biennium are to: identify among Zontians leaders who can promote the ideals of Zonta through social strategies and communication; respect the knowledge of veteran Zontians and make this knowledge available to young people to strengthen their Zonta experience; ensure progress in communication and fortification of interpersonal relationships; disseminate the Zontian ideals in all contexts; and address young people through the presence of Zonta leaders.



Lydia Chaillou
DIRECTOR

Zonta Club of Meaux et Région, France

The best solution is to know how to listen to others, according to Lydia, a Zontian for 20 years. Through her life in Zonta, Lydia has used this solution to manage her district, charter new clubs—including two in Spain—and increase communications and donations. In her professional life, she has gone further to develop her skills in leadership, management, financial abilities, clear visions for administrative work, organization, new technologies and to always be learning.

Alongside her Zonta and professional work, Lydia has worked with other associations in their administration and management, noting that most of the time they are young, enthusiastic people, who she helps guide to construct a clear, consistent action plan. Her goals for advancing the objectives of Zonta include bringing clear, convincing messages to attract committed members and strong leaders. She feels that the creation of more e-clubs and Z and Golden Z clubs is essential to Zonta's long-range future. She also wants to promote leadership training opportunities to encourage members to explore their leadership potential.



Judith Kautz
DIRECTOR

Zonta Club of Central Oklahoma, USA

Judith feels that Zonta is unique from every other organization in the world and believes these differences should be emphasized to increase and maintain membership, and showcase service and advocacy. The Zonta difference, to Judith, is found in having consultative status with the United Nations; partnerships with like-minded organizations; international presence and influence; cultural diversity; service and advocacy; opportunities to network globally; and above all, having a primary focus on women.

Judith's passion to forge ahead was cultivated within the 30 years she spent as a United States Air Force officer. In this position, she managed large, diverse organizations responsible for many complex programs and systems, and gained strong skills in leadership, management, organization, problem solving and communication. All of these skills have been useful within her 19 years of Zonta membership. Judith has assisted her district in chartering their first e-club, supported the Zonta Club of Longview, Texas, to become the largest Zonta club in the world, and streamlined communications and developed recruitment and retention tools. Her main goal for the future is to continue to expand the passion members feel for Zonta by sharing how Zonta is unique and making a difference.



Ute Scholz
DIRECTOR

Zonta Club of Verden, Germany

Ute knows how important team spirit, reliability, leadership and partnership are for a successful organization. A Zontian for 24 years, Ute has worked at all levels of Zonta to improve and carry out its mission. As governor, she supported a new identity, website and style of district conference. As International YWPA Committee Chairman, she focused on mentoring former recipients and successfully promoted the Award so all districts/regions submitted an international application.

In her professional life, Ute gives support to employees, teams and executives, mentoring them on all aspects concerning their job, specifically interaction and communication. She has worked with groups with different skill levels, building team visions, thinking outside of the box and achieving creative solutions. As a coach and mediator, she knows how to motivate volunteer engagement, which is crucial in organizations like Zonta.

Her goals for the upcoming biennium focus around an even more future-orientated organization that reacts flexibly to today's requirements and future challenges, mainly within membership. She wants to strengthen membership commitment, develop leadership, make Zonta more attractive for young professional women, promote e-clubs and new media, and focus on our education award recipients and current Z and Golden Z club members, as they are our future Zontians.



Ursula Werner
DIRECTOR

Zonta Club of Garmisch-Partenkirchen, Germany

Ursula's credo has always been the formula: communication, plus information, plus integration, equals internal management, which leads to efficient and effective teamwork, followed by mutual success in achieving Zonta goals like visibility, member growth and credibility.

A Zontian for 20 years, her work is based on and centered on four columns: communication—transparency and broad information for clubs and individual members to be actively tied in and made a part of the process; community—having the same goals and being there for each other to succeed; continuity—there is no need to constantly reinvent the wheel, but a need for visions, mutual understanding and searching for balance in the Zonta world; and collaboration—functioning together to find solutions valuable for all countries.

In her professional life, Ursula is the owner of an independent agency for translation, organization, conception, content editing and proof reading, where she is the head, foot, heart and mind of the work. Operating internationally, she is able to communicate well with customers in Europe, the U.S. and Asia, and always considers different mentalities and customs within her work.



Hsin-hsin Yang
DIRECTOR

Zonta Club of Taipei II, Taiwan ROC

A career of almost three decades as an international journalist has engrained in Hsin-hsin the abilities to observe, listen, care and take actions with conviction. It has also sharpened her skills in exploring issues, analyzing facts and information, organizing thoughts, seeking solutions and presenting options. These skills, together with her 25 years in Zonta and her experience in dealing with people of different cultures, have helped make her an effective communicator in the Zonta world.

In her years with Zonta, Hsin-hsin has achieved much on different levels. In her district, she expanded the visibility of Zonta International and District 31 in local media through stronger publicity and broadened collaboration with like-minded organizations in service programs, enriched the district website (in the Chinese language) with more information on Zonta International updates and local club service activities, and built an efficient communication network among district officers and club presidents to discuss district issues. At the international level, she helped with the inclusion of Mongolia into District 31 and built stronger fellowship with other Zontians by forging more sisterhood ties with clubs in other districts. For the future, Hsin-hsin envisions broadened visibility, more understanding of differences in cultures and traditions, and widened inter-district interaction with joint service and education projects. ■

FUTURE 2016-2018 BOARD MEETINGS

- **FEBRUARY 2017**
European Interdistrict
Zonta Seminar
Vienna, Austria
- **JUNE 2017**
Zonta North American
Inter-District Meeting
Washington, D.C., USA
- **NOVEMBER 2017**
Zonta International Headquarters
Oak Brook, IL, USA
- **FEBRUARY 2018**
Zonta International Headquarters
Oak Brook, IL, USA
- **JUNE 2018**
Zonta International Convention
Yokohama, Japan





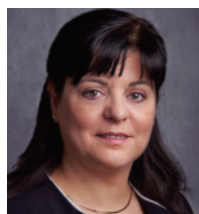
Meet the 2016–2018 International Committees

Advocacy

The role of the Advocacy Committee is to support the International Board, districts and clubs in achieving the biennial advocacy goals approved by the 2016 Convention body.

Focusing on Sustainable Development Goal No. 5: Achieve gender equality and empower all women and girls, the committee will provide training in cooperation with the UN and Council of Europe committees and will develop tools that secure advocacy actions of long-lasting impact. Special focus will be directed to the Zonta Says NO to End Violence Against Women campaign, the Women's Empowerment Principles and engaging men as partners for gender equality.

Furthermore, the committee will cooperate with the district advocacy committees to determine key challenges to achieving gender equality and a life free of violence. The committee will also support clubs and districts to develop and conduct measurable advocacy actions at national levels across district boundaries.



CHAIRMAN

Maria Jose Landeira Oestergaard, Zonta Club of Copenhagen I, Denmark
Zontian since 1989; served in all elected positions including International President in 2014-2016 and multiple appointed positions at club and district levels.

You should know: As 2014-2016 International President was strongly involved and worked in cooperation with the Advocacy and UN committees

MEMBERS

Bobbee Cardillo
Zonta Club of Fairfax County, USA
Hui-Jung Chi
Zonta Club of Taipei Shin, Taiwan
Graciela Duce
Zonta Club of Montevideo, Uruguay
Bridget Mather
Zonta Club of Mackay Inc, Australia
Sherrill Mulhern
Zonta Club of Kansas City II MO, USA
Amy Imoniwhera Oyekunle
Zonta Club of Lagos I, Nigeria
Joanne Raymond
Zonta Club of Kitchener-Waterloo, Canada
Michele Rossano
Zonta Club of Nimes-Romaines, France
Salla Tuominen
Zonta Club of Helsinki I, Finland

Amelia Earhart Fellowship

The Amelia Earhart (AE) Fellowship Committee is comprised of members with expertise in aerospace-related science and engineering, knowledge of scholarship requirements and recipient responsibilities and an interest in Fellowship promotion. The current members are all Amelia Earhart Fellows. The responsibilities of the committee include evaluating applications and recommending candidates and alternates for International Board approval; recommending Fellowship eligibility criteria, evaluation standards and scoring of applicants; suggesting Fellowship program improvements; and setting guidelines on the use of money by Fellows.

The goals for the 2016-2018 AE Committee include selecting the most qualified applicants and publishing the quarterly AE newsletter to maintain contact with Fellows, informing them of Zonta's current activities and encouraging them to join Zonta. They will also develop program materials for club and district AE chairmen, while supporting clubs and districts in countries where there has been low AE participation recently, to work with universities to raise awareness of the award.



CHAIRMAN

Holly Anderson, Zonta Club of Toronto, Canada
Zontian since 1987; Amelia Earhart Fellow 1976-1977

You should know: Holly has worked for almost 40 years in applied research and program management. She is a registered Professional Engineer (P.Eng) in the Province of

Ontario, Canada. In Zonta, Holly is the President of the Zonta Club of Toronto and the District 4 service co-chair.

Bylaws and Resolutions

The role of the Bylaws and Resolutions Committee is to consider all amendments and resolutions, to make recommendations to the board and submit a report to the convention. They can also propose bylaws amendments and develop resolutions designed to further the objects of Zonta International. The committee is also active in interpreting Zonta's Bylaws and Rules of Procedure when needed. The committee plans to work with district bylaws and resolution committees to revise the district rules of procedure for adoption at their district conferences in order to conform to the newly revised bylaws of Zonta International.



CHAIRMAN

Vivienne Shen, Zonta Club of Hsin Chu, Taiwan
Zontian since 1993; Member of the ZI Bylaws and Resolutions Committee since 2008.

You should know: As Chairman of the 2014-2016 Committee, in collaboration with the other Committee members, completed the report to the ZI Board and Convention regarding bylaws, amendments and resolutions

MEMBERS

Monika Auweter-Kurtz
Zonta Club of Stuttgart, Germany
Candace Kohl
Zonta Club of Newport Harbor, USA
Terhi Tormanen
Zonta Club of Oulu I, Finland
Susan Riding, Consultant
Zonta Club of Canberra
Breakfast Inc, Australia

MEMBERS

Jane Adams
Zonta Club of Boca Raton Area, USA
Pauline Ng
Zonta Club of Hong Kong, Hong Kong
Morag Stalker
Zonta Club of London II, England

Centennial Anniversary

As one of the focal areas in the biennial goals, the Centennial Anniversary Committee will work with the Zonta International Board to plan and implement Zonta's centennial anniversary celebrations.

Chairman Beryl McMillan will work closely with two groups within the Centennial Anniversary Committee, ensuring cohesiveness, yet allowing each group to work in its area of responsibility. One group will continue to focus on the history under Co-Chairman Val Sarah. The other group, led by Co-Chairman Tebbie Clift, will focus on events to celebrate Zonta's centennial at the international, district and club levels. A brainstorming session in Nice commenced this work with district representatives. This work will continue to ensure that plans are in place by the 2018 Yokohama Convention.



CHAIRMAN

Beryl McMillan, Zonta Club of Melbourne on Yarra Inc, Australia Zontian since 2000; served on Zonta International and Zonta International Foundation Boards and on international committees.

You should know: Director of development and community relations at an independent school where responsibilities include publications and major events; has been involved in the production of history books in two schools

Convention

District 26, Japan, will host the 64th Zonta International Convention in 2018 in Yokohama. It is the first time a Zonta International Convention will be held in Japan.

The 50 clubs and about 1,000 Japanese Zontians are excited to host the convention, making every effort to ensure it will be a great success.

The Convention Committee consists of two chairmen and two vice chairmen. Sadako Miyake is Chairman for Sponsorship, Programs and Tours and Makiko Yamamoto is Chairman for Facilities and Services.

The committee hopes that many Zontians will attend and enjoy the unique experiences Japan has to offer: its esoteric culture, ancient history, vibrant art and epicurean cuisine are all easily discoverable in Yokohama, Tokyo, the surrounding regions, and in cities all over Japan.



CHAIRMAN

Makiko Yamamoto, Zonta Club of Sendai I, Japan Zontian since 1994

You should know: Member of the executive board of Japan Medical Women's Association from 2004-2009; board member of Japan Society for Tobacco Control (JSTC); and president of the 6th Annual Convention of JSTC in 2012.



CHAIRMAN

Sadako Miyake, Zonta Club of Okayama, Japan Zontian since 1978; Founding member of the Zonta Club of Okayama; has been to nine International Conventions.

You should know: Founder and president of Mikuni World Corporation; a Master of the Region Port Development Board, and senior advisor on women's issues to the Japan Cabinet Office

MEMBERS

Monica de la Cerda
Zonta Club of Houston, USA
Tebbie Clift, Co-Chairman
Zonta Club of New York, USA
Vivian Cody
Zonta Club of Buffalo, USA
Christine Gerberding
Zonta Club of Hamburg Hafen, Germany
Amy Lai
Zonta Club of Taipei I, Taiwan
A.O. Omotayo Morgan
Zonta Club of Ibadan, Nigeria
Eva Nielsen
Zonta Club of Esbjerg, Denmark
Erlinda Panlilio
Zonta Club of Makati & Environs,
Philippines
Val Sarah, Co-Chairman
Zonta Club of Ballarat Inc, Australia
Brenda Tanjutco
Zonta Club of Muntinlupa and
Environs, Philippines



MEMBERS

Yukiko Toyota, Vice-Chairman,
Facilities and Services
Zonta Club of Tokyo II, Japan
Tokue Ueda, Vice-Chairman,
Sponsorships, Program and Tours
Zonta Club of Nara, Japan
Harumi Sato, Convention Treasurer
Zonta Club of Sendai, Japan

Council of Europe

The Council of Europe (CoE) Committee represents Zonta as one of 350 international non-governmental organizations (INGOs) that has participatory status in the Conference of INGOs at the Council of Europe, an inter-governmental human rights organization, working with its 47 member states to strengthen human rights, democracy and the rule of law.

The committee's role is to inform and educate Zontians around the world on relevant conventions/treaties and mechanisms of the CoE to help advocate effectively for women's rights and gender equality.

In this biennium, the committee will continue to make Zontians aware of Zonta's strong position at the CoE as part of the Conference of INGOs. It will continue to promote relevant instruments and treaties as tools for members, clubs and districts to advocate knowledgeably for the rights of women and girls. Instruments like the Istanbul Convention, being accessible also by non-European countries, underline the global dimension and relevance of the CoE. The committee will also report on pressing issues such as gender-based violence on refugee women and on relevant decisions/programs within the CoE. It will work closely with the Zonta International United Nations and Advocacy committees to support clubs and districts to raise civil society's voice.



CHAIRMAN

Anita Schnetzer-Spranger, Zonta Club of Mainz, Germany
Zontian since 1982; Past International Director,
International Nominating Committee.

You should know: Received a Master's degree in economics with a specialty in marketing. In her position as marketing manager for an international cosmetics company, she was responsible for brand development, the brand's product strategies and communication concepts. She is currently a self-employed marketing consultant.

Finance

The role of the Zonta International Finance Committee is to prepare the budget for approval by the Zonta International Board. The Finance Committee reviews the monthly financials and continues to monitor and review the budget to actual expenses during the biennium. Any unusual items are brought to the attention of the board for discussion and review. The committee oversees the annual audit and works for the stability and financial health of Zonta International. The goals of the Finance Committee include working with Headquarters staff and the Zonta International Treasurer/Secretary to try to streamline processes and reduce operating costs while maintaining efficiency. Transparency is an ongoing goal of the committee.



CHAIRMAN

Ellen Karo, Zonta Club of New York, USA
Zontian since 1993; 2010-2012 ZI Treasurer/Secretary,
2014-2016 Finance Committee Chairman

You should know: Has been a certified public accountant for more than 40 years and feels qualified to do the job as finance chairman. She has extensive knowledge in financial statements and business having her own accounting firm.

MEMBERS

Frieda Demey
Zonta Club of Brussel Zavel, Belgium
Irma Ertman
Zonta Club of Helsinki II, Finland
Anne Lomonaco-Kraus
Zonta Club of Luxembourg-Multiculturel,
Luxembourg
Karin Nordmeyer, Adviser
Zonta Club of Freiburg-Schauinsland,
Germany

MEMBERS

Susanne von Bassewitz, President-Elect
Zonta Club of Düsseldorf II, Germany
Britt Gustawsson, Risk Manager
Zonta Club of London II, England
Sharon Langenbeck, Vice President
Zonta Club of Santa Clarita Valley, USA
Bridget Masters, Treasurer/Secretary
Zonta Club of Greeley, USA
Sonja Hönig Schough, President
Zonta Club of Kungsbacka, Sweden
Cathie Wheeler
Zonta Club of Kitchener- Waterloo,
Canada

Jane M. Klausman Women in Business Scholarship

During the 2016-2018 Biennium, the International Jane M. Klausman (JMK) Women in Business Scholarship Committee will encourage full participation of all districts in the JMK Scholarship program. Through their ongoing outreach as liaisons to the districts, they will ensure participation from all Zonta districts as well as be responsive to the district JMK chairmen when they have questions regarding the program. The committee will continue its work to promote membership to past JMK recipients and encourage continued donations to the JMK Scholarship Fund.



CHAIRMAN

Laura Peters, Zonta Club of Newport Harbor, USA
Zontian since 1999; 2012-2014 International Director, governor, lt. governor, district membership chairman, and several other district and club positions

You should know: President of International Software Systems, a Microsoft Financial and Distribution Software Reseller and Consultant; her business knowledge and education including a Master of Business Administration, have enhanced her experience in Zonta.

Leadership Development

The Leadership Development Committee is committed to the ongoing growth and development in knowledge and competencies of Zonta leaders to support effectiveness and relevance for today and tomorrow.

The purpose of the committee is to deliver Zonta International's commitment to women's empowerment, recognizing that members can develop into great leaders by having access to first-class leadership development programs.

The role of the committee is to prepare the 2016-2018 leadership development strategy and the platform for action, and explore new leadership trends and best practices to create leading-edge learning opportunities so members are "fit for the future" leaders with vision, self-efficacy and passion.

The committee will accomplish these goals by leveraging the strategic usage of technologies to expand the delivery of leadership training through the Zonta Leadership Program—an online learning management system focusing on interactive learning; Build a Better Club—an online toolkit offering member-to-member resources; and How-To Tools and Techniques—online tools for better organizational communication.

The committee will also identify leadership training development needs for all levels of leadership and members.



CHAIRMAN

Maureen Heine; Zonta Club of Auckland Inc, New Zealand
Zontian since 1998; 2012-2014 District 16 Governor, member of the 2014-2016 ZI Leadership Development Committee

You should know: Is the Chief Executive/Director of a managed investment scheme; full member of the Chartered Accountants Australia and New Zealand; and an affiliated member of The Society of Trust and Estate Practitioners; continues professional development to ensure she is kept abreast with developing best practices

MEMBERS

Marguerite Akossi
Zonta Club of Abidjan, Cote d'Ivoire
Joanna Lee
Zonta Club of Tainan Charming, Taiwan
Suzanne Lorenzo
Zonta Club of Beaune Cote D'Or, France
Margo Sheridan
Zonta Club of Arlington Area, VA, USA

MEMBERS

Jane Andersen
Zonta Club of Copenhagen I, Denmark
Shelli Cutting
Zonta Club of Anchorage, USA
Kathleen Douglass
Zonta Club of Brampton-Caledon, Canada
Jacquie Gudmundsen
Zonta Club of Pontiac-North Oakland, USA
Gudrun Höy
Zonta Club of Copenhagen I, Denmark
Anne Kuhnell
Zonta Club of Roskilde Area, Denmark

Membership

The main objective of the Membership Committee is to promote membership growth. This includes recruitment and retention, establishment of new clubs and e-clubs and promotion of a pilot program for young professionals.

The committee will strive to achieve the biennial goals of a net membership growth of 5 percent, and a net increase of at least one additional club in each district. Twelve districts recorded positive membership growth during 2014-2016. For 2016-2018, the committee is calling on all districts to achieve a breakthrough in membership growth, keeping in mind that retention is just as important as recruitment, and members must be engaged in every stage of membership life.

Overall, the Membership Committee is looking for an expansion in tools and supporting material for clubs, some with a special focus to attract prospective members.

The Membership Committee is comprised of a chairman and two co-chairmen, representing the largest regions in Zonta.



CHAIRMAN

Winnie Teoh, (Also covering Asia, Australia, & New Zealand)
Zonta Club of Kowloon, Hong Kong
Zontian since 1982; 2014-2016 ZI/ZIF Director; governor, It. governor, area director, club president, member of ZI JMK Committee, district YWPA chairman, 2014-2018 District Centurion, 2016-2018 ZI Nominating Committee

You should know: Worked as senior management for Hong Kong Tourism Board; has focused on international marketing for 22 years

Nominating

The Zonta International Nominating Committee is the only elected committee among the international committees.

The committee's role is to follow their duties laid out in the Zonta International Bylaws. They shall provide the official slate and qualifications for publication at least 90 days before convention. They shall also report at convention. They are challenged to identify the most qualified, effective and passionate members and encourage their nomination for the 2018-2020 Zonta International and Zonta International Foundation Boards and the International Nominating Committee.

As Zontians from all over the globe, the committee is comprised of different cultures, backgrounds and mentalities, which are useful during the careful selection of candidates.



CHAIRMAN

Maria Stefanova, Zonta Club of Saint Sofia, Bulgaria
Zontian since 1995; 2012-2014 International Director; served at club, area, district levels

You should know: Zontian since Bulgaria was added as a Zonta country; is a journalist and media expert knowledgeable in successful interpersonal global communication

MEMBERS

Asia/Australia/New Zealand

Olivia Ferry
Zonta Club of Makati & Environs, Philippines
Petra Ladwig
Zonta Club of Maroochy Inc, Australia
Patricia Lagunda
Zonta Club of Baliuag, Philippines

Europe & Africa

Helena Bühler, Co-Chairman
Zonta Club of Luzern Landschaft, Switzerland
Hortense Chékété
Zonta Club of Cotonou, Benin
Helinä Karell
Zonta Club of Helsinki II, Finland
Ille Prockl-Pfeiffer
Zonta Club of Herzogenaurach, Germany

North & South America

Mary Ann Rubis, Co-Chairman
Zonta Club of Quaboag Valley, USA
Kathleen Douglass
Zonta Club of Brampton-Caledon, Canada
Barbara Lippa
Zonta Club of Fairfax County, USA
Karen Pati
Zonta Club of Sanibel-Captiva, USA
Cindy Phillips, e-Club Coordinator
Zonta Club of Everett, USA

MEMBERS

Hortense Chékété
Zonta Club of Cotonou, Benin
Kerry Dixon
Zonta e-Club of USA1, USA
Florence Fischer-Herber
Zonta Club of Luxembourg, Luxembourg
Ann Horrocks, Vice Chairman
Zonta Club of Bendigo Inc, Australia
Maria Jose Landeira Oestergaard
Zonta Club of Copenhagen 1, Denmark
Joy Orlich
Zonta Club of Greater Reno, USA
Gabiella Samara Paphitis
Zonta Club of Nicosia Region, Cyprus
Winnie Teoh
Zonta Club of Kowloon, Hong Kong

Public Relations and Communications

The Public Relations and Communications (PR&C) Committee is comprised of Zontians who are professionals in the field of marketing, communications and public relations, whose main role is to assist Zonta International in all PR&C-related matters. Their goals are developing tools; giving strategic guidance and providing training in PR&C to Zonta leaders; and supporting other committees and Headquarters with content and graphics for brochures, presentations and campaigns.

The focus for the 2016-2018 Biennium is to bring Zonta to the next level of professional PR and communication management. The committee's aim is to have leaders become professionals in the use of modern PR&C tools such as social media. They also want to better promote the Zonta mission and support leaders and Zontians with training materials.

The committee aims to reach higher visibility and create deeper impact through a powerful, unified voice. With fresh brand guidelines and the newly launched website, the committee's overall objective is to align Zonta's messaging and imagery worldwide and increase focus on professional campaign management.



CHAIRMAN

Annemie Viaene, Zonta Club of Gent I, Belgium
Zontian since 2001

You should know: Managing partner of a global consultancy, where she acts as strategy adviser and executive coach; driven by growing people and making organizations work

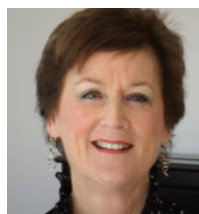
Service

The Service Committee's role is to encourage clubs and districts to focus on new and existing projects that reflect Zonta's mission to empower women and girls.

The committee will urge all clubs and districts to be knowledgeable about the international service projects carried out through Zonta's partnerships with the United Nations agencies and to contribute to their success by giving one-third of local service funds to the Zonta International Foundation.

All local projects should be hands-on and carried out by members to increase the visibility and credibility of Zonta International as an organization that cares about women's rights. When carrying out service projects, it is vital that members remember the importance of visibility and display their club logos.

The committee will again encourage all clubs and districts to participate in the Zonta Service Recognition Awards, thereby earning recognition for their innovative and effective projects. Promoting clubs and districts to share their projects on the zonta.org "Local Action" page will also inspire other members to adopt successful projects in their own communities.



CHAIRMAN

Alison Martin, Zonta Club of Perth Northern Suburbs Inc, Australia
Zontian since 1988; has served at club, district and international levels.

You should know: Retired as an executive secretary to give more time to focus on duties as District 23 Governor and later roles on the International Nominating Committee and International Service Committee

MEMBERS

Katherine Cleland
Zonta Club of Everett, USA
Kimm Hrdlicka-Tigges
Zonta Club of Columbus, OH, USA
Marielle Korend Larsson
Zonta Club of Kungälv, Sweden
Pamela Malzbender
Zonta Foothills Club of Boulder Co, USA
Kathy Yip
Zonta Club of Hong Kong, Hong Kong

MEMBERS

Dilruba Ahmed
Zonta Club of Chittagong, Bangladesh
Motolani Akinkoye
Zonta Club of Ibadan II, Nigeria
Imelda "Dandy" Gomez, Co-Chairman
Zonta Club of Greater Rizal I, Philippines
Anja Hurme
Zonta Club of Espoo-Kauniainen, Finland
Denise Quarles
Zonta Club of Michigan Capitol Area, USA
Sally Rankin
Zonta Club of Houston, USA
Judith Ray
Zonta Club of Auckland Inc, New Zealand
Yukiko Toyota
Zonta Club of Tokyo II, Japan
Joan Westcott
Zonta Club of Kitchener-Waterloo, Canada



Members of the International United Nations Committee with International Honorary Member Carolyn Hannan (second from left)

United Nations

The United Nations (UN) Committee has 15 members grouped into four teams and one focal point. Teams are located at UN headquarters in New York, the UN offices in Geneva and Vienna, and at the United Nations Educational, Scientific and Cultural Organization (UNESCO) in Paris. The committee also has a focal point at the UN Economic and Social Commission for Asia and the Pacific (ESCAP) in Bangkok.

The purpose of the committee is to keep Zonta informed about important actions at the international level and to bring Zonta's voice to the governments meeting at the UN/UNESCO and around the world. This is possible because Zonta International holds the highest category of consultative relationship with ECOSOC, which connects Zonta and gives the organization the opportunity to consult with the entire UN system.

The committee's goal is to connect Zonta's clubs and districts with the global effort of supporting Agenda 2030 and the Sustainable Development Goals. These 17 goals and 169 targets are designed to bring the social, economic and environmental pillars of development together to transform the world into the world we want by 2030. Goal No. 5 in particular refers to the empowerment of all women and girls. The committee will also set a priority on impacting the Commission on the Status of Women and other areas of the UN that affect the empowerment of women.



CHAIRMAN

Leslie Wright, Zonta Club of New York, USA
Zontian since 1988

You should know: Has nearly 20 years of experience with non-governmental organizations at the UN, providing advocacy for women and girls; is highly recognized for her volunteer work; has traveled to or lived in all 50 states of the U.S. and more than 30 countries

MEMBERS

- Simone Ovar, Coordinator, Geneva Zonta Club of Pinerolo, Italy
- Els Van Winkel, Member, Geneva Zonta Club of Morges-La Cote, Switzerland
- Mary Lou Shippe, Coordinator, New York Zonta Club of Howard County, USA
- Staci Alziebler-Perkins, Member, New York Zonta Club of New York, USA
- Patricia Latona, Member, New York Zonta Club of Westchester, USA
- Pamela Morgan, Member, New York Zonta Club of Essex County, USA
- Mary Ann Tarantula, Member, New York Zonta Club of Northern Valley, NJ, USA
- Ursula Bouchard, Coordinator, Paris Zonta Club of Beaune Cote D'Or, France
- Elke Farny, Member, Paris Zonta Club of Paris-Etoile, France
- Cornelia Zemskeris, Member, Paris Zonta Club of Paris-Etoile, France
- Ingeborg Geyer, Coordinator, Vienna Zonta Club of Vienna, Austria
- Barbara Devin, Member, Vienna Zonta Club of Funf-Seen-Land, Germany
- Eveline Hejlek, Member, Vienna Zonta Club of Vienna City, Austria
- Gertraud Ribitsch, Member, Vienna Zonta Club of Graz, Austria
- Lalivan Karnchanachari, Focal Point, ESCAP Zonta Club of Bangkok I, Thailand

Young Women in Public Affairs Award

The role of the Young Women in Public Affairs (YWPA) Award Committee is to evaluate district award applications and recommend recipients for the international awards and to promote the YWPA Award. If needed, the committee provides help to clubs and districts to get more public attention and visibility. It also recommends general guidelines, eligibility criteria and evaluation and scoring standards.

Though the program is continuously growing, the committee's goals are to intensify the promotion of the award on club and district levels. Best practices should be shared to encourage more clubs to participate in the YWPA Award program. It is important to recognize young women for their engagement in public and political life and acknowledge their leadership achievements. The committee would also like to expand the networking of previous laureates among themselves, as well as with Zontians around the world. These young awardees of today are the Zontians of tomorrow.



CHAIRMAN

Florence Fischer-Herber, Zonta Club of Luxembourg, Luxembourg

Zontian since 1993; has served in leadership positions at all levels of Zonta including 2014-2016 District 27 Governor. Also a member of the 2016-2018 International Nominating

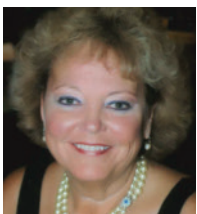
Committee.

You should know: Florence worked as a secondary school teacher for 39 years.

Z and Golden Z Club

The purpose of the Z and Golden Z Club Committee is to help Zonta clubs create Z and Golden Z clubs and mentor the next generation of leaders for gender equality. The committee will assist clubs in sponsoring a student club, and in turn, clubs will provide young adults in their community with the tools, information and guidance they need to improve the lives of women and girls and impact the world.

The goal of the committee is to encourage projects that are in line with Zonta's mission, club participation in the Emma L. Conlon Service Award, participation in advocacy projects, use of multimedia to showcase events, and to transition Golden Z club members to full Zonta club membership. The committee will also support districts in chartering one Z club and one Golden Z club during the biennium, offer leadership training to club officers, encourage use of the Zonta International website and the Z and Golden Z Club Manual, continue publication of the quarterly newsletter and create a plan for Z and Golden Z clubs to participate in the Centennial Anniversary.



CHAIRMAN

Candace B. Edwards, Zonta Club of Syracuse, USA
Zontian since 1990; 2014-2016 Governor

You should know: Has been an educator and past school principal for 40 years and was a non-profit executive director for a large before and after school program

MEMBERS

Stella Bentsi-Enchill
Zonta Club of Accra II, Ghana
Lily Chien
Zonta Club of Chia-Yi, Taiwan
Valerie Hume
Zonta Club of Ottawa, Ontario, Canada
Lori Montigel
Zonta Club of Riverside, USA
Kay Stewart
Zonta Club of Melbourne of
Yarra Inc, Australia
Monica Uddenfeldt
Zonta Club of Gävle, Sweden

MEMBERS

Ingke Andreae
Zonta Club of Hamburg-Hanse, Germany
Marie Cameron
Zonta Club of Mackay Inc, Australia
Shelli Cutting
Zonta Club of Anchorage, USA
Sylvia Li
Zonta Club of Kaohsiung, Taiwan
Lourdes Almeda Sese
Zonta Club of Laguna, Philippines

2016-2018 Zonta International Foundation Committees

Centennial Anniversary Endowment Campaign

The role of the Centennial Anniversary Endowment Campaign Committee is to grow Zonta's endowment fund by US\$10 million and develop a robust, planned giving program. Earnings from the endowment fund may be used to fund, or expand, any part of Zonta International's service and advocacy.

Following the Centennial Anniversary Endowment Campaign announcement at the 2016 Nice Convention, the committee will promote this giving opportunity to all members through presentations at district conferences in 2017 and articles in Zonta publications. At the same time, they will continue to contact Zonta's dedicated contributors.

In addition to the talented committee members, regional representatives are being recruited. These volunteers have served Zonta in many capacities and are excited to work with the committee to provide Zontians, and others, the opportunity to leave a charitable legacy to Zonta International.

The stronger Zonta is financially, the better the organization is able to fund service and educational projects. To date, through quiet work, contributors have already pledged and/or given more than US\$1 million.



CHAIRMAN

Jacqueline M. Beaudry, Zonta Club of Milwaukee, USA
Zontian since 1987; served as an International Director,
Development Chairman, and District 6 Governor and
Foundation Ambassador.

You should know: Experience has led her to this unique opportunity to lead this committee to grow the endowment for our Foundation.

Development

The Zonta International Foundation Development Committee's role is to encourage contributions from clubs, individuals, corporations and friends of Zonta to support the International Service and ZISVAW projects and education programs of Zonta International.

At the 2016 Nice Convention, the delegates approved the goal to raise US\$5,376,000. The committee will partner with the district foundation ambassadors to educate clubs about the International Service and ZISVAW projects and the education programs and encourage donations through giving campaigns throughout the biennium. This biennium, we seek to secure at least one corporate donation or grant to support the education programs.



CHAIRMAN

Sally Bean, Zonta Club of Janesville, USA
Zontian since 1991; 2014-2016 International Director

You should know: Retired in September from Ecolab Inc. where she spent her career; serves on the University of Wisconsin-Whitewater Foundation Board, where she earned her bachelor and master degrees in business management

MEMBERS

Olivia Ferry
Zonta Club of Makati & Environs,
Philippines
Amy Lai, Honorary Member
Zonta Club of Taipei I, Taiwan
Sharron Miles
Zonta Club of Johnson County, USA
Val Sarah
Zonta Club of Ballarat Inc, Australia
Anita Schnetzer-Spranger
Zonta Club of Mainz, Germany

CENTENNIAL ANNIVERSARY ENDOWMENT CAMPAIGN

BELIEVE • INVEST
EMPOWER

MEMBERS

Nadia Biancato
Zonta Club of Alessandria, Italy
Ann Horrocks
Zonta Club of Bendigo Inc, Australia
Kay Meyer
Zonta Foothills Club of Boulder Co, USA
Carita Rönqvist
Zonta Club of Jakobstad, Finland
Virma Victoria Vergel de Dios
Zonta Club of Mandaluyong-San Juan,
Philippines
Ingegerd Wennerbeck
Zonta Club of Lund, Sweden

Finance, Audit and Risk

The Zonta International Foundation Finance, Audit and Risk Committee is responsible for preparing the Foundation budget for submission to the Foundation Board and for managing Foundation investments and assets.

The focus for the committee during this biennium will be to monitor and follow up on the new financial setup, where all costs connected to the Foundation are recognized in the books as reflected in the biennial budget.

During the second year of the biennium, the committee will be working together with the President-Elect on the proposal for funding and fundraising goals for next biennium, which will form the basis for the coming budget.

The continual aim of the committee is to keep outstanding records of incoming and outgoing money, gain donor confidence and show good results, thereby supporting the common goals of our organization.



CHAIRMAN

Pia Sjöstrand, Zonta Club of Malmö I, Sweden
Zontian since 1993; ZIF Finance Committee chairman for four biennia

You should know: works as financial controller in the Swedish part of the German E.ON Group, an international privately owned energy supplier; main focuses are investments in plants and distribution networks

Zonta International and Zonta International Foundation Investment

The role of the Zonta International and Zonta International Foundation Investment Committee is to invest the funds of the various Zonta accounts in a safe and responsible manner. The committee reviews all funds and accounts on a quarterly basis with Zonta's investment advisory firms. Individually, the committee reviews all the statements monthly. When the committee has suggestions pertaining to the movement of any funds, it will present the suggestion to the International Board for approval.

With the world markets in a fragile state, the committee is being very cautious with the investments. They will constantly review and adjust, with Zonta's advisors, any sector that may need less exposure. Another goal for the biennium is to keep monies safe and invested wisely within the guidelines of Zonta's investment policies.



CHAIRMAN

Bonny Schumacher, Zonta Club of Newport Harbor, USA
Zontian since 1988

You should know: With Morgan Stanley for 27 years as a U.S. Government Entity Specialist investing for institutional portfolios of US\$100 million or more and investing for high net worth individuals

MEMBERS

Susanne von Bassewitz, President-Elect
Zonta Club of Düsseldorf II, Germany

Britt Gustawsson, Risk Manager
Zonta Club of London II, England

Sharon Langenbeck, Vice President
Zonta Club of Santa Clarita Valley, USA

Bridget Masters, Treasurer/Secretary
Zonta Club of Greeley, USA

Rita Reed
Zonta Club of Waasland, Belgium

Sonja Hönig Schough, President
Zonta Club of Kungsbacka, Sweden

MEMBERS

Susanne von Bassewitz, President-Elect
Zonta Club of Düsseldorf II, Germany

Britt Gustawsson, Risk Manager
Zonta Club of London II, England

Cynthia Kittle
Zonta Club of Santa Clarita Valley, USA

Sharon Langenbeck, Vice President
Zonta Club of Santa Clarita Valley, USA

Bridget Masters, Treasurer/Secretary
Zonta Club of Greeley, USA

Beth Minear-Rex
Zonta Club of Greater Reno, USA

Eva Porras
Zonta Club of Madrid KM 0, Spain

Sonja Hönig Schough, President
Zonta Club of Kungsbacka, Sweden

Meet the 2016–2018 Governors



Joanne Puopolo, District 1

Zonta Club of Malden, MA, USA

Member since 2004

Joanne Puopolo believes that, working together, we can make a difference in the lives of women and girls on a local and international level. Her Zonta membership has afforded her the opportunity to work with other amazing women to accomplish Zonta's mission of empowering women and girls and to promoting their human rights and fundamental freedoms around the world.

Joanne is a fiscal manager for the Massachusetts Department of Elementary and Secondary Education and is responsible for managing more than US\$5 billion dollars of state and federal funding. In this role, she provides fiscal oversight to ensure efficient account management and compliance with all regulatory requirements. Joanne also finds time to serve as adviser to the Student Advisory Council for the State of Massachusetts, as an adviser for the Western Massachusetts region of the state and is a member of the Board of Directors and the Development Committee for Mystic Valley Elder Services.

As governor, Joanne's mission is to keep momentum going by engaging Zonta's membership, attracting new members to Zonta and working with them to make strides as powerful advocates for change in their local and international communities.



Marjorie Lavin, District 2

Zonta Club of Albany, NY, USA

Member since 2003

In more than 30 years as a professor and university administrator, Marjorie Lavin has worked to expand opportunities for returning adult students, especially women. She recently retired from her position as vice provost of Empire State College in the State University of New York. Her duties there included academic programs and policies, faculty personnel matters, and student services for a network of instructional centers across the state of New York, as well as a center for online education. She now serves in a part-time role at the same university.

Marjorie was initially interested in Zonta for its efforts to bring more women into the science, technology, engineering and mathematics (STEM) fields; however, it is Zonta's international focus and affiliation with the United Nations that has kept her a member. She has served in several club offices and as area director, Lt. governor and chairman of the district advocacy and UN committees.

As 2016-2018 Governor, she sees advocacy and hands-on service as the best ways for clubs to fulfill Zonta's mission and build membership. She will continue District 2's focus on advocacy to end violence against women. She looks forward to working with the district board to establish new clubs, including e-clubs.



Donna Clark, District 3

Zonta Club of Charles County

Area, MD, USA

Member Since 2000

Donna Clark is a retired wellness, fitness and sports director for the College of Southern Maryland. While at the College, she taught and wrote curriculum for credit and non-credit classes. Prior to this position, she managed an 800-member health club where she was also a certified personal trainer and fitness instructor.

As a Zontian, Donna has held all club officer positions, except treasurer, in addition to membership and service committee chairman and chair of the club's fundraiser. At the district level, she has served as Lt. governor and area director. Donna's vision for the 2016-2018 Biennium as governor is to see Zonta strengthen its impact in local communities and influence internationally as a resource for empowering women.

Outside of Zonta, her community service has included serving as a board member for the Charles County Chamber of Commerce and Chairman of the Foundation Board of Civista Medical Center.

Donna has been married to her high school sweetheart for nearly 40 years. They have two married children and a granddaughter. Her hobbies include quilting, sewing and sailing.



Lori Robinson, District 4

Zonta Club of Brampton-Caledon,
ON, Canada

Member since 1998

As the Human Resources - Health and Safety Manager for Ontario Excavac Inc., Lori Robinson is responsible for the effective planning, organizing, directing and analyzing of the operations of her department. The human resources function also encompasses organization design and development recruitment, training and development, performance management and health and safety.

Lori has served as lt. governor, area director, and on the District 4 board as Amelia Earhart Fellowship Committee co-chairman. For the past two biennia, Lori has been privileged to be the Z and Golden Z Clubs International Committee chairman.

District 4 is currently the largest district in North America and Lori hopes with the upcoming centennial celebrations that the growth will continue. She also hopes that by 2018, District 4 will reach 1,000 members.

Lori is looking forward to her role as governor and knows her professional skills and passion for Zonta will be of service to District 4.

Lori and her husband, Garry, have lived in the Caledon area for 32 years where they raised their two sons. Her family has always supported her community volunteer work and participated in many events.



Joyce Combs, District 5

Zonta Club of Defiance, OH, USA

Member since 2003

Working in manufacturing, Joyce Combs has seen many women break through the glass ceiling in non-traditional roles. She has worked at the General Motors Defiance Foundry in engineering and, in more recent years, as human resource manager. She understands firsthand the need for young women to pursue technical degrees.

She believes that while Zonta enables members to engage in volunteering for community projects, the organization also provides the opportunity to network and teach professionally needed leadership skills.

Soon after joining Zonta, Joyce was asked to step into leadership roles. She served as lt. governor, area director, district advocacy committee chairman and club president before becoming governor. Joyce believes that as in any business or organization, Zonta's greatest resource is its members, and Zontians are truly amazing leaders providing service for their local communities and globally.

Engaging women by "teach, coach and recognize" is Joyce's theme as governor for the 2016-2018 Biennium. Joyce would like to focus on retention through engagement and increase membership, grow the awareness of the international projects in support of the Zonta International Foundation and promote clubs' successful volunteer projects. She also wants to increase involvement of millennial members at the district and club leadership levels.



Tamara Hagen, District 6

Zonta Club of Madison, WI, USA

Member since 1987

Tamara Hagen has been living the Zonta mission since 1987 when she joined the Zonta Club of Beloit, Wisconsin, USA. In 2002, she moved to Madison, Wisconsin, where she has been a member of the Zonta Club of Madison ever since. Tamara has served in many different Zonta positions at both the club and district levels; however, she is most passionate about membership growth. During her tenure as club membership chairman, her club doubled in size, and as district membership chairman, District 6 saw a 5 percent growth in membership. As District 6 Governor, Tamara's biennial goal is to continue to support the district's clubs in their efforts to recruit and retain members, achieving another 5 percent growth in membership.

Born and raised in Wisconsin, with a brief stint living in the New York City area, Tamara loves to travel, and since her first Zonta International Convention in 2000, has always added a side trip to her convention travel plans. She also enjoys reading, needle craft, beading, stained glass work and kayaking.

Professionally, Tamara is an adult non-invasive cardiologist with the University of Wisconsin, though now working only half time.



Mary Reed, District 7

Zonta Club of Jamestown, ND, USA
Member since 1999

Mary Reed had the opportunity to spend four years living in Zimbabwe where she saw a need to work for gender equality both at home and in other countries. In 1998, Mary was introduced to Zonta International and immediately knew this was where she could make a difference in the world. The women she met had diverse backgrounds, but the same mission. Zonta was not only about working in local communities, but also making a difference around the world. The mission of Zonta became Mary's passion and has since been a major part of her life.

As 2016-2018 Governor, Mary's vision is to work with the clubs to nurture future leaders for District 7.

Mary has an undergraduate degree in business administration, a Master of Business Administration, and has done additional graduate work in the field of higher education. She is currently an associate professor and co-chair of the Department of Computer Science and Technology at the University of Jamestown, in Jamestown, North Dakota, USA.

Mary is married to Dr. Stephen Reed, a professor of religion/philosophy at the University of Jamestown and they have one daughter, Amanda. Mary enjoys traveling, reading and handcrafts, and is an elder in her church where she sings in the choir. She also plays flute in the University Wind Ensemble.



Leatta Dahlhoff, District 8

Zonta Club of Olympia, WA, USA
Member since 2005

A second-generation Zontian, Leatta Dahlhoff joined Zonta to work alongside her mother to impact positive change locally and globally. Her vision as governor is "leading the way, shaping the future together."

Leatta is passionate about engaging, volunteering and influencing positive change in her community as demonstrated through her time spent as a: Zonta Club of Olympia member, YWCA of Olympia board member and advocacy committee chair, senior services for South Sound board member, City of Tumwater planning commissioner, United Way of Thurston County Women's Leadership Council, inter-agency committee of State Employed Women vice chairman, Expanding Your Horizons Thurston County volunteer coordinator and the Thurston County Coalition Against Trafficking.

As a toxics reduction specialist, Leatta independently plans, prioritizes and implements assigned environmental mandates specified in the Hazardous Waste Reduction Act. She functions as a technical assistance officer in the areas of pollution prevention and hazardous waste management to business, industry, government, the general public and in-house staff and works to reduce toxics and hazardous substance use at facilities engaged in pollution prevention and TurboPlan reporting. Her specialties include military installations, prisons, hospitals, laboratories and universities. She has a Bachelor of Science in chemistry from the University of Puget Sound.



Mele Spencer, District 9

Zonta Club of Hilo, HI, USA
Member since 1998

When Mele Spencer was invited to join the Zonta Club of Hilo, she was thrilled to learn its mission mirrored her own values to strengthen women's lives. As a Zontian for 18 years, Mele has served as Lt. governor, area director, on her district nominating committee, club president, vice president, treasurer, club director and on various club and district committees.

Mele's vision for District 9 is to share in the enthusiasm and commitment of Zonta International. She plans to share ideas across borders, collaborate with like-minded organizations, utilize new technology platforms and strengthen clubs with millennial women advocates.

In addition to her Zonta work, Mele is also active with the Hawaii Island Chamber of Commerce; Japanese Chamber of Commerce; Hawaii County Committee on Status of Women; Farm Supply Co-operative; Agriculture Advisory Committee with the State of Hawaii, Hawaiian Home Lands; and with the Hawaii Island Women's Leadership Forum that holds annual summits to empower women.

Her professional experience has been in real estate, housing, finance and contracts, with much of it at the U.S. Department of Agriculture, serving Hawaii, American Samoa, Guam, Mariana Islands, Marshall Islands, Micronesia and Palau. She also served as an equal employment opportunity counselor for many years.



Barbara Yoder, District 10

Zonta Club of Johnson County,
TX, USA

Member since 1996

Barbara Yoder joined Zonta and has remained a member because she wants to be part of world change and advocate for women through the strong women's network Zonta offers while also mentoring women in her community. Before becoming governor, Barbara served as Lt. governor, area director and as foundation ambassador for six biennia. As 2016-2018 Governor, she envisions every District 10 Zontian will work toward self-empowerment, international goals and represent Zonta well.

In her professional life, Barbara spent 28 years in manufacturing, holding various responsibilities in chemistry, quality control, formulation, training employees and safety. For the last 12 years, she has had a separate career in adult education, which has allowed her the opportunity to administer classes and activities for General Education Development tests, literacy and English as a Second Language under the Adult Education and Family Literacy Grant. Her primary responsibility is grant writing and acting as project manager for four counties.

Outside of her work and Zonta activities, Barbara is an advocate for foster children, serves on her county's Family Crisis Center Board and is on the event committee for Relay for Life.



Charlene Rains, District 11

Zonta Club of Mobile, AL, USA
Member since 2008

Charlene Rains is an active advocate for women's rights and is passionate about bringing awareness of women's issues to her community. Within Zonta, she has served as Lt. governor, area director, club president and club treasurer.

As a former teacher of bright and gifted students, Charlene was acutely aware of gender bias in education and sought ways to encourage young women to pursue studies in the science, math and engineering fields. After teaching for 20 years in the public school system, she changed career fields to become the Communications Manager at Goodwill Easter Seals of the Gulf Coast. She is skilled in the use of a variety of software applications and is District 11's webmaster.

As the governor of District 11, Charlene will focus on building community, succession training and communication. Her vision is for clubs to work together and share resources to fulfill Zonta's mission in the district.

Charlene loves to travel and enjoys spending time with her children and grandson. At her church, she holds the positions of lay leader and missions chair.



Renee Coppock, District 12

Zonta Club of Billings, MT, USA
Member since 1996

Renee graduated summa cum laude from the University of Illinois College of Business and from the University of Illinois College of Law. She is a partner in a law firm where she has practiced since 1987. Her areas of expertise include real estate, agriculture, environmental law, land development, entity formation, commercial transactions and water law. Although Renee prefers the transactional side of the law, she will litigate matters to protect the rights of her international clients, who own businesses and ranches in Montana. She speaks at conferences on water, real estate and agricultural law, and is recognized in *The Best Lawyers in America* for her work in real estate law.

Renee is a past trustee for the Montana State University Foundation; president of the Board for the Montana Women's Run; vice-president of the Velo Bella Cycling Club; member of the Evangelical United Methodist Church; and member of the Yellowstone Rim Runners. Renee believes through Zonta, empowered women will empower women worldwide.

Renee is married and has a 17-year-old daughter who has attended three Zonta International conventions. Renee enjoys running, backpacking, cooking, cycling and drinking good wine.



Ingibjörg Elíasdóttir, District 13

Zonta Club of Akureyri, Iceland
Member since 2000

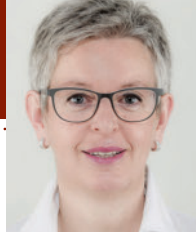
Ingibjörg Elíasdóttir is a lawyer and for the last nine years has worked for the governmental institution, Centre for Gender Equality, as head of the legal department. She also teaches part time at the University of Akureyri, where she previously taught full time. She has her own small firm and has a license to litigate for the federal district courts in Iceland.

Ingibjörg earned her law degree at the University of Iceland. She also has a Bachelor of Arts degree in journalism from the University of Georgia in the United States. Currently, she is completing a Master of Public Administration at the University of Iceland.

Ingibjörg enjoys her Zonta work very much, as it has given her opportunities to meet and work with women in many countries. Being in Zonta has also given Ingibjörg many friends.

The 2016-2018 goals for District 13 are based on the goals of Zonta International and also build upon the district's goals from last biennium, as well as adding something for the new biennium.

In her personal life, Ingibjörg is married and has three children and two adult stepchildren. She and her husband love to travel and she also enjoys reading in her spare time.



Elisabeth Thaler, District 14

Zonta Club of Brixen-Bressanone, Italy
Member since 2004

Elisabeth Thaler has been an adventurer in many ways and places. She carries as a mission the belief in the importance of education in a person's life and societies, and has worked and volunteered in capacities where her curiosity and talents in educating, organizing and working with people were needed and useful.

Elisabeth has a degree in educational sciences and, in her professional career as a teacher, has loved facilitating the learning of students. As part of management teams of public social services, she has applied the fundamentals of an educational approach to give structure and consolidate processes, build teams and create a positive work environment in order to best serve different needs of people.

Working across continents strengthened Elisabeth's passion for a multicultural environment and her conviction that all natural things, beings and processes are connected. She approaches her position as governor with the same spirit. Only when objectives are shared will achievement be coherent and visible. The district board developed their biennial goals by looking at the most pressing issues for women and girls in each of the eight countries/regions of the district. They will strengthen District 14's cohesiveness within all existing clubs and areas while expanding visibility and effectiveness by attracting new members and chartering a new club.



Anna Sylvester, District 15

Zonta Club of Roscommon County Area, MI, USA
Member since 2009

Zonta is important to Anna Sylvester because empowering and mentoring women has been her focus for her entire life. Anna has served as district secretary, area director, club president and club vice president.

Professionally, Anna has worked for Michigan State Parks for 37 years and is currently the field operations chief for Northern Michigan, overseeing the operations, maintenance, customer service and development of state recreation facilities such as parks, recreation areas, boat launches, harbors, forest campgrounds, trails and light-houses. Anna has a Bachelor of Science in agriculture and a Master of Arts in business management.

Married for 36 years, she and her husband have a daughter, who is also a Zontian, and two sons. Anna enjoys traveling and has been to all 50 states in the United States.

She volunteers as a river guardian and a township planning commissioner. She writes books and enjoys being active outdoors, whether hiking, kayaking, bicycling, snow shoeing, cross-country skiing or disc golfing.



Janet Hope, District 16
Zonta Club of Hibiscus Coast Area,
New Zealand
Member since 2004

Zonta's global reach through its service projects and educational scholarships became clear to Janet Hope at the San Antonio Convention in 2010. She could see how what is done at club and district levels feeds into and contributes to what happens internationally.

Seeing that Zonta makes a difference in the lives of women and girls motivates and inspires Janet to step into leadership roles in Zonta. She has held various positions at the club and district levels, including Lt. governor, club president, vice president, treasurer and club and district committee chairman.

Janet's vision for the biennium is influenced by the words of Mahatma Gandhi, "the future depends on what you do today," that is, to strengthen and build on the legacy of those women who have gone before us who believed they could make a difference to the lives of women and girls. Her theme as governor is "Shaping our Future."

Janet currently works as the manager for Volunteer Services at Hospice North Shore, a registered charity providing specialist palliative care to patients with life-limiting illnesses and their families. Prior to this role, she had a 33-year career as a sworn police officer, retiring in 2011. Janet lives in Orewa on the Hibiscus Coast in the North Island of New Zealand. She enjoys walking and cycling, and for relaxation likes hand-crafts, reading, watching movies and meeting up with friends.



Primitiva "Baby" Perez-Sison, District 17
Zonta Club of Manila I, Philippines
Member since 1990

Primitiva "Baby" Perez-Sison was invited to join Zonta at a time when she wanted to give back to society, and through the years she has realized the value, beauty and uniqueness of what Zonta stands for. As a Zontian for 26 years, she has served as Lt. governor, area director, vice area director, vice area director, district foundation ambassador and club president.

As district governor, she aspires to achieve unity in diversity and her theme for the biennium is "One Vision, One Mission, One Voice, One Movement: A Season of Weaving D.R.E.A.M.S."

Baby is an optometrist with more than 40 years of experience and owns a medium-scale optical chain in the Philippines. She conducts regular optometric outreach projects in depressed areas and provides free eyeglasses to the needy in partnership with another nongovernmental organization comprised of medical doctors. Her passion, commitment and dedication earned her awards, including the "Optometrist of the Year" award in 2015, given by the Optometric Association of the Philippines.

Baby has previously worked for the Professional Regulation Commission, an agency then attached to the Office of the President of the Republic of the Philippines, as chairman of the Board of Optometry for four years. There, she was responsible for the administration, implementation and enforcement of regulatory policies of the profession.



Anne-Marie French Cudjoe, District 18
Zonta Club of Accra II, Ghana
Member since 1997

Anne-Marie French Cudjoe fell in love with Zonta and joined the organization after helping her mentor and aunt, a Zontian, at the 1996 St. Louis Convention event, "From Africa with Love." Joining Zonta gave Anne-Marie true meaning to giving back to those less fortunate than herself. Her late mother was a past president of the Zonta Club of Accra and Anne-Marie is a charter member of the Zonta Club of Accra II.

She has held various leadership roles at the club and district levels, including Lt. governor, vice area director, club president, vice president and treasurer, and chairman of various committees.

Her vision as governor is to harness the leadership development of Zontians in her district by tapping into their collective expertise, skills and talents while reinvigorating their spirit of volunteerism and philanthropy, and extracting fresh, vibrant and talented professionals to boost the district's growth.

Anne-Marie owns Savvy Solutions, which provides services in corporate image enhancement, hospitality staff training and services, attitudinal skills training, personal grooming and social and table etiquette to fresh-out-of-school or unemployed young women and men for nominal fees. She is passionate about community service and advocacy, and enjoys traveling and socializing. She is married with two adult children.



**Alondra Alvarez,
Region South America**

Zonta Club of Punta del Este-
Maldonado, Uruguay
Member since 2010

Seven years ago, Alondra Alvarez was invited to be part of Zonta, giving her the opportunity to do something she has always liked: volunteer work. She first served on committees, and then took on roles as secretary and president, all while conducting projects with a team of wonderful women.

Sharing with inspiring women and leaders is very motivating to Alondra, and to be the 2016-2018 Region South America Representative has given her the opportunity to learn even more about the needs of women and girls in the world.

Her goals for the 2016-2018 Biennium are to inspire and motivate the clubs of her region, to work on communication and to create projects that will in turn promote visibility and increase membership. She wants to strengthen the virtues and work on the weaknesses of the clubs and empower women and girls in the region.

She looks forward to continue working as a team of experts who, through friendship, understanding, cooperation and goodwill, will become an irresistible force of peace.

Alondra is married with two children, works as a commercial secretary and events decorator and owns a travel agency with her husband. She likes cooking, music, cycling and reading.



Tuija Kirveskari-Tähtinen, District 20
Zonta Club of Helsinki IV, Finland
Member since 2001

Tuija Kirveskari-Tähtinen has been a Zontian for 15 years, and has held numerous district and club positions. During the 2010-2012 and 2012-2014 biennia, Tuija, as Lt. governor and advocacy chairman of District 20, built regular contacts with her district's State Parliament in Finland and wrote several initiatives concerning the Zonta Says NO to Violence Against Women campaign to change legislation, some of which were successful. Finland has improved legislation of sexual abuse and harassment and also changed the legislation and finance of safety homes for women who have suffered sexual violence. During the 2014-2016 Biennium, her district established two new clubs with two more in formation.

Tuija holds a doctorate and has a Master of Business Administration. From 1974-2009, she was the senior adviser, political adviser, counselor of education and department head at the Ministry of Education/National Board of Education and City of Helsinki. She has been a member of several state-run committees and has published writings on management and leadership issues. Her honorary titles include Knight of the Order of Finnish White Rose and Finnish National Defence Medal. She is married with two children and five grandchildren.



**Christina Rylander Bergqvist,
District 21**

Zonta Club of Sundsvall, Sweden
Member since 1989

Christina is a driven, goal-oriented, committed optimist and she joined Zonta because of her desire to make things better for women and girls. At district level, she has helped the board and committees with "onboarding" and "stopover," including leadership and development and was manager of the district meeting. At club level, Christina served as president, secretary and committee chairman.

Communication, participation and respect are important to Christina. As governor, she wants to communicate easily, consistently and efficiently; cooperate both internally and with external partners; achieve consensus and participation on objectives and activities; appreciate, respect and educate existing members and attract more members.

In her personal life, Christina taught and worked in the travel industry and started several businesses including a local airline, which has become a national group and northern Europe's first contact center for the travel industry. She also contributed to the successful launch of a new international travel industry brand, My Travel.

Being an active member of several boards is also a significant part of Christina's life. With 40 years of experience as leader and manager, she knows how important it is for a leader to be motivating, enthusiastic and able to establish involvement in order to achieve results.



Ansmarie Van Erp, District 22

Zonta Club of Toowoomba
Area Inc, QLD, Australia
Member since 1991

Ansmarie Van Erp has been a member of Zonta for more than 25 years, serving as Lt. governor, area director and club president.

She is currently the director of the Cunningham Centre, a training and education center for health professionals working in rural and remote Queensland, Australia. Prior to this role, Ansmarie worked as a physiotherapist in both public and private health care institutions and served as a board director in private industry and nonprofit organizations. Ansmarie has a doctorate in rural health.

With many clubs already successfully established in metropolitan areas, the emphasis in District 22 this biennium will be on club formation in rural and regional areas, including the possibility of Queensland's first e-club. While 100 percent of clubs in District 22 are actively involved in service and advocacy, the goal is to reach 100 percent of clubs donating to the Zonta International Foundation.

Besides managing a multidisciplinary team of educators and trainers, Ansmarie enjoys reading, cooking and fitness. Married to Honzon Gerard for nearly 40 years, Ansmarie enjoys spending time with her family, most notably her three granddaughters and two grandsons, and fulfilling the mission of Zonta.



Judy Gorton, District 23

Zonta Club of Perth Inc, WA, Australia
Member since 1988

Judy Gorton's career and personal life are built on the foundations of striving for a personal best, building strong, lasting relationships and giving back to the community. She is a highly organized achiever with a strong personal philosophy of always putting family first.

Judy has given 28 years of active service to Zonta International and has recently completed seven years of voluntary service as a member of college counsel at a leading girls' school in Perth.

As governor of District 23, Judy's focus for the biennium will be on building and sustaining strong club membership with a focus on mentoring. She has a passion for working with young people and will support clubs in encouraging young women to join Zonta through Z and Golden Z clubs.

Outside of her work with Zonta, Judy's strong professional links and sound communication skills have been honed in a career spanning more than 30 years. Judy has held senior government roles with the West Australian Government in the area of women's interests, children and youth, policy and politics, and holds qualifications in education, women's interests and social policy.



Janette Curtis, District 24

Zonta Club of Wollongong Inc,
NSW, Australia
Member since 2001

Janette Curtis is strongly committed to the ideals of Zonta and believes that Zonta has a leading role in the empowerment of women. She has been active in Zonta for 15 years at the club and district levels.

This biennium, under Janette's leadership, District 24 will build on the work and achievements made by previous district boards. They will strive to have a visible and active membership that will collaboratively work to empower women through service and advocacy with an emphasis on recruiting to retain and specifically to increase the district's membership of young professionals.

Janette has always been interested in the issues of power imbalances, gender inequality and universal rights, which she has addressed in her personal and professional lives. Her doctoral thesis explored the concept of power, control and empowerment in drug and alcohol treatment.

Janette started her career as a mental health nurse before accepting management and teaching positions. The majority of her career was spent as a senior academic in New Zealand and Australia, where she was employed as an associate professor of mental health nursing and faculty international advisor at the University of Wollongong. She has been active on many professional and community boards.



Fahmida Karim, District 25

Zonta Club of Dhaka III, Bangladesh
Member since 1992

Zonta International has always been an inspiration for Fahmida Karim with its rich history of uplifting the status of women worldwide. She has served as Lt. governor, area director, chairman of her district’s nominating and membership committees and club president.

Born in 1949 to a respectable Muslim family in Bangladesh, Fahmida completed high school in English medium and then earned her Bachelor of Arts from Holy Cross College in Dhaka, Bangladesh.

In 1968, she married Enayet Karim, an advertising pioneer, and became actively engaged in his business. Currently, she is leading her own company, Interspeed Advertising Ltd. As one of the top five advertising companies in Bangladesh, they work through electronic and print media and are very closely associated with the media world. The company is also engaged in rural activation, trade marketing and event management.

Fahmida’s hobbies include reading, cooking and traveling, and she takes special interest in helping to improve the lives of less privileged children and women. She has two brothers, four children and eight grandchildren.

Her vision for the biennium is to eradicate all sorts of violence against women and achieve gender equality, take the district forward in empowering women through service and advocacy and increase membership with committed, skilled and vibrant members.



Yoko Manabe, District 26

Zonta Club of Takamatsu, Japan
Member since 1990

Yoko Manabe is a second-generation Zontian. Following in the footsteps of her mother, she became a Zontian in 1990, and was the first president of the Zonta Club of Takamatsu. She has also served as Lt. governor, area director, district nominating committee chairman and as a member of the Zonta International JMK Women in Business Scholarship Committee.

Yoko’s goals for District 26 for the 2016-2018 Biennium are: to grow membership and charter new clubs; continue to be a leading advocate for women’s rights; develop service and advocacy suitable for each area; end violence against women and girls; and publicize the 2018 Yokohama Convention and call for the cooperation of members.

In her professional life, she has worked for Isle Partners Inc., first as CEO and now as Board Chairperson. Born in Tokushima, Japan, Yoko graduated from Atomi Women’s University, married in 1971 and has a son and daughter. Her hobbies include tennis and ballroom dancing.



Griet De Prycker, District 27

Zonta Club of Ieper, Belgium
Member since 1999

Griet De Prycker has been a Zontian for more than 17 years and is a founding member of the Zonta Club of Ieper. Zonta’s mission has always been very important in her approach to life and still is a strong motivation in a world where empowering women is crucial. Throughout her time in Zonta, Griet has served as Lt. governor, district secretary, area director, and as club president, vice president and secretary.

Her main goal as governor is to build bridges based on involvement where respect and friendship are the keys to success, where geographical borders and languages melt together, and where empowering women is the common goal in a Zonta spirit based on teamwork and open communication.

As a master in modern languages, Griet has taught for 25 years in diverse educational concepts—private business education, secondary education, final year students, adult trainings and mentor/coach for starters. She is also a member of the board of directors of the sheltered workplace Westlandia, and a member of various councils and boards linked to organizational and educational issues.

In her personal life, Griet celebrated her 50th birthday in January. She is married to Jürgen Van Eenoo and has two sons.



Dietlind Stuerz, District 28

Zonta Club of Burg Staufenberg,
Germany

Member since 1995

Becoming a member of the Zonta Club of Burg Staufenberg has led to many close friendships and responsibilities for Dietlind Stuerz. She enjoys being a member of her club and has also been involved at the district level where she enjoys finding and implementing new ideas and connecting with the worldwide Zonta family.

As District 28 Governor for the 2016-2018 Biennium, Dietlind's goal is to increase the total number of members, to promote strong clubs and active presidents and to enhance the public awareness of Zonta and the credibility of its mission well beyond Zonta's centennial anniversary.

In her personal life, Dietlind was born and raised in a small German town. In 1964, after receiving her university entrance qualification, she trained as a teacher, working for 13 years in various secondary schools in Munich and Hanover.

In 1982, she decided to devote herself to family, which included three small children, as her husband's career as an orthopedic surgeon involved several changes of location. Subsequently, she studied and obtained a Master of Arts in history and the history of art, subjects that had long interested her. Now in Giessen, where the family settled in 1989, Dietlind works as a freelance lecturer and offers courses on art history to adults. She also is a coach and committee member at her local sports club and sings in her church choir.



Gabriele Brübach, District 29

Zonta Club of Dortmund, Germany
Member since 1998

Gabriele Brübach wanted to be a part of a large network of engaged women and an organization that actively participates in improving the possibilities and chances of women. She was captivated by Zonta International after she participated in her first international convention in New York.

Since then, Gabriele has served in different offices at the district, area and club levels and as a member of the International Finance Committee. Last biennium, she supported the founding of a new club in Dortmund as SOM chairman.

Gabriele's goals as governor of District 29 are to stop membership loss and to turn it into growth through chartering new clubs, to give attention to projects from district officers as well as private donors and to have good leadership be the key to success.

Born in Bremen, Northern Germany, Gabriele has lived for many years with her husband in Dortmund. In her professional life, she was regional manager on different levels at a big German bank for several years. In 2013, she founded her own business as a consultant, leadership coach and mediator specializing in process of change in organizations and corporations.

Gabriele likes to be outside, either in her garden, or at the seaside on a sailboat. She also enjoys spending time with family and friends.



Sigrid Duden, District 30

Zonta Club of Heidelberg, Germany
Member since 1982

Sigrid Duden's background has taught her that Zonta's goals are important in all different cultures. In Zonta, she was a member of the International Legislative Awareness and Advocacy Committee from 2010-2014, serving as vice chairman from 2011-2012. On the district level, she was lt. governor, area director, vice area director, membership chairman, advocacy chairman, foundation ambassador, and centurion as area representative, as well as president and vice president of her club.

As governor, Sigrid's goals for the biennium are: achieving Zonta International's goals by advocating for women's rights through service and advocacy; adapting to the situation and needs in the district's countries; enabling more young women to successfully pursue an education by ensuring the support of educational programs and awards; gaining strong and active members; respecting diversity and balancing work, life and Zonta.

Before retiring, Sigrid was an attorney for the City of Heidelberg and later headed various city administration departments. During her professional life, she enjoyed dealing with women's issues and environmental matters.

Sigrid speaks German, English and French fluently with some Italian, all which she learned through time spent in Germany, the U.S., Switzerland, France and Sweden. She has two children and a grandson, and currently lives in Heidelberg with her husband.



Dorothy Kuei-Chu Lin, District 31
 Zonta Club of Taipei III, Taiwan ROC
 Member since 1999

Dorothy Kuei-Chu Lin first learned of Zonta when she read about one of the local chapters in Taiwan establishing a children’s library. She had a feeling that one day she would become a Zontian.

Now, Dorothy has been a Zontian for nearly 20 years; she has served as lt. governor, district nominating committee member, area director and club president. As governor, she knows she has many responsibilities and things to learn, and will do her best while working with everyone in the Zonta family.

Outside of Zonta, Dorothy serves as board director for Taiwan Johnson Co. Ltd., Taiwan Kagome Co. Ltd., and Green Cross Co. Ltd. She has been very active in Jaycees International, serving in many different leadership roles. She is also involved with Ikebana International, where she served as the chapter president for three separate terms when their Asia Regional Conferences in Taiwan were held. Dorothy also founded a new Rotary club and is a founding member of Taipei Women Singing Group, where she serves as charter president.

In her professional life, Dorothy owns and manages Yunjen Florist Enterprise, a flower shop in Taipei where she also teaches flower arrangement.



Hae-Won Shin, District 32
 Zonta Club of Daegu II, South Korea
 Member since 1998

When Hae-Won Shin first joined Zonta, she was full of excitement as well as understanding of the responsibility. Recollecting her first impression of Zonta, she felt she would best serve the club with a good heart. She joined Zonta as a founding member of the Zonta Club of Daegu II, and served as its first president. In 2006, she was elected as area director with the establishment of District 32. She later went on to serve as chairman of the district nominating committee, the district service committee and finally became lt. governor. As 2016-2018 Governor, Hae-Won’s vision for her district is to eradicate violence against women and girls and, through education, help them achieve their full potential.

Professionally, Hae-Won studied medicine at Ehwa Women’s University in Seoul and has been practicing dermatology in a clinic located in Daegu, where her husband also works as a urologist. She is naturally interested in women’s mental, physical and public health education, as well as charity and community service. These interests have led to her work with two organizations for the Korean government—Community Chest of Korea and the National Unification Advisory Council.

Hae-Won has two sons and two grandchildren. She calls music her “pleasant oasis” and she and her husband learn a classical song once per week. ■

WELCOME

to our new Board,
 Governors
 and Committees

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Biennial Goals

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



Service

Goal 1: Zonta's service programs reflect on and enhance our mission.

Convention-approved International Service and Zonta International Strategies to end Violence Against Women (ZISVAW) projects focus on our mission and on sustainability.

Measures:

- The International Service projects and ZISVAW projects contain clear objectives focusing on Zonta's mission and on how to ensure sustainability.
- Zonta International Service and ZISVAW projects achieve their defined objectives.

Sustainability is ensured through involvement of local and national governments and NGOs.

Measure:

- All International Service and ZISVAW projects specify the level of involvement of local and national governments and NGOs.

Local (district/club) projects are in-line with our mission and vision.

Measures:

- One hundred percent of clubs have all local projects focus on women's and girls' issues.
- Cooperative projects will only be undertaken with like-minded organizations.

Zonta International identifies and proposes one new major Zonta-led project with the potential to become a long-term on-going project.

Measure:

- The new major project will be presented at the Convention in 2018.

Advocacy

Goal 2: Zonta International is a leading advocate for women's rights.

All advocacy actions are in-line with the strategic plan and have measurable impact. When relevant, cooperation with like-minded organizations is initiated.

Measures:

- Zonta International Board, districts and clubs report advocacy actions in line with Zonta's strategic plan.
- The campaign to End Violence Against Women (Zonta Says NO to Violence Against Women) is further developed to achieve local and national governmental and community commitment.
- Zonta International Board, districts and clubs report actions in support of the Women's Empowerment Principles.

Zonta International utilizes its consultative and participatory status at the United Nations and Council of Europe to ensure equality and a life free of violence for all women.

Measures:

- Zonta continues to submit statements to the Commission on the Status of Women and other UN forums when relevant and takes actions with Members States and UN agencies.
- Zonta advocates for Sustainable Development Goal No.5—Achieve gender equality and empower all women and girls.
- Zonta utilizes the UN and Council of Europe Committees to represent Zonta in relevant discussions and decisions and reports to the Zonta International Board, districts and clubs.

Zonta International encourages Zonta clubs to cooperate across district borders to engage in advocacy actions at national level.

Measures:

- Tools are available on the Zonta International website to support advocacy actions at national level.
- Examples of successful advocacy taken at the national level will be shared via the Zonta International website to encourage additional actions by Zonta clubs.

Men are engaged as partners for gender equality.

Measure:

- Zonta International endorses the HeForShe campaign and encourages Zonta clubs to engage men in the community to join the campaign.

Membership

Goal 3: Zonta International builds and sustains a vibrant global membership.

Zonta engages the next generation of gender equality advocates.

Measures:

- Zonta International develops and implements a plan to transition Golden Z club members and former scholarship recipients to full Zonta membership in cooperation with districts and clubs.
- Membership strategies and materials to attract professionals to the organization are developed and tailored to the different parts of the Zonta world.

Clubs recruit and retain committed and skilled members.

Measures:

- Zonta International collaborates with global regions to develop membership strategies and materials to attract professionals to the organization.
- Districts show a net membership growth of at least five percent compared to the previous biennium.
- Districts achieve a net increase of at least one additional club during the 2016-2018 Biennium.

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Biennial Goals

Resources

Goal 4: Zonta International maintains resources to support mission and vision fulfillment.

Leadership training and Zonta membership knowledge is reinforced.

Measures:

- Zonta International provides leadership training programs to be used by governors, area directors and club presidents.
- Zonta International provides relevant training material to members to strengthen the knowledge of Zonta, our mission and vision.
- An online learning management system is implemented to engage members in the Zonta Leadership Academy.

The communication and knowledge management platforms are improved.

Measure:

- The website and other IT platforms are further developed with new features to support and facilitate the work of the clubs and districts and to respond to members' needs and interests.

Zonta International Foundation has sustainable resources and the sources of income are broadened.

Measures:

- Donations to Zonta International Foundation meet or exceed the biennial fundraising goals.
- The number of first time donors to the Zonta International Foundation increases.
- At least one corporate donation is signed to support one of the educational programs.

Centennial Anniversary

Goal 5: Zonta's Centennial Anniversary celebrations have visibility around the world.

Zonta International delivers the strategy and plans for the Centennial celebrations to the governors.

Measure:

- By the first quarter of 2017, governors have received and been briefed on the anniversary plans through the year 2020.

Districts establish an Ad Hoc Committee for Zonta's Centennial Anniversary for coordination of events.

Measure:

- Districts appoint a Centennial Anniversary Ad Hoc Committee and plan events in cooperation with the Zonta International Centennial Anniversary Committee.





**Zontians Commit
Millions of Dollars to
Projects to Empower
Women and Girls**

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Addressing Human
Trafficking and
Unsafe Migration

NIGER :: P. 42

Delaying Early
Marriage

LIBERIA :: P. 44

Fistula Project

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Let Us Learn

The Future We Want: Creating sustainable foundations for addressing human trafficking and unsafe migration of women and girls in Nepal



2016-2018 Funding: US\$1,000,000 to UN Women

BACKGROUND

Nepal has long been a country of origin for labor migration and trafficking in persons, particularly women and children, for the purposes of sexual, labor and other forms of exploitation. Trafficking often takes place as part of undocumented migration and is a serious violation of human rights.

In the aftermath of the April and May 2015 earthquakes, Nepal faces a heightened risk of human trafficking and unsafe migration. Natural disasters heighten the risk and create the right environment for traffickers to exploit the vulnerabilities of the affected population. The loss of livelihoods and assets, displacement and poor living conditions, disrupted law enforcement and justice systems and loss of family protection contribute to an increased risk of violence, abuse and exploitation as well as negative coping strategies.

Some of the districts most affected by the earthquakes are historically known for high rates of trafficking of women and children and may thus face elevated levels of human trafficking. Many of these districts also have higher than average rates of female external migration, as well as ones where large numbers of men have left for employment elsewhere, leaving behind female-headed households at economic and social disadvantage with limited protection.

The government of Nepal has made a commitment to combat human trafficking with a comprehensive approach that includes policy reform, enforcement and programs that meet the practical needs of women at risk and provides alternatives to unsafe migration. However, despite policies, plans and programs in place to counter trafficking and promote safe migration, there is a lack of synergy at the operational level. Trafficking and migration are generally dealt with as separate issues through stand-alone approaches that fail to address the nexus between trafficking and migration.

GOAL

- Create sustainable foundations for addressing the nexus between human trafficking and foreign labor migration of women and girls in Nepal.

SPECIFIC OBJECTIVES

- **Create** an enabling environment in homes and communities to address structural barriers, gender-based discrimination and stereotypical intergenerational socialization patterns.
- **Strengthen** individual competencies of women migrant workers and survivors of trafficking to become independent economic actors using vocational training and public private partnerships.
- **Enhance** coherence/synergy between institutions and policies on the issues of foreign employment and human trafficking.



PROJECT BENEFICIARIES

Direct beneficiaries include 600 survivors of trafficking and vulnerable women migrants.

Indirect beneficiaries include 100,000 young people, community leaders, local authorities, camp coordinators, schools, families of migrants and members of networks from earthquake-affected districts.

STRATEGIES + ACTIVITIES

The project will focus on both prevention of and response to trafficking.

- Enhance evidence base through mapping report of underlying risk factors for women in the selected districts.
- Engage in public awareness campaigns to challenge gender-based discriminations, mobilizing partners, young people, community leaders as well as transport sector personnel.
- Leverage partnerships to strengthen information dissemination on reconstruction and livelihoods post-earthquakes.
- Enhance technical skills, including financial literacy, of trafficking survivors and returnee women migrant workers for job placement and/or entrepreneurship development.
- Review corporate social responsibility policies and practices of corporations and advocate on the Women's Empowerment Principles to promote women's economic empowerment.
- Build pool of trainers to provide quality psychosocial counseling services in select districts.
- Strengthen coherence in national policies on labor migration and anti-trafficking.
- Strengthen understanding of relevant senior government officials on the convergence of the issues of foreign employment and human trafficking.
- Enhance understanding of local authorities and camp coordinators in the earthquake affected districts on the nexus of human trafficking and foreign employment.

NEPAL BY THE NUMBERS (from The World Bank's World DataBank)

Population	28.1 million
2015 Human Development Index Rank	144 (Scale 1–188, where 1 is highest)
Gender Inequality Index (GII)	.489 (higher the GII, greater disparity between men and women)
Population below \$1.25 (PPP) per day	23.7 percent
Maternal Mortality Ratio	190 deaths per 100,000 births
Infant Mortality Rate	32.2 deaths per 1,000 live births
Births attended by skilled health workers	36 percent
Contraceptive prevalence rate	49.7 percent
Female enrollment in primary education	1.03 ratio girls to boys (National Preliminary Report)
Violence against Women (ever experienced)	26 percent
Seats held by women in Parliament	29.5 percent
Internet Users	15.4 percent of population



EXPECTED OUTCOMES

- A legislative and policy framework that addresses the nexus between trafficking and migration in line with Nepal's international and national commitments is in place and effectively implemented.
- Favorable social norms, attitudes and behaviors are promoted in homes and communities to address structural barriers, gender-based discrimination and intergenerational stereotypes and information is made available on safe migration and trafficking.
- Women at risk of trafficking and unsafe migration are equipped with livelihoods and economic empowerment opportunities, supported by psychosocial counselling.
- A reduction in incidents of trafficking linked to foreign labor migration of women.

Photos by UN Women



Initiative for Adolescent Girls in Niger: Knowledge for Dignity

2016-2018 Funding: US\$1,000,000 to UNFPA

BACKGROUND

Early marriage is a form of sexual and gender-based violence with detrimental physical, social and economic effects. Niger has the highest child marriage rate in the world with 77 percent of girls married by age 18 and 30 percent married by age 15. Forty-two percent of adolescent girls give birth before the age of 17. A high proportion of school-aged girls are not in school and 73 percent of adolescent girls, ages 15-19, cannot read or write.

EARLY RESULTS (DECEMBER 2014 – JUNE 2015)

- When the program began, 69 percent of the girls never attended school, but thanks to the literacy classes, 25 percent of girls reached a satisfactory level of above average at reading at the end of program.
- When the program began, 7 percent of girls used a modern method of family planning; this was 13.2 percent at the end of the program.
- 57 adolescents have been sufficiently empowered to be able to say no to an early marriage planned for them during the program.
- More than 40,000 people participated in the 858 community dialogues that focused on early marriage and its harmful consequences.
- Adolescent girls who have graduated from the program wish to marry at 19, have their first child at age 21, and give birth in their lives to six children, compared to survey results that show on average Niger women want eight, nine, 10 or even 11 children.

GOAL

Reduce early marriage and early pregnancy in a critical mass of communities in all regions of Niger.

PROJECT BENEFICIARIES

With an average program cost of US\$85 per girl, funding from Zonta International will cover the participation of approximately 11,000 adolescents from 2016-2018. In addition, parents, relatives and peers also benefit from knowledge shared by the girls, including valuable health and hygiene information.



Adolescent girls who are forced to marry early experience:

- Social isolation
- Poverty
- Gender-based violence, including non-consensual sex and domestic, physical, psychological and sexual violence
- Lack of education and access to health services

Adolescent girls need information, access and power to demand health services.

One-third of deaths among adolescent girls in Niger are due to complications during pregnancy or childbirth. Early pregnancy causes maternal and infant deaths or serious complications such as obstetric fistula.

Adolescent girls need information or formal education, including literacy training.

Early marriage and early pregnancy lead to girls leaving school and deprives them of the right to education, which is necessary for their personal development, their preparation for adult life and their contribution to their own future well-being and that of their families and society.



STRATEGIES + ACTIVITIES

- Safe spaces are established in youth centers, health centers and town halls where girls feel safe and can receive non-formal education.
- Trained mentors educate the adolescent girls, act as role models, and interface between the girls, their parents and the community.
- Girls receive a holistic program of services from their mentors, including basic literacy training, establishment of birth certificates, knowledge on issues of sexual and reproductive health, use of health services, self-esteem, decision-making, making their voices heard, financial management, life skills and a health check-up.
- Mentors conduct home visits to transmit knowledge to the parents, argue against early and forced marriage and teenage pregnancy, and promote the rights and reproductive health of the girls.
- Community involvement is achieved through community dialogues on key issues such as girls' education, teenage pregnancy and its negative consequences, early and forced marriage, family planning and reproductive health, girls' human rights and gender-based violence.
- Advocacy is undertaken at the national level to encourage parliamentarians, decision-makers and traditional chiefs to:
 - Vote for laws against child marriage and for mandatory education for girls.
 - Promote public positions against child marriage and early pregnancy.
 - Take action to protect girls from child marriage.
 - Provide increased resources for programs that are girl-centered and focus on girls' empowerment.

NIGER BY THE NUMBERS (from The World Bank's World DataBank)

Population	18.5 million
2015 Human Development Index Rank	188 (Scale 1–188, where 1 is highest)
Gender Inequality Index (GII)	.713 (higher the GII, greater disparity between men and women)
Population below \$1.25 (PPP) per day	40.8 percent
Maternal Mortality Ratio	630 deaths per 100,000 births
Infant Mortality Rate	59.9 deaths per 1,000 live births
Births attended by skilled health workers	29.3 percent
Contraceptive prevalence rate	13.9 percent
Female enrollment in primary education	unknown
Violence against Women (ever experienced)	unknown
Seats held by women in Parliament	13.3 percent
Internet Users	2 percent of population



EXPECTED OUTCOMES

- **Adolescent girls level:** Adolescent girls are healthy, educated and reinforced with essential life skills, knowledge and resources, enabling them to defend their rights, reduce vulnerability, and participate in the socio-economic development of their communities.
- **Community level:** Traditional and religious leaders, parents and others who have power are involved in positive change of social norms in their communities and promote later marriages and pregnancies.

NATIONAL LEVEL:

- Existing laws on the age of marriage (currently 14 for girls) are reviewed and improved, and multidimensional needs of adolescents are addressed in national policies and programs.

Photos by What Took You So Long



Eliminating Obstetric Fistula and Reducing Maternal and Newborn Mortality and Morbidity in Liberia

2016-2018 Funding: US\$1,000,000 to UNFPA

BACKGROUND

Since 2008, Zonta International has committed US\$2,550,000 to UNFPA to support the Liberia Fistula Project. As a result, more than 1,000 women and adolescent girls received treatment and more than 200 fistula survivors completed the rehabilitation program and were successfully reintegrated into their communities.

The number of new fistula cases was decreasing and more recurrent cases were emerging; however, in 2014, Liberia was hit by the Ebola outbreak. The already fragile health system was overwhelmed and unable to adequately address the needs of women who needed maternal health services. Pregnant women were turned away from health facilities or not attended to by skilled health workers for fear of contracting Ebola. As a result, the number of new cases of fistula once again began to rise and now represent 85 percent of the cases treated since fistula surgeries resumed in early 2015.

Root causes of maternal mortality and morbidity

- Poverty
- Gender inequality
- Barriers to education
- Child marriage
- Adolescent pregnancy

Delays impeding women's access to health care

- Delay in seeking care
- Delay in arriving at a health care facility
- Delay in receiving adequate care once at a facility

Solution

To prevent obstetric fistula, it is necessary to address the root causes of maternal mortality and morbidity.

In order to eliminate obstetric fistula on a global scale, it is necessary to scale up country capacity to provide access to comprehensive emergency obstetric care, treat fistula cases, and address underlying medical, socioeconomic, cultural and human rights factors.

GOALS + OBJECTIVES

GOAL: Contribute to the elimination of obstetric fistula and the reduction of maternal mortality, morbidity and sexual violence against women while improving the health and socio-economic status of women and girls in Liberia.

SPECIFIC OBJECTIVES:

- Preventing the occurrence of obstetric and traumatic fistula
- Providing quality surgical and non-surgical treatment for obstetric and traumatic fistula victims
- Rehabilitating and reintegrating fistula survivors into their communities by equipping them with skills for economic empowerment and sustainability
- Providing support to inoperable cases or those fistula survivors with a degree of continence
- Developing staff capacity for fistula management

PROJECT BENEFICIARIES

Prevention: more than 350,000 women and adolescent girls will indirectly benefit from advocacy efforts.

Treatment: 500 women and girls will receive surgical treatment.

Rehabilitation: 25-40 percent of women and girls treated will be targeted for the rehabilitation program.



SPECIFIC STRATEGIES

- **Integrate obstetric fistula into maternal and child health services.** Although fistula is a maternal health condition, it is often treated separately because health workers do not have the skills to manage it.
 - Train skilled health workers to identify fistula cases.
 - Revise training protocols and guidelines for midwives and nurses to ensure comprehensive integration of fistula care.
 - Integrate obstetric fistula management and care into the training curriculum of the Liberia College of Physicians and Surgeons.
- **Expand treatment services without compromising quality.** Strengthen the capacity of existing centers of excellence through the provision of medical supplies, equipment and human resources to provide quality care, and conduct outreach activities at strategically selected sites to raise awareness in underserved areas.
- **Enhance advocacy, community mobilization and health promotion activities.** Strengthen the capacity of communities to advocate for facility-based deliveries where obstetric complications can be adequately handled while reducing stigmatization and promoting the reintegration of survivors through community engagement and dialogue.
- **Coordinate fistula activities and partner with government ministries and training institutions.** Bring together the Ministry of Health, UN agencies and local and international NGOs for monthly meetings to coordinate activities and provide a platform to discuss challenges and advocate for solutions.
- **Maintain the rehabilitation and reintegration components.** Maintain the rehabilitation and reintegration component of the project as it addresses the economic empowerment needs of survivors through skills building and contributes to their improved self-esteem and dignity.
- **Explore additional options for management of complex fistula cases.** At least 10–15 percent of fistula cases are either inoperable or experience recurrence/relapse following surgical treatment. Consider alternative surgical and medical options and procedures to provide some relief to survivors.

LIBERIA BY THE NUMBERS (from The World Bank's World DataBank)

Population	4.4 million
2015 Human Development Index Rank	177 (Scale 1–188, where 1 is highest)
Gender Inequality Index (GII)	.651 (higher the GI, greater disparity between men and women)
Population below \$1.25 (PPP) per day	83.8 percent
Maternal Mortality Ratio	640 deaths per 100,000 births
Infant Mortality Rate	53.6 deaths per 1,000 live births
Births attended by skilled health workers	20.2 percent
Contraceptive prevalence rate	13.9 percent
Female enrollment in primary education	unknown
Violence against Women (ever experienced)	38.6 percent
Seats held by women in Parliament	10.7 percent
Internet Users	5.4 percent of population



EXPECTED OUTCOMES

- Improve the health and socio-economic status of more than 500 women and young girls in Liberia.
- Reduce the incidence of obstetric and traumatic fistula by 25 percent.
- Provide quality surgical and non-surgical treatment for 500 women and girls living with obstetric or traumatic fistula.
- Identify and empower 60 inoperable fistula survivors.
- Increase knowledge of obstetric fistula in 50 targeted communities throughout Liberia.
- Improve capacity of 50 local health practitioners to manage the clinical and public health aspects of obstetric fistula in Liberia.
- Train eight specialist doctors in obstetric fistula management and care.

Photos by What Took You So Long



Let Us Learn Madagascar: An Integrated Program for Adolescent Girls

**2016-2018 Funding: US\$1,000,000 to U.S. Fund
for UNICEF**

BACKGROUND

Currently, about 90 percent of Madagascar's population lives on less than US\$2 per day, leaving children particularly vulnerable. Aside from endemic poverty, Madagascar is prone to natural disasters, which further impede economic growth of the agricultural economy and make it even more difficult to escape poverty and prioritize education for children.

In 2013, fair and democratic elections ended a four-year-long political crisis and paved the way for a new development agenda. Let Us Learn Madagascar is the nation's only program addressing issues of gender parity in education.

Barriers to access

- More than a quarter of Madagascar's children are excluded from formal education
- One out of three girls will become pregnant before the age of 18
- Junior secondary school enrollment fees are prohibitively expensive for families, forcing parents to select one child to continue their education, often leaving girls behind

Quality of education for children who do attend school

- Almost two-thirds of teachers have received no formal training
- School buildings have inadequate equipment and infrastructure and lack sufficient sanitation and water resources
- Classroom sizes are overly large at crucial development stages

GOALS + OBJECTIVES

GOAL: Create opportunities for vulnerable and excluded girls to realize their rights to an education in a secure and protective environment.

Partnering with the Ministry of National Education, the project will promote a common vision of investing in junior secondary education for girls as an entry point for equity.

SPECIFIC OBJECTIVES:

The program is focused on three pillars:

- Reaching out-of-school children
- Expanding girls' education
- Improving quality outcomes for learners



PROJECT BENEFICIARIES

1,000 girls will be supported over a two-year period

1,042 post-primary teachers will be supported over a two-year period

Junior secondary school students will benefit from the four rehabilitated classrooms



SPECIFIC STRATEGIES

- Ensure that families and communities are aware of child protection laws, services and harmful practices against children and that they exhibit behaviors that protect adolescent girls from sexual violence, early marriage and exploitation, all factors that reduce girls' continuing their education.
- Target girls in the 5th grade (last year of primary school) to receive peer support from girls in 7th grade (second year of junior secondary school) to facilitate their transition from primary to junior secondary school.
- Offer cash transfers to vulnerable households as a resilience measure to mitigate risk factors preventing girls from attending or staying in school.
- Construct four junior secondary school classrooms with water points and latrines to ensure healthy habits are taught, practiced and integrated into daily school routines and that appropriate facilities are available to students to ensure the physical and psychosocial health needed to stay in school. The construction of the classrooms will include the provision of school furniture, teaching and instructional materials and a sports field.
- Focus on violence prevention efforts at the individual, school, family and community levels to transform gender norms and attitudes that accept gender-based violence.
- Facilitate access to quality medical and psychosocial support for victims of violence within a reasonable timeframe through a coordinated community response.
- Disseminate messages on child marriage, early pregnancy and gender-based violence through local radio stations, house visits, focus groups, national communication campaigns and international days, targeting all members of the community including boys and men, in order to change behaviors, reduce violence against girls and permit young mothers to return to school.

MADAGASCAR BY THE NUMBERS (from The World Bank's World DataBank)

Population	23.6 million
2015 Human Development Index Rank	154 (Scale 1–188, where 1 is highest)
Gender Inequality Index (GII)	N/A
Population below \$1.25 (PPP) per day	87.7 percent
Maternal Mortality Ratio	440 deaths per 100,000 births
Infant Mortality Rate	39.6 deaths per 1,000 live births
Births attended by skilled health workers	44.3 percent
Contraceptive prevalence rate	39.8 percent
Female enrollment in primary education	unknown
Violence against Women (ever experienced)	unknown
Seats held by women in Parliament	20.5 percent
Internet Users	3.7 percent of population



EXPECTED OUTCOMES

- 1,042 post-primary teachers receive training
- 600 students receive catch-up classes
- 1,000 households receive cash transfers for a two-year period
- Four classrooms are rehabilitated and constructed with appropriate WASH and latrine facilities
- 50 percent of girls in school know about protection services that are available



Photos by 2015 U.S. Fund for UNICEF/Ravelonjaka

Empowering Women through Education + Leadership Development



“The world will never realize 100 percent of its goals if 50 percent of its people cannot realize their full potential. When we unleash the power of women, we can secure the future for all.”

—UN Secretary-General
Ban Ki-Moon

Zonta International believes that education and leadership development are integral to women’s empowerment. In addition to the international service projects Zonta supports every biennium, Zonta also funds three of its own educational scholarships and awards to encourage more women to pursue education and careers in aerospace-related sciences and engineering; to inspire more women to take on leadership positions in business; and to promote equal participation of women in public affairs and decision-making positions.

Zonta’s programs are based on performance, not need, and are open to promising women and young women across the globe. Apart from the money they receive, which can greatly expand the recipients’ opportunities, the recognition these scholarships and awards provide can also be a valuable source of encouragement for recipients as they navigate the educational and professional challenges they encounter in fields that are very much still male-dominated.

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Amelia Earhart (AE) Fellowship

Funding: US\$700,000

Established in 1938 in honor of famed aviator and Zontian, Amelia Earhart, Zonta International’s Amelia Earhart Fellowship Program supports women pursuing a Ph.D./doctoral degree in aerospace-related sciences or aerospace-related engineering. Since the program’s inception, Zonta has awarded 1,508 Amelia Earhart Fellowships, totaling more than US\$9.3 million, to 1,079 women from 70 countries.

Over the next two years, Zonta International will award an additional 70 Fellowships of US\$10,000 each.

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Jane M. Klausman (JMK) Women in Business Scholarship

Funding: US\$232,000

Zonta International’s Jane M. Klausman Women in Business Scholarships are awarded annually to women pursuing an undergraduate or master’s degree in business management or a business-related field. Since the first scholarships were awarded in 1998, Zonta has awarded 441 Scholarships, totaling more than US\$1 million, to 335 women from 50 countries.

Each year, Zonta International awards 12 international scholarships of US\$7,000 each and up to 32 district/region scholarships of US\$1,000 each.

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Young Women in Public Affairs (YWPA) Award

Funding: US\$144,000

The Zonta International YWPA Award recognizes young women, ages 16-19, who demonstrate leadership skills and a commitment to public service and civic causes, and encourages them to continue their participation in public and political life. Established in 1990 by Past International President Leneen Forde, Zonta has given 804 awards, totaling US\$764,750, to 692 young women from 54 countries.

Every year, Zonta International grants 10 international awards of US\$4,000 each and up to 32 district/region awards of \$1,000 each.

To learn more about these programs or to make a donation to empower women through education, please visit foundation.zonta.org. ■



Your gift gives her a voice, an opportunity, a chance. Your gift gives her a future.

Thanks to your gifts to the Zonta International Foundation, we are able to fund our educational scholarships and awards and International Service Program (ISP) and Zonta International Strategies to End Violence Against Women (ZISVAW) projects.



International Service Program

Helps women in developing countries improve their legal, political, economic, educational and health status



Zonta International Strategies to End Violence Against Women Projects

Promotes and protects human rights of women and girls, and works to reduce the incidence of violence against them



Amelia Earhart Fellowship

Supports women in aerospace-related sciences and aerospace-related engineering



Jane M. Klausman Women in Business Scholarship

Recognizes women pursuing bachelor's and master's degrees in business management



Young Women in Public Affairs Award

Empowers young women with leadership skills and commitment to public service and civic causes



Rose Fund

Provides additional support to Zonta International Foundation programs not fully supported by fund-specific contributions and enables the Foundation to support new program development

Foundation.Zonta.org
Zonta.org/donate



ZONTA SAYS NO TO VIOLENCE AGAINST WOMEN



Raising awareness of and increasing actions to end violence against women and girls around the world.

Violence against women and girls is one of the most pervasive human rights violations and a global epidemic. It affects millions of women and girls of every nationality and culture in peacetime and conflict. It includes physical and sexual violence, and harmful practices such as rape, female genital cutting and human trafficking. Violence against women and girls threatens countries, inhibits economic progress, and prevents women from contributing to their community and creating better lives for themselves and their families.

Our Actions Matter—Share Your Story!

Throughout the 16 Days of Activism, 25 November–10 December, the Zonta Says NO to Violence Against Women campaign encourages all Zonta clubs and districts to participate by sharing their actions to end violence against women and girls. These actions will be featured on the Zonta Says NO campaign webpage and official social media pages.

www.zontasaysno.com



Empowering Women— TOGETHER



More than 2,000 Zonta club members and guests met from **2–6 July for Zonta International’s biannual convention in the beautiful city of Nice, France.** It is a time every two years for Zontians from around the world to come together to celebrate Zonta’s achievements, make important decisions about the future of Zonta and enjoy the international fellowship that comes from being part of a global organization with nearly 30,000 members in 66 countries. Here are just a few highlights from what was an inspiring and memorable convention.



Download presentations and videos from the 2016 Convention at membership.zonta.org.

Welcome to the 63rd Zonta International Convention

The opening ceremony and flag parade is a favorite of first-time and loyal convention attendees alike with many flag bearers donning traditional attire of their home country. Before the flag parade, Zontians and guests were treated to a spectacular performance by The New Generation Acrobatics.

Guest speakers highlight Zonta's relevance for women in multiple sectors

Guest speakers reinforced the importance of Zonta's mission to empower women through service and advocacy. Attendees were warmly welcomed to Nice by Rudy Salles, Deputy Mayor of the City of Nice. Keynote speakers included Maria Luisa de Condes, President of Renault Spain, Claire Paponneau, Senior Vice President International Operations for Orange France, Lykke Friis, Prorector for Education at the University of Copenhagen and former Danish Minister for Equal Rights and Climate and Energy, and Zonta International Honorary Member Carolyn Hannan. Representatives from UNFPA, UN Women and the U.S. Fund for UNICEF highlighted the value of Zonta's partnerships while recipients of Zonta International's Amelia Earhart Fellowship, Jane M. Klausman Women in Business Scholarship and Young Women in Public Affairs Award were inspiring reminders of the value and impact of Zonta's education programs.

Expanded program offers something for everyone

Outside the main auditorium, attendees could choose from a wide selection of leadership trainings, workshops and round tables; take a stroll down the Bright Spots Street to see what districts and clubs are doing to fulfill Zonta's mission and vision; or discuss plans for Zonta's 100-year celebration at the Centennial Anniversary Booth.



Zontians give generously to the Foundation

The Zonta International Foundation recognized the biennium's most generous and loyal supporters with a special donor appreciation reception on the Les Muses Terrace, which offered scenic views of Nice. The Foundation raised more than US\$169,000 at Convention to support the projects and programs to be funded during the 2016-2018 Biennium thanks to the generosity of clubs and individual members.

Closing Banquet bridges one biennium to the next

The Closing Banquet is a time of celebration. The outgoing Zonta International Board, International Nominating Committee and governors are recognized for their contributions to Zonta

International and the incoming Board, International Nominating Committee and governors are officially installed in their new roles. Zonta International President Maria Jose Landeira Oestergaard presented the International President's Pin to 2016-2018 Zonta International President Sonja Hönig Schough, marking the end of one biennium and the beginning of the next.

See you in Yokohama in 2018

On the last day of convention, members of District 26 invited all Zontians to join them for the 64th Zonta International Convention in Yokohama, Japan in 2018. The Zontians donned traditional Japanese kimonos while dancing to Japanese music, giving convention attendees a glimpse of the rich Japanese culture. Start making plans now—we will see you in Yokohama. ■



Looking Ahead to 2019

Zontians connect with one another while exploring Zonta's history at the Centennial Anniversary Booth at the 2016 Zonta International Convention

Zonta International will celebrate 100 years of empowering women through service and advocacy in 2019. What an incredible milestone! A century ago, could Marian de Forest and our visionary founders have even imagined the impact Zonta International would have in the lives of women and girls around the globe?

As we look ahead to 2019, the occasion of Zonta International's centennial anniversary provides a unique opportunity to:

- Celebrate our achievements;
- Increase Zonta's visibility;
- Make our voices heard and influence global opinions and attitudes about women's issues; and
- Enhance Zonta's impact as a leading advocate for the rights of women and girls worldwide.

The Centennial Anniversary Committee, established in 2010 by Past International President Dianne Curtis, has been working quietly behind the scenes for the last six years to sort and manage Zonta International's archives and artefacts and coordinate with the districts and Region South America to develop and implement a plan to collect the histories of all 32 Zonta districts and regions. Past District 13 Governor Eva Nielsen has now begun the work to compile those district histories.

OUR FOCUS FOR 2016-2018

While work on the centennial history will continue over the next two years, President Sonja Hönig Schough has expanded the role of the Centennial Anniversary Committee to increase its focus on plans for celebratory events at the international and district levels. Governors will appoint district centennial anniversary events committees to support the work of the international committee.

The Centennial Anniversary Committee will work, in conjunction with the Zonta International Board, district historians and centennial anniversary events committees and Headquarters, to plan a centennial celebration to remember! We hope you will join us on this exciting journey. ■



CONVENTION CHAIRMEN

Makiko Yamamoto and Sadako Miyake



29 June – 3 July 2018

Located just 30 minutes south of Tokyo in the center of Japan, Yokohama, once a small fisherman's town, is now a beautiful port city. Since its opening as an international port in 1859, Yokohama has been a place to exchange culture, friendship, information and goods between Japan and the world.

The Pacifico Yokohama was designed under the theme “Waves, Wind and Sunlight” and the architecture has become a symbol of Yokohama. A rich selection of sightseeing spots and citizens offering genuine hospitality will definitely make your stay a life-time memory.

- Discover Sankeien, a traditional Japanese garden where important cultural buildings stand in harmony with nature.
- Explore Minato Mirai 21, the area around the Pacifico Yokohama, for shopping, museums, amusement parks and other attractions.
- Visit the world's largest Chinatown.
- And more!

The 2016-2018 Convention Committee welcomes you to Yokohama. It will be an outstanding event and a very special way to get to know Japan. Make sure you do not miss it.



ZONTA
INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

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@ZontaIntl



Zonta International



Zonta International Official Group



Zonta International



zonta.org



WELCOME TO THE ZONTA INTERNATIONAL FAMILY!

The Zonta International community extends a warm welcome to our new Zonta clubs and Z and Golden Z clubs, chartered since June 2016.

ZONTA CLUBS

3 new clubs

- Skaneateles
District 2, Area 2
- Mid-Maryland
District 3, Area 3
- Greve
District 13, Area 1

Z CLUBS

5 new Z clubs

- Z Club of Cortland
District 2, Area 3
- Oak Bay Z Club
District 8, Area 5

- Burdekin Catholic High School
Z Club
District 22, Area 5
- Hokusei Gakuen Girls'
Junior & Senior High School
District 26, Area 1
- Z Club of Spiru Haret-Prahova
District 30, Area 5

GOLDEN Z CLUBS

1 new Golden Z club

- Golden Z Club of Taoyuan
District 31, Area 1