



Alice Chick, Editor

From the Desk of Governor Bea

May 2008 Biennium 2006-2008, Issue 8

Zonta District 11 Board 2006-2008 Officers

Bea Weaver.....Governor
Lynn Salvatore.....Lt. Governor
Helen Brown.....Treasurer
Coretta Bedsole.....Secretary

Directors

Lee Ann Pafford Dobson.....Area 1
Jean McElroy.....Area 2
Alice Chick.....Area 3
Penny J. Gilmer.....Area 4
Gilda Wilson.....Area 5
Nola Theiss.....Area 6

Vice Area Directors

Sidney Hoover.....Area 1
Hannah Dixon.....Area 2
Jane Adams.....Area 3
Roxane R. Dow.....Area 4
Maria del Carmen Boada...Area 5
Patty Gift.....Area 6



Dear District 11 Zontians,

This is my last Governor's Newsletter to you, as the 2006-2008 biennium closes at the end of our ZI Convention in Rotterdam on July 2. Congratulations on an exciting and productive biennium. I am proud of District 11's achievements in these past two years; we have definitely enhanced the status of women in our communities and world wide.

You already know of the work of your club and those in your area. Some of the most popular projects involved anti human trafficking and ERA advocacy, preparing birthing kits, support for girls at risk, and assisting domestic violence victims. I hope your club's UN Chair has kept you abreast of the work of our Zonta International Foundation abroad. You have shown great interest in our International Service Projects and ZIS-VAW Projects, as well as the international scholarships. District 11 Zontians have donated, as of the end of April, over \$134,300 to all the ZIF funds. This exceeds our district's goals, and the biennium is not even finished yet. Congratulations again!

This year's Area Meetings were once more successful as well. Over 18% of the district attended, and you donated \$5,730 to ZIF. Your Area Directors did a terrific job in developing the agenda and presentations and organizing the meetings. The evaluations were very positive. I know I enjoyed our balloon exercises a lot! Being right after lunch, these experiential exercises got us going and were very meaningful. Thank you to Area 2 Director Jean McElroy for bringing them to us.

In our Area Meetings, Zontians developed many ideas for keeping members satisfied and happy in Zonta. I combined these ideas and organized them in my way of thinking; this document is attached to the end of the newsletter. It represents the hard work of a large part of our district and contains outstanding ideas for making our clubs strong and maintaining member interest. Please review it in a club/board meeting to see what is most useful to your club. A big thank you to all those who participated in this very worthwhile District 11 project.

Many thanks to all District 11 Zontians for your work for Zonta and women in the past two years. Special thanks go to my hardworking board members who took on each new task with a smile. I wish our Governor-Elect Lynn Salvatore much luck in her biennium. I know that the district will be in good hands with the incoming 2008-2010 District 11 leaders.

Yours in Zonta,

Bea

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We're on the web at www.zonta-district11.org

ARE YOU GOING TO THE 2008 ROTTERDAM CONVENTION?

If so, here is some important information for you. First we will have a district meeting on Friday, June 27, 1400-1530 (2:00 to 3:30pm). The location will be announced in your registration materials.

This is an opportunity to meet District 11 Governor-Elect Lynn Salvatore who will be sworn in on the last day of the convention. You will also meet the other District 11 Zontians in Rotterdam. Please come, as it will be a fun get-together to start the convention.

Secondly, for those of you who have never been to a Zonta International convention, it is customary, but voluntary, to exchange small pins with other attendees. Other Zontians will greet you and ask if you have any pins. You can bring small lapel pins that represent the club or the area where you live, if you wish to participate in the pin exchange. Your club may purchase these, or you may purchase them yourself.

At the Zonta Store you may be able to buy a sash on which to display and wear your exchanged pins. Or you can pin them on another piece of clothing or just collect them. This is an easy way to meet people and gives you an interesting collection of pins from Zontians around the world to show to your club when you return.

Happy traveling! See you in Rotterdam!

NEW ZI POSITION PAPER – Improving the Access of Women and Girls to Science, Mathematics and Technology Education

Fast Facts:

- Men outnumber women almost three to one among those planning careers in computer or information sciences, according to a United Nations Statistics division report.
- Women in science and engineering remain a distinct minority, representing approximately 10 percent of professionals in these fields.
- Women hold just 10.4 percent of the board seats of global 200 companies, as ranked by *Fortune Magazine*, according to Corporate Women Directors International.

Zonta International has published its latest position paper, **Improving the Access of**

Women and Girls to Science, Mathematics and Technology Education. Zonta believes education is critical to improving women's status in all aspects of society. In this position paper you will find:

- Root causes of lack of education for women and girls
- Zonta's programs and activities to improve the access of women and girls to science, mathematics, and technology education
- Ways for a Zonta Club to foster improved access of women and girls to science, mathematics, and technology education

How parents, educators, administrators, law and policy makers, and industry can work towards the goal of improved access of women and girls to science, mathematics, and technology education

As a female professional educator in science, Area 4 Director Dr. Penny Gilmer provided her input based on experience from many years in teaching to ZI for this forward thinking document. This latest advocacy tool provides a number of good ideas for club projects and can be accessed on the ZI web site at:

<http://www.zonta.org/site/R?i=RIHKG8hX0SUIHdnOmdFtzQ>

WELCOME 2008-2010 DISTRICT 11 LEADERS

Your new District 11 Board will officially take office at the end of our ZI Convention in Rotterdam. On the last day of the convention, July 2, Governor-Elect Lynn Salvatore will be sworn in as our new Governor. The 2008-2010 District Board is as follows:

Governor	Lynn M. Salvatore
Lieutenant Governor	Jane A. Adams
Treasurer	Alice Chick
Secretary	Mary Frisbie
Area 1 Director	Tami Page
Area 2 Director	Mary K. Cabaniss
Area 3 Director	Carmen Elias-Levenson
Area 4 Director	Roxane R. Dow
Area 5 Director	Nilda Gonzalez
Area 6 Director	Patricia M. Gift



From left to right: Incoming Lieutenant Governor Jane Adams, Incoming District Treasurer Alice Chick, Governor-Elect Lynn Salvatore, and Incoming Area 3 Director Carmen Elias-Levenson

Vice Area Directors are not board members, but are very important elected officers in District 11, as they work with the Lieutenant Governor on membership issues and with their Area Director. The incoming VADs are as follows:

Vice Area 1 Director	Charlene A. Thomas
Vice Area 2 Director	Cherry Temple
Vice Area 3 Director	Yvette Ingraham
Vice Area 4 Director	Mary Anne Kearney
Vice Area 5 Director	Annie Riera
Vice Area 6 Director	Karen Pati

CONGRATULATIONS TO ALL!

NEW DISTRICT 11 CONFLICT OF INTEREST POLICY

In January the District Board adopted in a District 11 Conflict of Interest Policy, which is in line with the ZI policy. *Conflict of Interest* is often a misunderstood term, so each Zontian should acquaint herself with this policy. It requires disclosure when voting on a motion related to funding or other benefit for another organization in which she is a board member or employee. A form is provided for each club or district board member to sign when elected or appointed. "The purpose of the form is to reveal the association between any member of Zonta and an organization or person that may benefit from the actions of Zonta."

It is important to note the bolded writing in the policy: **"The intent of this policy is not to limit associations of Zonta members with other organizations, especially those whose goals are consistent with the mission of Zonta, but rather to disclose all associations so members may make informed decisions."**

The full District 11 Conflict of Interest Policy can be found on our District 11 web site at www.zonta-district11.org.

Area 1 Director Lee Ann Dobson provided much appreciated and valuable legal expertise in the preparation of this policy.

Zonta Calendar

2007-2008

MAY

- 1 — Club Officers Report form 2008-2009 due to ZI and Area Directors
- 5 — Period 7 & 8: Quarterly Club Report due to Area Director
- 31 — Klausman Women in Business Scholarship club candidates due to District

JUNE

- 1 — Club dues payments for 2008-2009 due to ZI
- 1 — District 11 Annual Report due to the Area Director
- 27 — June 27-July 2 Zonta International Convention Rotterdam 2008

2008-2009

August

- 15 — Klausman Women in Business Scholarship District candidate due to ZI
- 31 — US Districts financial statements due to HQ for Group IRS 990 tax filing

SEPTEMBER

- 26-27 — 60th District 11 Conference ~ hosted by Tampa, FL

OCTOBER

- 16 — US Clubs Form 990 due to the IRS if gross revenue is more than \$25,000

NOVEMBER

- 15 — Amelia Earhart Fellowships applications due

We're on the web at www.zonta-district11.org



SAVE THE DATE !

**ZONTA INTERNATIONAL DISTRICT 11
60th ANNUAL CONFERENCE 2008**

SEPTEMBER 25, 26 & 27 TAMPA, FLORIDA

As the hosting club, the Zonta Club of Tampa and the other Area 4 clubs invite you to join in a weekend of Zonta Fellowship and Celebration. Come join us in beautiful Tampa, Florida with our warm beaches and our exciting cultural city.

We will be Celebrating Zonta Service.

**The 2008 Zonta District 11 Conference will be held
Thursday, September 25, 2008 through
Saturday, September 27, 2008 at the**

**Double Tree Hotel
4500 W Cypress St
Tampa, FL 33607**

Pricing for rooms begin at \$107.00.

**For reservations call 813-879-4800 and make sure to and mention
"Zonta District 11 Conference" to reserve your room at the conference rate.**

Registration will begin on Thursday September 25, 2008.

Please also mark your Calendars... We will kick off the Celebration with a...

**Celebrating Zonta Service Gala
Thursday, September 25, 2008 Evening**

**More information will be forthcoming in the months ahead. We are looking
forward to Celebrating with you this fall.**

**Mary S. Gregory
Conference Chair**

HOW TO KEEP MEMBERS

ZONTA INTERNATIONAL, DISTRICT 11

SUMMARY OF 2008 AREA MEETING RESPONSES

Area Meeting Session 3 – Time for Your Close-up

Breakout responses to the most common reasons members resigned or did not renew their membership (2007 District 11 Survey).

- #5 Personality issues among members.
- #4 Club lost focus on ZI goals.
- #3 Too many demands by the club.
- #2 Relocation.
- #1 Not enough time to devote to Zonta, because of personal or professional reasons. (Most commonly cited reason.)

The task was to make recommendations of what can be done by a Zonta Club to keep members. D11 Zontians indicated clubs can improve their retention through the following:

1. ORIENTATION TO ZONTA INTERNATIONAL FOR NEW AND EXISTING MEMBERS:

Define ZI goals to all members, especially new members; provide information on ZI goals.

- Mentor/buddy programs
- More concrete examples of what our monies do internationally, nationally, and locally.
- Support goals with ZI spokesperson
- Local clubs need more visual DVDs of exactly what some of the International Service projects are.
- Give more information to prospective members so that they truly understand what is expected of them (time needed, dues and other financial responsibilities, etc.
- Have UN Committee report on specific UN projects that Zonta endorses and funds, i.e. Where our money goes.
- Club manual: use and order new (updated) manuals.
- Goal communication (goal identified) with all club actions.

2. FOCUSING ON ZONTA MISSION THROUGH:

A. PLANNING:

- ◇ Gradually change to bring the club in line with the Zonta mission, if not in compliance.
- ◇ Prioritize and focus on specific goals – Zonta International
- ◇ Prepare a plan, focused on goals
- ◇ Be totally committed to ZI goals
- ◇ Prioritize: if a small club, maybe need to concentrate on membership that year and skip fundraising for a time until they have gotten their membership up.
- ◇ Keep the commitment fresh by organizing the focus on one service project.
- ◇ Keep planning annually.
- ◇ Keep the focus on our mission.
- ◇ Use a "litmus test" (service project evaluation form) for projects.
- ◇ Analyze current projects: prioritize and scale back if needed.
- ◇ Develop plan on the calendar.
- ◇ Workshop to review goals (use project evaluation tool).
- ◇ Prioritize club's goals and projects to reach manageable level.

B. IMPLEMENTING:

- ◇ Strong service committee that meets regularly to keep the club in line.
- ◇ Implement and monitor plan
- ◇ Corporate sponsorship and support for community involvement.

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HOW TO KEEP MEMBERS
ZONTA INTERNATIONAL, DISTRICT 11
SUMMARY OF 2008 AREA MEETING RESPONSES (continued)

C. EVALUATING:

- ◇ Board assesses what we have been doing.
- ◇ Keep examining the club – have regular self assessment. Are we meeting their needs?
- ◇ Evaluate.
- ◇ Continue to evolve.

3. INCREASING MEMBER PARTICIPATION BY:

A. SOLICITING MEMBERS' INPUT:

- ◇ Encourage members to make suggestions for new projects.
- ◇ Each member should submit what they think the club should focus on.
- ◇ Make projects more appealing, in sync with members' interest.
- ◇ Survey club to determine where to start; have forms completed and reviewed.
- ◇ Check annually with members on realistic number of committees they can or want to be on
- ◇ Ask what the member can do for Zonta? How can the club incorporate that?
- ◇ Reduce club time commitments. Decrease number of service projects and focus efforts.
- ◇ To prevent boredom, get them to realize where they can find their niche.
- ◇ Find support and tailor activities for skills and physical needs. Examples are putting together personal care bags and telephone/email duties for those who cannot come to a meeting.
- ◇ Get more members involved.
- ◇ Give options vs. demands.

B. EMPHASIZING MEMBERS' TIME MANAGEMENT:

- ◇ Time management programs and activities.
- ◇ Look at how much time you can serve as a member.
- ◇ Tailor projects to handle time frame of members.
- ◇ Members to calendar their time.
- ◇ Select the project you will commit to at the beginning of the year. Then calendar this time.
- ◇ Give members small attainable responsibilities. "You can clean out one box better than a whole room."
- ◇ Use the member's time wisely.
- ◇ Encourage inactive membership during personal crisis or job demand to retain member.
- ◇ Find best time to do things.
- ◇ Members commit to projects and goals early in the year.
- ◇ Before a project is selected, make sure members understand all the project entails.

4. CONDUCTING INTERESTING CLUB MEETINGS:

- Run well planned goal-oriented meetings with a balance of social events.
- Better time management of meetings.
- Make sure meetings are effective and efficient.
- Meetings must be user friendly.
- Members need to enjoy the local meeting.
- Simplifying the club. Look at the structure – are there too many meetings?
- Too many projects->scattered->reduce number of meetings.
- Reevaluate scheduled meetings. Are they really needed?

HOW TO KEEP MEMBERS
ZONTA INTERNATIONAL, DISTRICT 11
SUMMARY OF 2008 AREA MEETING RESPONSES (continued)

4. CONDUCTING INTERESTING CLUB MEETINGS: (continued)

- Reevaluate scheduled meetings. Are they really needed?
- Do all brainstorming at committee meetings and report at general meeting. No brainstorming at general meetings.
- Committee reports on a special form sent to Board and then copies put at back table in general meeting for all to read.
- Provide fun and interest through stimulating programs.
- Have programs like the UNIFEM DVD on ZI goals and programs.
- Have speakers from local shelters for women.
- Examine meeting times. Adapt them to group preference.

5. PROMOTING THE BIGGER ZONTA PICTURE:

- Create good relationships with other clubs to promote ZI relationships.
- Sister City.
- Encourage members to attend Area workshops, District conference, International Convention, etc.
- Get members involved in District meetings.
- Exchange ideas with other clubs in our area and district.

6. DEVELOPING ACTIVE ZONTA CLUB LEADERSHIP BY:

A. LEADING

- ◇ Leaders must motivate and inspire based upon members' interest, talents, time. Reduce number of activities if needed.
- ◇ Appoint committees to utilize members based on tasks, their time, talents, and interests.
- ◇ Make sure committee chairmen really understand their responsibilities.
- ◇ Rotate responsibilities.
- ◇ Commitment of a leader for each activity.
- ◇ Foster environment of acceptance and support.

B. PROMOTING MEMBER COMMUNICATION:

- ◇ Better communications regarding ZI goals.
- ◇ Devote a meeting to Zonta Goals and how we fit in.
- ◇ Listen to the members and encourage their staying.
- ◇ Be flexible and creative to hear all.
- ◇ Publications do not contain enough of the projects information for each individual member. Need emails to individuals. Clubs should be informed by UN/ZI. Possibly in 08-10, those registered on the website will get information by email.
- ◇ Use monthly newsletter as #1 means of club communication. Send by email or snail mail to those without email.
- ◇ Do a "Zonta Blast" every Friday for that week or next week's important notice.
- ◇ Use conference calls for some committee members that cannot make it to the meeting, so they can still be informed.
- ◇ Use the Leadership Compass as a group and add a component to let others tell us how they perceive us.
- ◇ Have an invocation or share essays and such which encourage open discussion in safe setting.
- ◇ Use voting as the way to show consensus.
- ◇ Develop group Pro and Con lists so all points can be seen.
- ◇ Better early and honest communication.

HOW TO KEEP MEMBERS
ZONTA INTERNATIONAL, DISTRICT 11
SUMMARY OF 2008 AREA MEETING RESPONSES (continued)

C. PROVIDING RECOGNITION:

- ◇ Recognition/competition-have fun.
- ◇ Give members consistent feedback about good service projects they have done during the year.
- ◇ Give credit.
- ◇ Encourage and recognize family/friends for their support.
- ◇ Reward members.

7. PROMOTING A HEALTHY SOCIAL FABRIC IN THE CLUB BY:

A. BUILDING RELATIONSHIPS:

- ◇ Build relationships. People will come to events they want to or feel connected.
- ◇ Mentor/buddy programs
- ◇ Secret Sister program
- ◇ Identify type of personality your club members are.
- ◇ Do fellowship and service projects on different days and different times.
- ◇ Use Team Building exercises often.
- ◇ Provide professional business links with other members. Example: profile cards with category.
- ◇ Social functions.
- ◇ More family involved activities.
- ◇ Foster friendships.

B. ADDRESSING MEMBER CONCERNS:

- ◇ Don't ignore or hope it will just go away when encountering personality issues.
- ◇ President or volunteer (due to personality, nature or relationship with person(s)) to discuss individually to assess "real" issues or just allow venting.
- ◇ Assess whether intervention is needed to get persons together.
- ◇ May need to ask someone to leave if they cannot resolve issues. Last resort, but the club's functioning has to come first.
- ◇ Use conflict resolution
- ◇ Look for conflict resolution tools by searching via Yahoo or Google.
- ◇ Don't go behind people's backs.
- ◇ Face the issues.
- ◇ Determine whose responsibility it is to address the problem
- ◇ Inform club president
- ◇ Resigning is not always bad.
- ◇ Give member an opportunity to perform if that is what she wants.
- ◇ When 2 parties need to be addressed and there is conflict, suggest compromises.
- ◇ Be proactive. Don't wait for conflict to arise or let it simmer.
- ◇ Mediation of disagreements. Establish mediation committee (ad hoc); encourage report in writing.
- ◇ Develop a published process for resolution of a disagreement.
- ◇ Identify reason for conflict: personal or interpersonal, club issues, resistance to change.
- ◇ Do not let one person ruin the total experience for you.
- ◇ Return focus to mission as common ground.
- ◇ Intra-committee conflict: identify if personality and possibly relocate to different committee.

HOW TO KEEP MEMBERS
ZONTA INTERNATIONAL, DISTRICT 11
SUMMARY OF 2008 AREA MEETING RESPONSES (continued)

8. EMPHASIZING MEMBERSHIP BY:

A. RECRUITING NEW MEMBERS:

- ◇ Focus on quality members and streamlining the club. Better to have 10 committed members than 20 that aren't committed.
- ◇ Encourage age diversity/generations.
- ◇ Understanding of Zonta Mission and service requirements before they join.

B. FOLLOWING UP WITH LOST MEMBERS:

- ◇ Refer relocated Zontian to existing club in new area.
- ◇ Ask relocated Zontian to start a new club.
- ◇ Forward name and contact information of relocated member to Lieutenant Governor for future use.
- ◇ In non-threatening way get to true "real" reason for leaving from resigned members.

**MEMBERSHIP IS THE RESPONSIBILITY OF ALL.
REMEMBER " IF EVERY MEMBER GETS ONE NEW MEMBER WE WILL EXCEED OUR GOAL."**

Zonta International District 11 ~ 60th Conference 2008
Tampa, Florida
Visit the website at www.zonta-district 11.org for more information

**"AN EMPOWERED ORGANIZATION IS ONE IN WHICH INDIVIDUALS
HAVE THE KNOWLEDGE, SKILL, DESIRE, AND OPPORTUNITY TO
PERSONALLY SUCCEED IN A WAY THAT LEADS TO
ORGANIZATIONAL SUCCESS."**

STEPHEN COVEY

District 11 Committees

Organization, Membership & Classification...	Lynn Salvatore, Lt. Governor
Subcommittee:	
Latin American O&E.....	Libia Markus
Status of Women Service.....	Gretchen Williams
Subcommittees:	
Amelia Earhart.....	Ellen Wheeler
Young Women in Public Affairs.....	Yvette Ingraham
Z Club and Golden Z Club	Olga Gonzalez
ZISVAW.....	Carmen Gomez
Legislative Awareness & Advocacy.....	Jean Bryant
Service Coordinator.....	Jo Anne Garcia-Melendez
Jane M. Klausman.....	Helen "Honey" Gardiner
United Nations.....	Christina Salvatore
Nominating Chairman.....	Ina Edens
Finance Chairman.....	Donna Poulton
Public Relations/Communications.....	Alice Chick
Subcommittees:	
IT/Webmaster.....	Alice Chick
Directory.....	Hannah Dixon
Foundation Ambassador.....	Sarah Lee
Bylaws.....	Anne Mitchell
Leadership Development.....	Lollie Harper
District Archivist.....	Michele Marcum Buhler

CONGRATULATIONS TO CLUBS CELEBRATING BIRTHDAYS:

Clubs that have or will celebrated birthdays between May 2008 — July 2008 are:



Zonta Club of Greenville, SC	50 Years—June
Zonta Club of Pinellas, FL	46 Years—May
Zonta Club of San Juan, PR	42 Years—July
Zonta Club of Naples, FL	35 Years—June
Zonta Club of Atlanta, GA	29 Years—May
Zonta Club of Miami Lakes, FL	24 Years—June
Zonta Club of Sarasota, FL	23 Years—June
Zonta Club of Beaufort, SC	21 Years—May
Zonta Club of Marathon, FL	18 Years—May
Zonta Club of Bonita Springs, FL	14 Years—July
Zonta Club of Ocala, FL	2 Years—May

Please send me or Alice Chick, our Webmaster, any pictures you may make at celebratory events to be included on the Website.

NOTE: If I have overlooked your club or if we have the charter date for any of these clubs wrong, please let me know.

We're on the web at www.zonta-district11.org