



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# CONFERENCE SATURDAY, OCTOBER 2, 2021

District 9 | Costa Mesa, CA



# CHANGING THE WORLD TOGETHER

Mari McKenzie  
2 October 2021

# MARI MCKENZIE



**Treasurer/Secretary**

**Zonta International & Zonta Foundation for Women**

**Zonta Club of Saginaw, USA, District 15**

Zontian for nearly 40 years; board member since 2018

Certified Public Accountant with nearly 40 years of experience  
as a not-for-profit auditor and business consultant

# STATE OF THE WORLD FOR WOMEN AND GIRLS



Around the world, 129 million girls are out of school. An additional 11 million may not return after the COVID-19 crisis.



An estimated 736 million women have experienced intimate partner violence and/or non-partner sexual violence.



Climate change affects women and men differently due to the gendered division of labor, cultural norms and different societal roles.

# CLIMATE CHANGE



## **Zonta International's Statement on Climate Change**

Women's involvement is needed

Girls' education is key

Equal economic opportunities are needed

Raising awareness is critical

## **Zonta Advocacy Series: Women's role in climate change**

As part of our Zonta Advocacy webinar series, the Zonta International Advocacy Committee held this virtual event on 13 September. Find the recording on the Advocacy Tools page.



THANK YOU FOR SUPPORTING AND



ZONTA  
FOUNDATION  
FOR WOMEN

EMPOWERING WOMEN AND GIRLS



# NEW OPPORTUNITIES TO ENGAGE



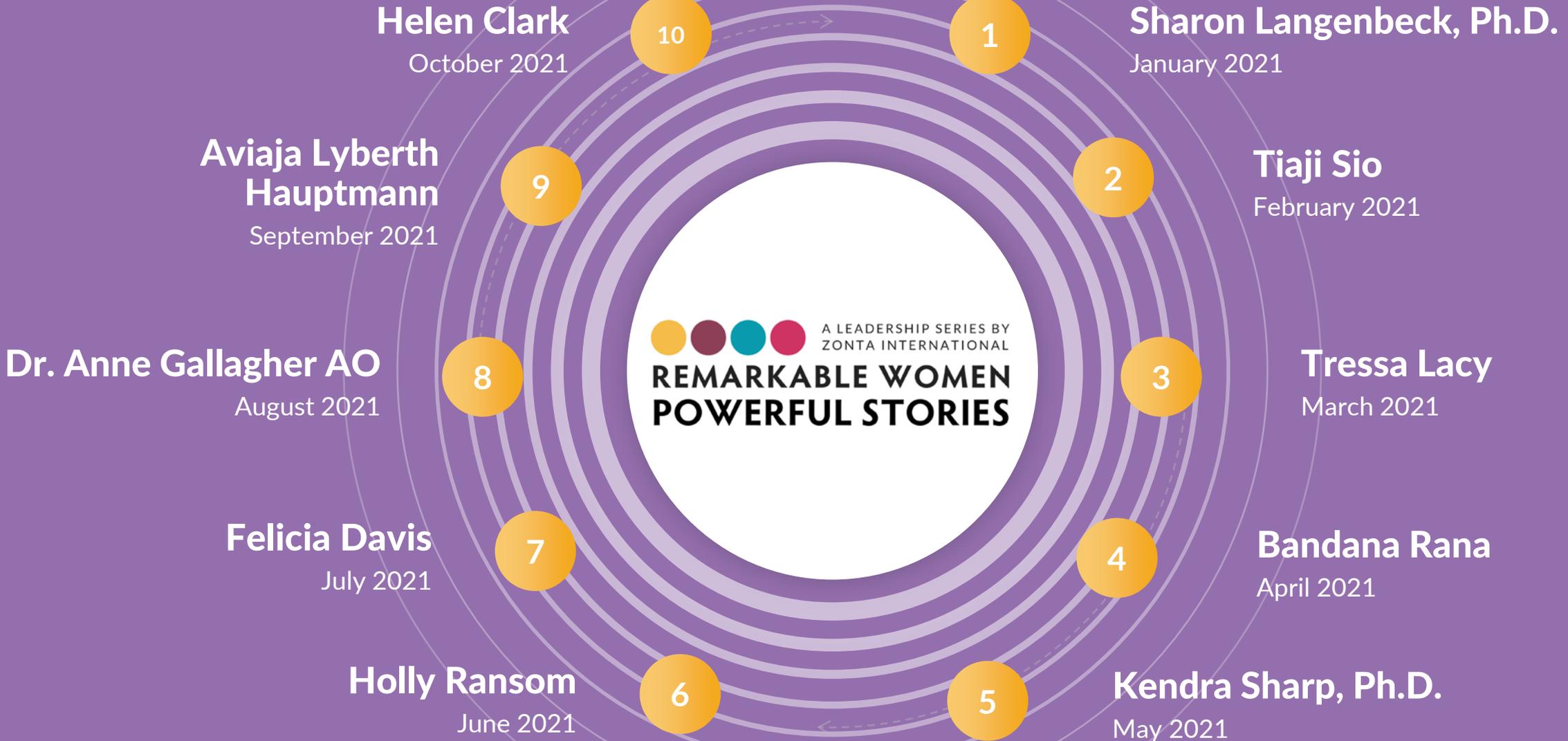
A LEADERSHIP SERIES BY  
ZONTA INTERNATIONAL

**REMARKABLE WOMEN  
POWERFUL STORIES**

# ZONTA ADVOCACY

SERIES





# ZONTA ADVOCACY

SERIES



## Ending Child Marriage: An assessment of successes and failures

17 May 2021

Find recording on Advocacy Tools webpage

## Women's role in climate change

13 September 2021

Find recording on Advocacy Tools webpage

## Gender-based violence and cyberbullying

November 2021

## Women in the workplace

February 2022

## Human trafficking and sexual violence

May 2022

# RESOLUTION ON CONDUCTING AN OVERALL REVIEW OF ZONTA INTERNATIONAL

“As Zonta International enters a new century, the time is right to analyze whether the organization could benefit from simplified frameworks for membership, governance and operations that would allow Zonta to:

- Focus on its mission and objects.
- Retain the democratic structure of the organization.
- Safeguard sustainable and effective operations.
- Retain members of all ages, geographic locations and lengths of membership while attracting new members.”

# RESOLUTION AUTHORIZING THE REVISION AND RESTATEMENT OF THE ZI BYLAWS

“To continue its important work around the world during the next century, it is imperative that Zonta revise its Bylaws by simplifying governance and operations, thereby retaining members of all ages, geographic locations, classifications, and lengths of membership.”

# WE CANNOT ACCOMPLISH ANYTHING WITHOUT YOU, OUR MEMBERS!



# MEMBERSHIP CAMPAIGN—repeating in 2022

Congratulations and thank you to all the clubs that participated in the Add Your Voice campaign. Since the campaign started, more than 400 new members have officially joined us in the fight for global gender equality.



- Zonta Club of Bangkok III
- Zonta Club of Tuguegarao
- Zonta Club of Toowoomba Garden City

- Zonta Club of Makati Legaspi
- Zonta Club of Accra Metropolitan
- Zonta Club of Yunlin

- Zonta Club of Maricopa
- Zonta Club of Ouagadougou
- Zonta Club of Invercargill

# EXPANDING COMMUNICATIONS

We are continuing to expand our communications and finding new ways to recognize Zonta clubs and women more generally.

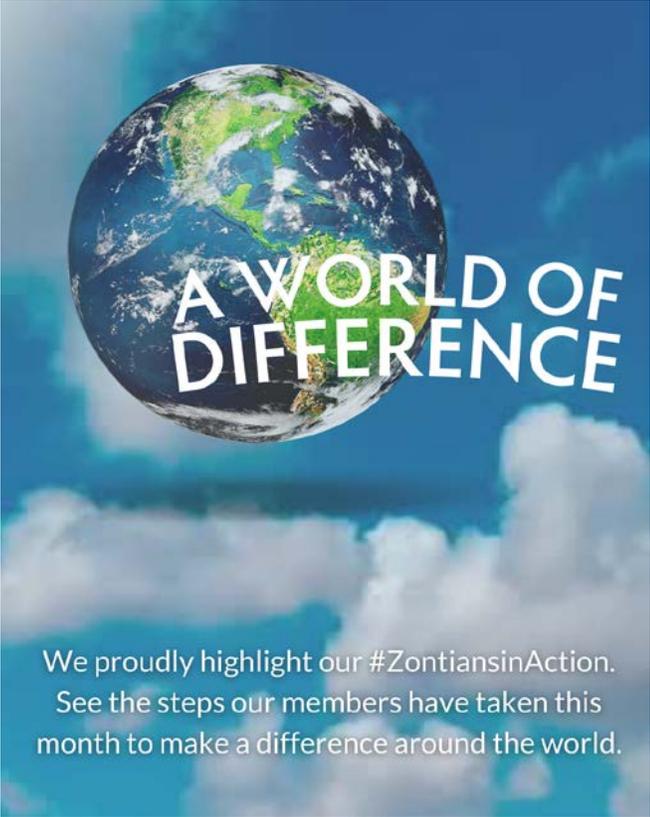
**Firsts** for **Women**



25  
30  
40  
50  
60  
70  
75  
80  
85  
90  
95

**ZONTA**  
INTERNATIONAL

celebrates  
this month's  
club anniversaries!



A WORLD OF  
DIFFERENCE

We proudly highlight our #ZontiansinAction.  
See the steps our members have taken this  
month to make a difference around the world.



# NEW TOOLS

**Welcome**



**to Zonta**



**ZONTA**  
INTERNATIONAL  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

BRAND IDENTITY GUIDELINES

February 2021

Page 1

**ADD YOUR VOICE**  
MEMBERSHIP CAMPAIGN

**RECRUIT NEW ZONTIANS TO YOUR CLUB**  
Register and pay for new members online between 1 April – 31 May 2021 and their membership will extend to 31 May 2022.

Clubs will be recognized based on current membership in three tiers:

Tier I	Tier II	Tier III
Large clubs 30 or more members	Mid-size clubs 16-29 members	Small-scale clubs 15 or fewer members

**TOP 30 CLUBS IN EACH TIER WILL RECEIVE**

- A letter of recognition from the Zonta International President.
- A graphic badge for 'Member Recruitment, Club of Excellence' to use in club communications.
- Recognition and listing in The Zontian from Zonta International.

**TOP THREE CLUBS IN EACH TIER WILL RECEIVE**

All awards of the top 30 clubs plus:

- A US\$200 donation to be used for marketing and membership growth activities.

**TOP CLUB IN EACH TIER WILL RECEIVE**

All awards of the top 30 and top 3 clubs plus choice of one of the following:

- A Zoom session with UNICEF USA, our service partner for Madagascar, Peru & Ending Child Marriage, or
- A Zoom session with Zonta International President Sharon Langenbeck, or
- A custom Facebook banner and five custom social media graphics.



COMPLETE DETAILS ON ZONTA.ORG UNDER MEMBERSHIP TOOLS



**ZONTA**  
FOUNDATION  
FOR WOMEN

**My Present for the Future**  
Toolkit



[www.zonta.org/endorsement](http://www.zonta.org/endorsement)

# UPCOMING CAMPAIGNS AND EVENTS

1-30  
NOVEMBER

The Every Member Every November campaign encourages each member to donate to the Zonta Foundation for Women in honor of Zonta's anniversary on 8 November.

25  
NOVEMBER  
-  
10  
DECEMBER

Zonta Says NO to Violence Against Women campaign starts on International Day for the Elimination of Violence against Women.

1-31  
JANUARY

Amelia Earhart (AE) Month is when we celebrate the life and legacy of famed aviatrix and Zontian, Amelia Earhart, and encourage donations to the AE Fellowship Fund.

25-28  
JUNE

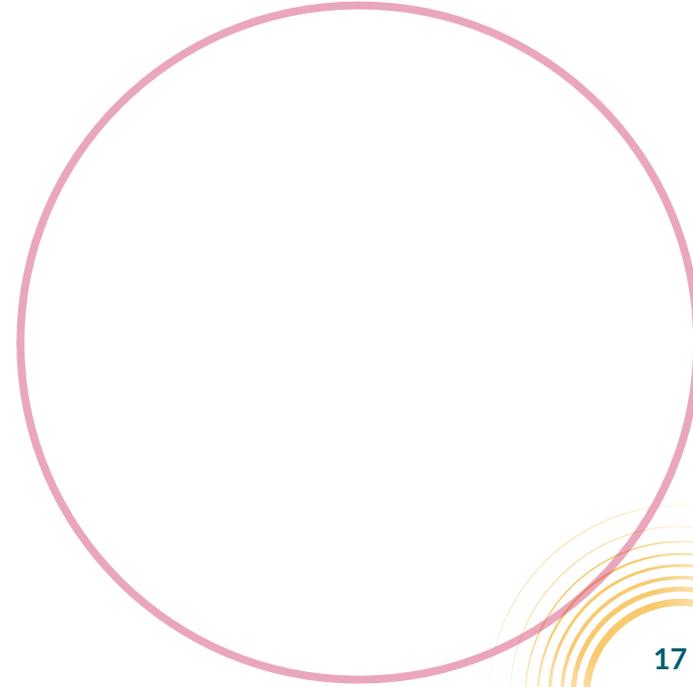
Our 2022 Convention will be held at the Congress Center in Hamburg, Germany.



ZONTA CONVENTION 2022  
**HAMBURG**

Experience the first convention  
of our second century.

What inspiration awaits  
you in Hamburg?





**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# ZONTA INTERNATIONAL DISTRICT 9 FINANCIAL INFORMATION

Pat Dearing, District 9 Treasurer  
October 2, 2021

# DISTRICT 9 FINANCIAL STATEMENTS



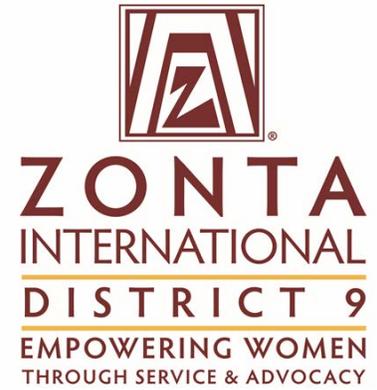
**Compilation Report**

**Prepared Financial Statements**

**Proposed Budget 2022 - 2024**



# Compilation Report, Page 1



*Financial Statements*

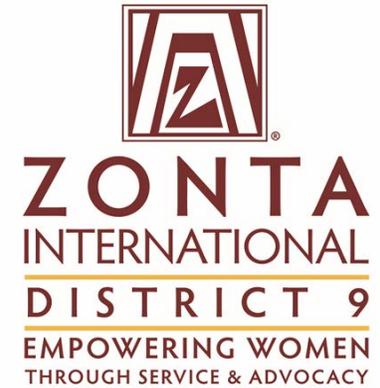
**Zonta International - District 9**

May 31, 2020 and 2019

# Compilation Report, Page 2

**H**  
**&C** HENSIEK & CARON  
CERTIFIED PUBLIC ACCOUNTANTS  
650 SIERRA MADRE VILLA, SUITE 303  
PASADENA, CALIFORNIA 91107  
(626) 792-9988 • FAX (626) 792-9852

BARRY B. HENSIEK, CPA  
SUSAN E. CARON, CPA



## INDEPENDENT ACCOUNTANTS' COMPILIATION REPORT

To the Board of Directors of  
Zonta International – District 9

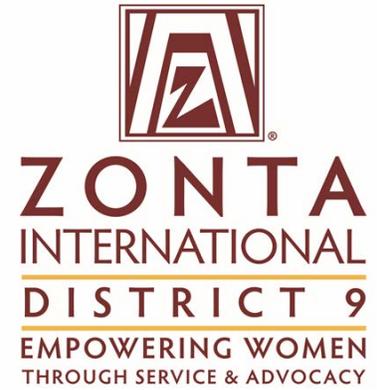
Management is responsible for the accompanying financial statements of Zonta International – District 9 (a nonprofit organization), which comprise the statements of financial position as of May 31, 2020 and 2019, and the related statements of activities and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. We do not express an opinion, a conclusion, nor provide any assurance on these financial statements.

Management has elected to omit substantially all disclosures required by accounting principles generally accepted in the United States of America. If the omitted disclosures were included in the financial statements, they might influence the user's conclusions about the Organization's financial position, changes in net assets, and cash flows. Accordingly, the financial statements are not designed for those who are not informed about such matters.

*Hensiek & Caron*

Pasadena, California  
September 21, 2021

# Compilation Report, Page 3



**ZONTA INTERNATIONAL - DISTRICT 9**  
**STATEMENTS OF FINANCIAL POSITION**  
**MAY 31, 2020 AND 2019**

	<u>2020</u>	<u>2019</u>
<b>ASSETS</b>		
<b>Assets</b>		
Cash and cash equivalents	\$ 47,087	\$ 34,211
Accounts receivable - net of uncollectible accounts of \$0	-	7,188
Prepaid expenses	1,525	-
	<hr/>	<hr/>
<b>Total Assets</b>	<b>\$ 48,612</b>	<b>\$ 41,399</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>NET ASSETS</b>		
<b>Net Assets Without Donor Restrictions</b>	<b>\$ 48,612</b>	<b>\$ 41,399</b>
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# Compilation Report, Page 4

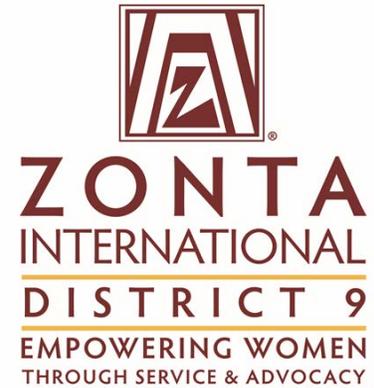
**ZONTA INTERNATIONAL - DISTRICT 9**  
**STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS**  
**FOR THE YEARS ENDED MAY 31, 2020 AND 2019**



**ZONTA**  
**INTERNATIONAL**  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

	2020	2019
<b>Support and Revenue</b>		
Membership dues	\$ 17,946	\$ 18,637
Area event income	2,564	2,663
Discretionary income	1,369	-
Interest income	15	22
Gifts in kind - board contributed expenses	1,496	854
	<b>23,390</b>	<b>22,176</b>
 <b>Expenses</b>		
Program		
Conference	3,567	5,313
Convention	-	5,666
Discretionary	916	748
Prior year expenses	676	2,162
Total Program	5,159	13,889
Management and General		
Officer expenses	5,444	2,862
Insurance	250	-
Office	709	193
Board	4,073	11,707
Computer	542	1,671
Total Management and General	11,018	16,433
	<b>16,177</b>	<b>30,322</b>
 <b>Change in Net Assets</b>	<b>7,213</b>	<b>(8,146)</b>
 <b>Net Assets, Beginning of Year</b>	<b>41,399</b>	<b>49,545</b>
 <b>Net Assets, End of Year</b>	<b>\$ 48,612</b>	<b>\$ 41,399</b>

# Compilation Report, Page 5



## ZONTA INTERNATIONAL - DISTRICT 9 STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED MAY 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
<b>Reconciliation of the Change in Net Assets to Net Cash Provided by (Used in) Operating Activities</b>		
Change in net assets	\$ 7,213	\$ (8,146)
Adjustments to reconcile the change in net assets to net cash provided by (used in) operating activities		
(Increase) Decrease in:		
Decrease in accounts receivable	7,188	(6,586)
Increase in prepaid expenses	(1,525)	3,099
	<u>12,876</u>	<u>(11,633)</u>
<b>Net Cash Provided by (Used in) Operating Activities</b>	12,876	(11,633)
<b>Cash and Cash Equivalents, Beginning</b>	<u>34,211</u>	<u>45,844</u>
<b>Cash and Cash Equivalents, Ending</b>	<u><u>\$ 47,087</u></u>	<u><u>\$ 34,211</u></u>

# Prepared Financial Statements

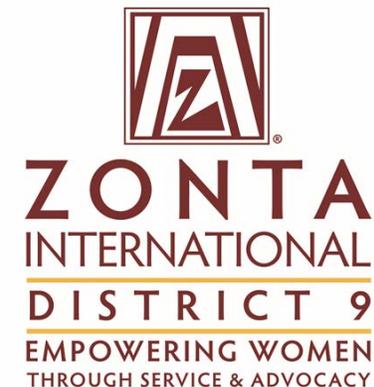
## Balance Sheet – May 31, 2021

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09/27/21  
Accrual Basis

### Zonta International - District 9

## Balance Sheet

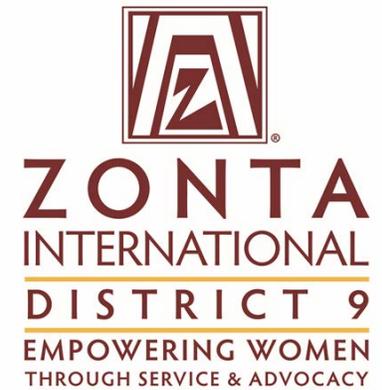
As of May 31, 2021



	<u>May 31, 21</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
Cash	
Wells Fargo Checking	32,002.53
Wells Fargo Savings	<u>40,161.93</u>
Total Cash	<u>72,164.46</u>
Total Checking/Savings	72,164.46
Accounts Receivable	
Accounts Receivable	<u>1,781.50</u>
Total Accounts Receivable	1,781.50
Other Current Assets	
Undeposited Funds	<u>10,656.50</u>
Total Other Current Assets	<u>10,656.50</u>
Total Current Assets	84,602.46
<b>TOTAL ASSETS</b>	<u><u>84,602.46</u></u>

# Prepared Financial Statements

## Balance Sheet – May 31, 2021



### LIABILITIES & EQUITY

#### Equity

#### Fund Balances

#### Temporarily Restricted Funds

Operating Reserve	12,415.00
District Discretionary Fund	166.18
Organization & Membersh	2,886.15

#### Area Event Funds

Area 1 Event	907.07
Area 2 Event	1,560.70
Area 3 Event	1,813.96
Area 4 Event	2,774.34
Area 5 Event	1,229.83

**Total Area Event Funds** 8,285.90

**Conference Reserve Fund** 10,603.80

**Convention Reserve Fund** 2,541.77

**Total Temporarily Restricted Funds** 36,898.80

**Total Fund Balances** 36,898.80

**Unrestricted Fund Balance** 11,713.58

**Net Income** 35,990.08

**Total Equity** 84,602.46

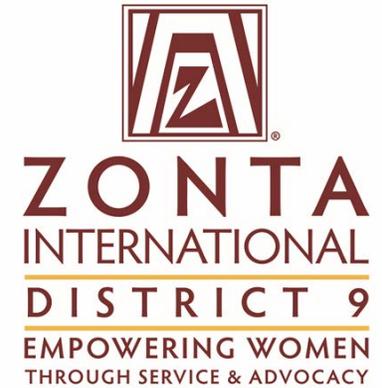
**TOTAL LIABILITIES & EQUITY** 84,602.46

# Prepared Financial Statements

## Profit & Loss – May 31, 2021

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09/26/21  
Accrual Basis

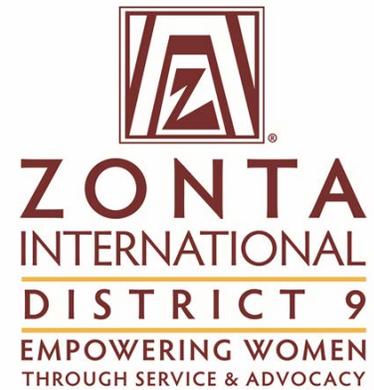
### Zonta International - District 9 Profit & Loss Budget (2 Year) vs. Actual (2) June 2020 through May 2021



	<u>Jun '20 - May 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
D9 Operating Income				
Dues				
Dues-General				
Dues-General Renewal	28,900.00	16,555.00	12,345.00	174.57%
Dues-General New Member	735.00	1,225.00	-490.00	60.0%
Dues-Renew Young Profess	105.00	105.00	0.00	100.0%
Dues-New Young Professional	17.50	105.00	-87.50	16.67%
Dues -1/2 Yr New General Member	328.75	437.00	-108.25	75.23%
Dues-General - Other	27.00	0.00	27.00	100.0%
<b>Total Dues-General</b>	<b>30,113.25</b>	<b>18,427.00</b>	<b>11,686.25</b>	<b>163.42%</b>
Dues - Conference				
Dues/Conf-Renewal	8,270.00	4,730.00	3,540.00	174.84%
Dues/Conf-Renew Young Profess	60.00	60.00	0.00	100.0%
Dues/Conf-New Member	210.00	350.00	-140.00	60.0%
Dues/Conf-New Young Profess	10.00	60.00	-50.00	16.67%
Dues/Conf 1/2 Yr New Member	70.00	250.00	-180.00	28.0%
Dues/Conf-1/2 Yr Young Profess	5.00	0.00	5.00	100.0%
<b>Total Dues - Conference</b>	<b>8,625.00</b>	<b>5,450.00</b>	<b>3,175.00</b>	<b>158.26%</b>
<b>Total Dues</b>	<b>38,738.25</b>	<b>23,877.00</b>	<b>14,861.25</b>	<b>162.24%</b>
<b>Total D9 Operating Income</b>	<b>38,738.25</b>	<b>23,877.00</b>	<b>14,861.25</b>	<b>162.24%</b>
D9 Discretionary Income	7.00	0.00	7.00	100.0%
Interest Income	4.02	0.00	4.02	100.0%
<b>Total Income</b>	<b>38,749.27</b>	<b>23,877.00</b>	<b>14,872.27</b>	<b>162.29%</b>

# Prepared Financial Statements

## Profit & Loss – May 31, 2021



### Expense

#### Reserve Expenses

Conference Expense	0.00	5,450.00	-5,450.00	0.0%
Convention Expense	830.00	2,500.00	-1,670.00	33.2%
District Discretionary Funds	303.94	677.00	-373.06	44.9%
<b>Total Reserve Expenses</b>	<b>1,133.94</b>	<b>8,627.00</b>	<b>-7,493.06</b>	<b>13.14%</b>

#### Board Meetings

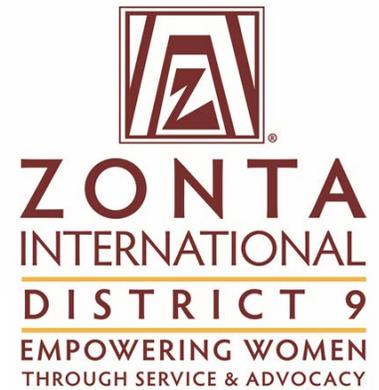
Board Travel	0.00	2,375.00	-2,375.00	0.0%
Board Hotel	0.00	2,500.00	-2,500.00	0.0%
Board Meals	0.00	1,250.00	-1,250.00	0.0%
<b>Total Board Meetings</b>	<b>0.00</b>	<b>6,125.00</b>	<b>-6,125.00</b>	<b>0.0%</b>

#### Board and Officer Operating Exp

Liability Insurance	250.00	250.00	0.00	100.0%
Postage, Printing & Misc. Suppl	0.00	300.00	-300.00	0.0%
Software Update	205.76	100.00	105.76	205.76%
Misc. Board Expenses	348.00	0.00	348.00	100.0%
<b>Total Board and Officer Operating Exp</b>	<b>803.76</b>	<b>650.00</b>	<b>153.76</b>	<b>123.66%</b>

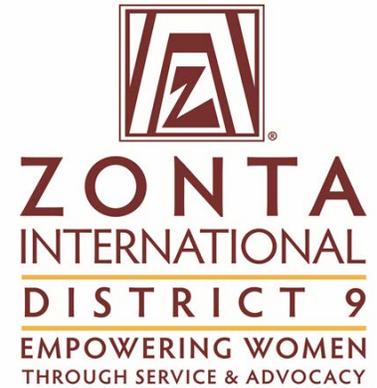
# Prepared Financial Statements

## Profit & Loss – May 31, 2021



<b>Officer Budgeted Expenses</b>				
Governor	0.00	3,250.00	-3,250.00	0.0%
Lt. Governor	0.00	2,000.00	-2,000.00	0.0%
Treasurer	0.00	25.00	-25.00	0.0%
Secretary	0.00	25.00	-25.00	0.0%
Area 1 Director	0.00	600.00	-600.00	0.0%
Area 2 Director	0.00	425.00	-425.00	0.0%
Area 3 Director	0.00	100.00	-100.00	0.0%
Area 4 Director	0.00	100.00	-100.00	0.0%
Area 5 Director	0.00	150.00	-150.00	0.0%
<b>Total Officer Budgeted Expenses</b>	<b>0.00</b>	<b>6,675.00</b>	<b>-6,675.00</b>	<b>0.0%</b>
<b>Other Operating Expenses</b>				
Audit/Review/Compilation	0.00	500.00	-500.00	0.0%
Membership & Organiz Committee	0.00	500.00	-500.00	0.0%
Nominating Committee Expense	0.00	25.00	-25.00	0.0%
Other Committee Expenses	0.00	25.00	-25.00	0.0%
Website/Domain/Maint/Contact	819.49	750.00	69.49	109.27%
<b>Total Other Operating Expenses</b>	<b>819.49</b>	<b>1,800.00</b>	<b>-980.51</b>	<b>45.53%</b>
<b>Total Expense</b>	<b>2,757.19</b>	<b>23,877.00</b>	<b>-21,119.81</b>	<b>11.55%</b>
<b>Net Ordinary Income</b>	<b>35,992.08</b>	<b>0.00</b>	<b>35,992.08</b>	<b>100.0%</b>
<b>Net Income</b>	<b>35,992.08</b>	<b>0.00</b>	<b>35,992.08</b>	<b>100.0%</b>

# Proposed Budget – 2022 - 2024



	Annual	Biennium
<b>Income</b>		
Dues - General (\$35)		
Renewing General Members	\$ 14,000	\$ 29,435
Renewing Young Professional Members	\$ 70	\$ 140
New Full Year General Members	\$ 875	\$ 1,050
New Full Year Young Professional Members	\$ 35	\$ 70
New 1/2 Year General Members	\$ 175	\$ 350
New 1/2 Year Young Professional Members	\$ -	\$ -
<b>Total General Dues</b>	<b>\$ 15,155</b>	<b>\$ 31,045</b>
Dues - Conference (\$10)		
Renewing General Members	\$ 4,000	\$ 8,410
Renewing Young Professional Members	\$ 40	\$ 80
New Full Year General Members	\$ 250	\$ 550
New Full Year Young Professional Members	\$ 20	\$ 40
New 1/2 Year General Members	\$ 100	\$ 200
New 1/2 Year Young Professional Members	\$ -	\$ -
<b>Total Conference Dues</b>	<b>\$ 4,410</b>	<b>\$ 9,280</b>
<b>Total Income</b>	<b>\$ 19,565</b>	<b>\$ 40,325</b>

# Proposed Budget 2022 - 2024

Expenses			
<b>Reserve</b>			
Conference	\$	4,410	\$ 9,280
Convention	\$	2,500	\$ 5,000
District Discretionary Funds	\$	500	\$ 1,000
<b>Total Reserve</b>		<b>\$ 7,410</b>	<b>\$ 15,280</b>
<b>Board Meetings</b>			
Travel	\$	1,750	\$ 3,500
Hotel	\$	2,000	\$ 4,000
Meals	\$	800	\$ 1,600
<b>Total Board Meetings</b>		<b>\$ 4,550</b>	<b>\$ 9,100</b>
<b>Board &amp; Officer Operating Expenses</b>			
Liability Insurance	\$	250	\$ 500
Postage, Printing, & Misc. Office Supplies	\$	300	\$ 600
Software Update	\$	100	\$ 200
<b>Total Board &amp; Officers Expenses</b>		<b>\$ 650</b>	<b>\$ 1,300</b>
<b>Officer Budgeted Expenses</b>			
Governor	\$	2,500	\$ 5,000
Lt. Governor	\$	1,800	\$ 3,600
Treasurer	\$	25	\$ 50
Secretary	\$	25	\$ 50
Area 1 Director	\$	500	\$ 1,000
Area 2 Director	\$	425	\$ 850
Area 3 Director	\$	100	\$ 200
Area 4 Director	\$	100	\$ 200
Area 5 Director	\$	150	\$ 300
<b>Total Officer Budgeted Expenses</b>		<b>\$ 5,625</b>	<b>\$ 11,250</b>
<b>Other Expenses</b>			
Review/Compilation	\$	-	\$ 1,000
Membership & Organization Committee	\$	500	\$ 1,000
Nominating Committee	\$	-	\$ 50
Other Committee Expenses	\$	25	\$ 50
D9 Website/Domain/Constant Contact/Zoom	\$	700	\$ 1,400
<b>Total Other Expenses</b>		<b>\$ 1,225</b>	<b>\$ 3,500</b>
<b>Total Expenses</b>		<b>\$ 19,460</b>	<b>\$ 40,430</b>
<b>Net Income (Expense)</b>		<b>\$ 105</b>	<b>\$ (105)</b>



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# AREA DIRECTORS REPORT

October 2021



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# Advocacy

# Area 1

Zonta Club of Leilehua  
Spreading The Message of Denim  
Day In Spite of the Weather



2021 Zonta District 9 Conference Costa Mesa California



**ZONTA**  
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THROUGH SERVICE & ADVOCACY

# Area 2



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
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THROUGH SERVICE & ADVOCACY



**Zonta Club of Silicon Valley**

# Area 2



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY



Zonta Club of Silicon Valley

Zonta e-Club of Silicon Valley

**2nd Annual  
Golden Gate Bridge Walk  
against  
Gender-Based Violence**

Sunday December 6 - 11:00 AM

Walk with us across the bridge & back to raise awareness during the 16 Days of Activism!

Start on SF Side - Warming Hut by Crissy Field Picnic Area

Wear a mask & stay 6 feet apart  
Wear orange!



# Area 2



**ZONTA**  
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**DISTRICT 9**  
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THROUGH SERVICE & ADVOCACY



11/17/20 City Council

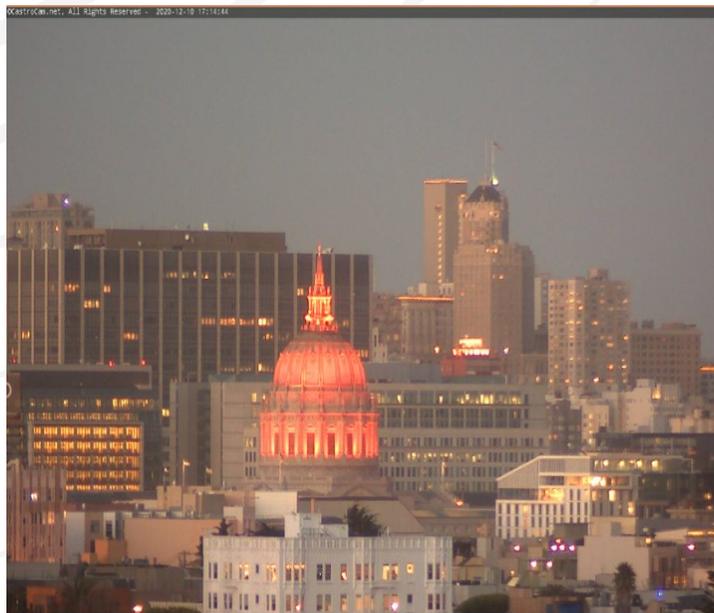
**2.14 Consent Calendar**  
International Day for the Elimination of Violence Against Women

## Zonta Club of Silicon Valley

# Area 2



**ZONTA**  
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EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

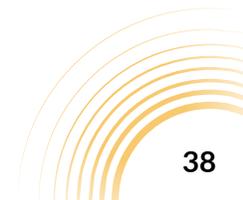


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## Zonta Club of Silicon Valley

2021 Zonta District 9 Conference Costa Mesa California



# Area 2



## Zonta Club of Greater Reno

2021 Zonta District 9 Conference Costa Mesa California

# Area 3



## Santa Clarita



ZSCV club members during 16 Days of Activism.

# Area 3

Zonta Club of  
Antelope Valley



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THROUGH SERVICE & ADVOCACY



## Walk A Mile In Her Shoes Event

2021 Zonta District 9 Conference Costa Mesa California

# Area 3

Zonta Club of Burbank



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THROUGH SERVICE & ADVOCACY



Photo by Kearney Thompson

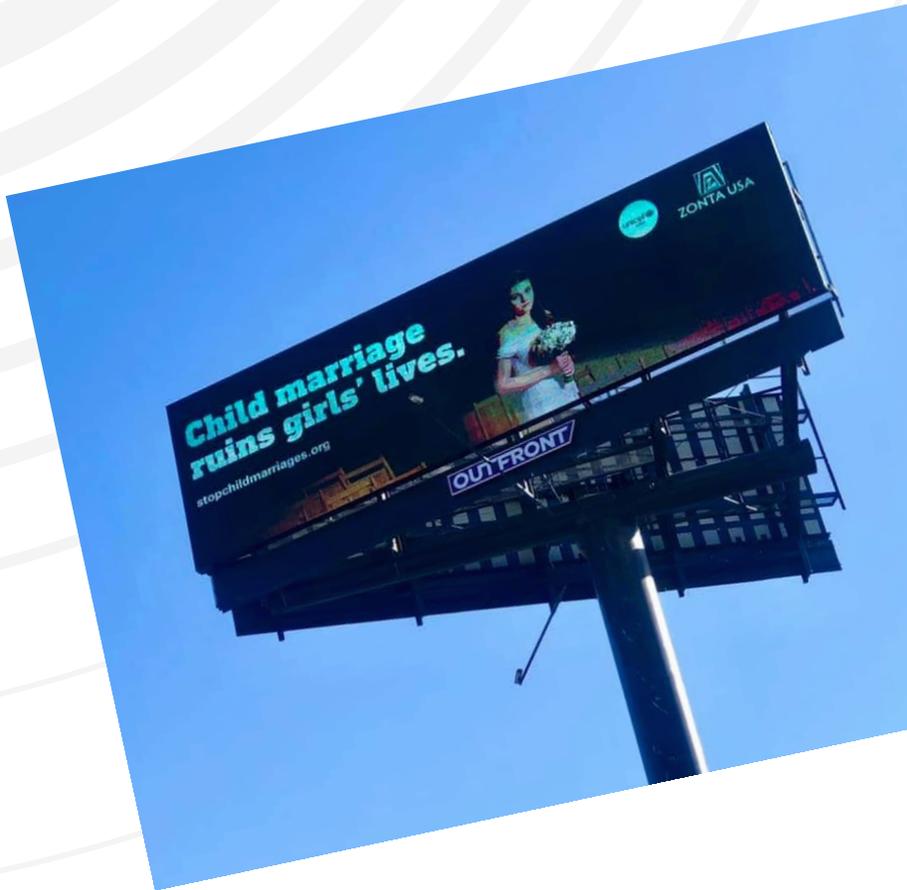
**Location: Amelia Earhart Cap Sculpture Burbank California  
Dedicated December 2018**

2021 Zonta District 9 Conference Costa Mesa California

# Area 4



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY



Business: State leaders are seeking more time to craft a bill protecting renters from eviction during the coronavirus pandemic

## THE ORANGE COUNTY REGISTER

Early Sunday, August 9, 2020 \$2.00 FOUNDATION 100% FACEBOOK.COM/OCREGISTER TWITTER.COM/OCREGISTER ocregister.com

**Child marriage is happening right now in the U.S., and that's not okay.**  
stopchildmarriages.org

Melisse Fippe, left, and Sheria Cook-Cohen, members of the women's service group Zonta Club of Newport Harbor, have launched a local public awareness campaign against child marriages, placing placards on public buses. Now they're working on digital sign boards.

### SHOULD MINORS BE ALLOWED TO MARRY?

**By Theresa Walker**  
twalker@ocregister.com

The idea of it surprised Sheria Cook-Cohen, then it shocked her: Child marriage. "Spouses" as young as 12 married to adults. Legally. And it wasn't happening two centuries ago. It's happening now.

The phenomenon touches most of the United States, including California, where current law allows such unions to take place with the permission of one parent and authorization of a judge. Only four states completely ban child marriage, and that has happened only since last year.

An organization called 'Unchained At Last' maintains an interactive map on the status of child marriage, offering a state-by-state look at the rules and data of child marriage. Cook-Cohen has studied it.

"When I realized this was going on here, it shocked me," said Cook-Cohen, who lives in Lake Forest. She learned about the practice only a few months ago, through the women's service group that she belongs to: Zonta Club of Newport Harbor. Now she oversees an awareness campaign that includes local bus ads and electronic messaging.

To Cook-Cohen and others who oppose child marriage, the practice is little more than the legalization of statutory rape. They want to revive state legislation to stop child marriage in California.

"It brought tears to my eyes," Cook-Cohen said, recalling when she first became

**MARKY • PAGE 7**

**NO JOBLESS AID COMING AFTER TALKS COLLAPSE**

White House, Democrats unable to compromise in effort to restore benefits

*By The Associated Press*

WASHINGTON • A last-ditch effort by Democrats to revive Capitol Hill talks on vital COVID-19 rescue money collapsed in disappointment Friday, making it increasingly likely that Washington gridlock will mean more hardship for millions of people who are losing enhanced jobless benefits and further damage to an economy pummeled by the still-raging coronavirus.

"It was a disappointing meeting," top Senate Democrat Chuck Schumer declared, saying the White House had rejected an offer by House Speaker Nancy Pelosi to curb Democratic demands by about \$1 trillion. He urged the White House to "negotiate with Democrats and meet us in the middle. Don't say it's your way or no way."

Treasury Secretary Steven Mnuchin said, "Unfortunately

**CONCRETE • PAGE 11**

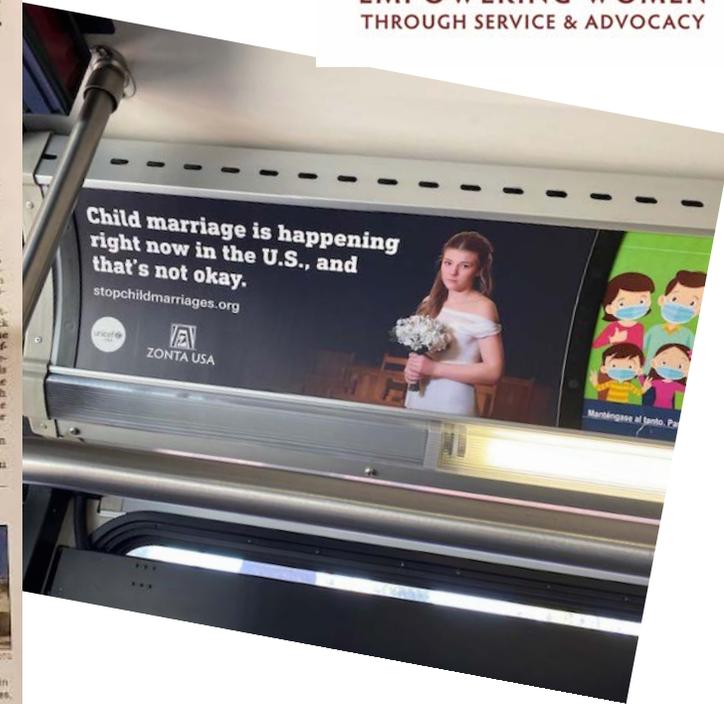
**HIGHER EDUCATION**

**State says most college classes must be online**

Cal State Fullerton, along with other state universities, will begin its school year with online classes, according to state guidelines.

**By Beau Yarbrough**  
byarbrough@ocregister.com

California's colleges and universities will be required to start



## Zonta Club of Newport Harbor

2021 Zonta District 9 Conference Costa Mesa California

# Area 5



Senator Kyrsten Sinema  
3333 E Camelback Rd, Suite 200  
Phoenix, AZ 85018  
<https://www.sinema.senate.gov>  
[Katie\\_Roberts@sinema.senate.gov](mailto:Katie_Roberts@sinema.senate.gov)

Dear Senator Sinema,

Area 5 of District 9 of Zonta, International, meeting on April 24, 2021, urges you to sign onto Senate Joint Resolution 1, removing the deadline for ratification of the Equal Rights Amendment (ERA.) Area 5, which comprises all of AZ, urges you to sign on and bring with you one of your Republican colleagues, as you continue to urge bipartisanship.

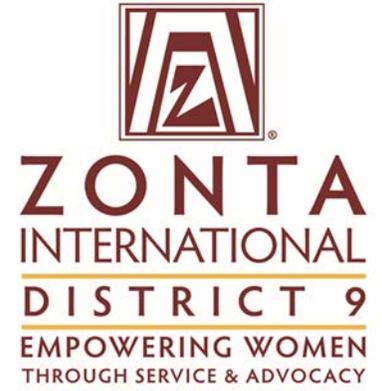
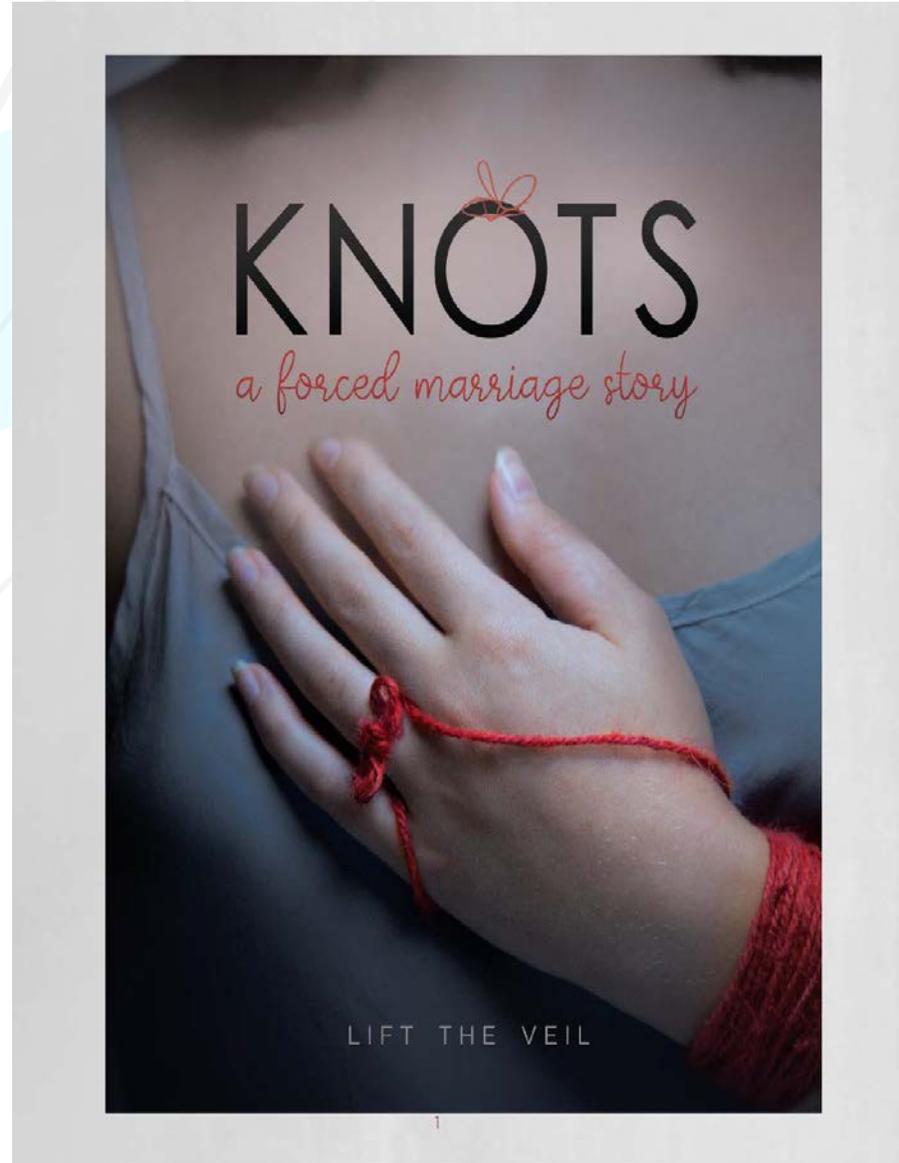


Thank you.

Sabrina Halliman, President, Nogales  
Jen Teske, President, Old Pueblo (Tucson)  
Michelle Fogarty, Casa Grande Valley  
Janice Chavarria, Maricopa  
Anita Zastrow, Phoenix East Valley  
Mary Chandler, Phoenix  
Alice Rebecchi, Area Director, Area 5, District 9

# Area 5

## Ending Child Marriage



Zonta Club of Casa Grande Valley



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# Service

# Area 1

## The Zonta Club of Hanalei

# tgi local

## \$32K for Kaua'i women

16 youngsters get funds to start, continue education

### NEWS ITEM

**KILAUEA** — The Zonta Club of Hanalei recently awarded scholarships totaling \$32,000 to 16 Kaua'i women.

The club held its 2021 awards ceremony in Kilauea, where 12 recipients were present to receive their awards.

Through this scholarship program, applicants can be either recent graduates from high school or individuals of all ages looking to complete a bachelor's degree. The club has been helping women nationwide to pursue college degrees and get a head start on their careers for the past 10 years.

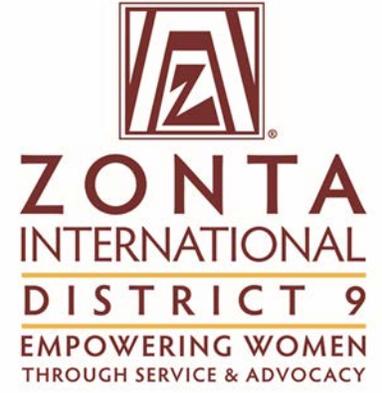
Karen Kuba, club scholarship chair, said the club often supports students throughout their four years of higher education, allowing those who were previously awarded to reapply in the following years while attending college.

"It's an example of how



NEWS ITEM: COURTESY OF THE ZONTA CLUB

Zonta Club of Hanalei awarded scholarships to 16 high school graduates and college students, with 12 of those shown here who attended the club's 2021 award ceremony in Kilauea last Sunday. In front from left are Elizabeth Agnew of Kaua'i Community College, Lorenita Polagorio of Kaua'i High School, Brandy Capshaw of Waimea High School and Sophie Wiley of Island School. In the middle:



# Area 1

Zonta club of Leilehua



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THROUGH SERVICE & ADVOCACY



## Honoring Amelia Earhart

2021 Zonta District 9 Conference Costa Mesa California

# Area 2



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
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THROUGH SERVICE & ADVOCACY



**Zonta Club of Salt Lake Area**

# Area 2



# Area 2

Zonta Club of Sacramento



## Belle Coolidge :Vocational Nursing Scholarship

# Area 3

## Zonta Club of Conejo Valley



**ZONTA**  
INTERNATIONAL  
DISTRICT 9  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

## Character wigs for Children with hair loss



# Area 4

## Zonta Club of South Bay



#TogetherWeCan



Thank You!  
Zonta Club of South Bay



1736  
Family  
Crisis  
Center



**ZONTA**  
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THROUGH SERVICE & ADVOCACY



# Area 5

## Zonta Club of Old Pueblo Sister Jose Women's Center



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THROUGH SERVICE & ADVOCACY



# Area 5

## Zonta Club of Casa Grande Valley Pandemic Supplies



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THROUGH SERVICE & ADVOCACY





**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# Fellowship

# Area 1



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY



## Zonta Club of Kauai

# Area 2



YOU'RE INVITED TO A VIRTUAL

## ZONTA PICNIC

&  
BACKPACK DRIVE  
FOR LIFEMOVES

Join us to catch up and chat on **Sept 3, 2020**  
on [Zoom](#) from 4PM-5PM!

Our annual donation drive is *simplified!*

Just a few clicks to get school supplies  
<https://www.roonga.com/2020lifemoves>

Members are also encouraged  
to donate \$20 towards funds for our Club's life moves  
(<https://zonta-eclubsv.org/donate>)

Just click this [Zoom link](#) to  
([www.zoom.us](http://www.zoom.us) | Meeting ID: 817-6135 65)



# Area 3



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

## Gathering to celebrate 100

2021 Zonta District 9 Conference Costa Mesa California

# Area 4



## Zonta Club of Riverside

**the old spaghetti factory**

**“LET’S EAT OUT”  
FUNDRAISER NIGHT**

JOIN US AT THE RIVERSIDE  
OLD SPAGHETTI FACTORY  
TUESDAY, JANUARY 14<sup>TH</sup>, 2020  
FROM 4:00PM-9:00PM  
TO RAISE MONEY FOR  
**ZONTA CLUB OF RIVERSIDE**

THE OLD SPAGHETTI FACTORY WILL DONATE  
15% OF YOUR DINNER’S PROCEEDS TO  
**ZONTA CLUB OF RIVERSIDE**  
WHEN YOU PRESENT THIS FLYER. ★  
JOIN US, “LET’S EAT OUT” AND  
HELP THEM RAISE MONEY!

\*THIS FLYER MUST BE PRESENTED OR SHOWN ON YOUR PHONE DURING YOUR VISIT IN ORDER FOR ZONTA CLUB OF RIVERSIDE TO RECEIVE PROCEEDS.  
DINE-IN ONLY. RESERVATIONS RECOMMENDED.

3191 MISSION INN AVENUE • (951) 784-4417

# Area 5



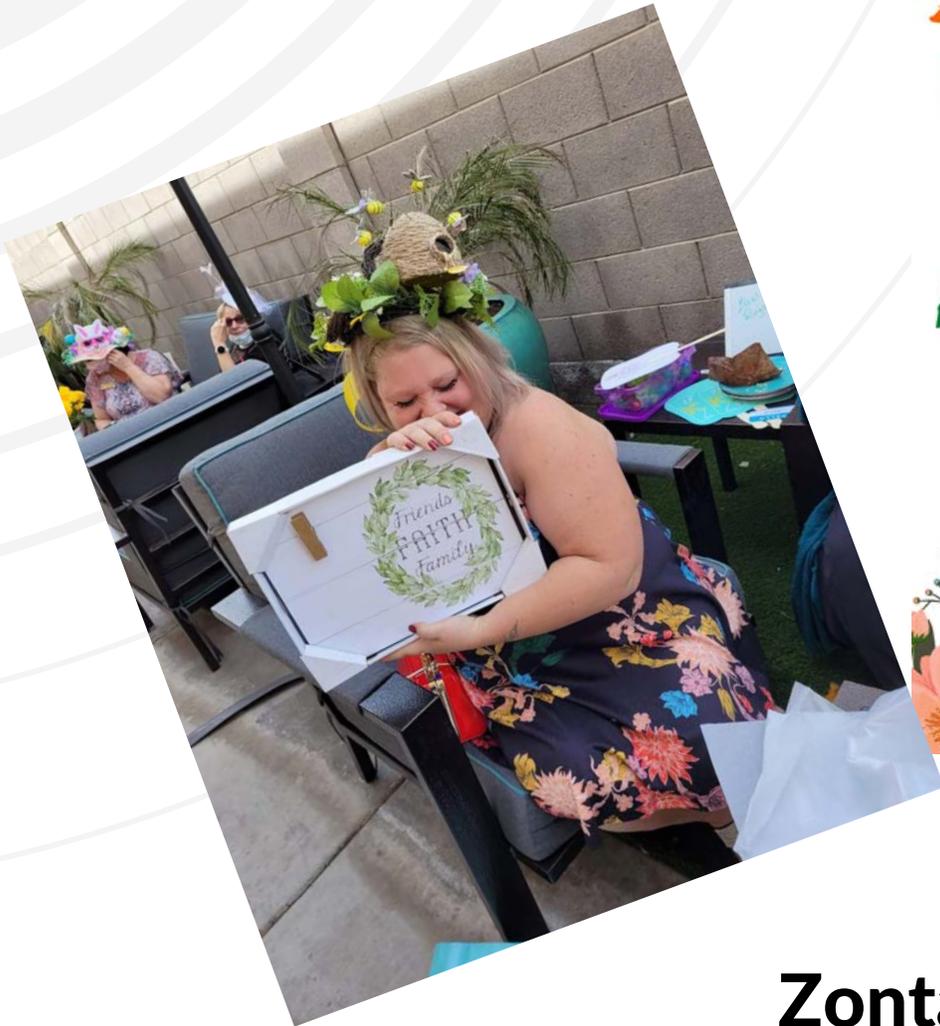
**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

*We are Celebrating*  
*Zonta Club of Maricopa*  
*3rd Year Anniversary*

*Please join us for a*  
*Kentucky Derby Themed*  
*Meet & Greet*

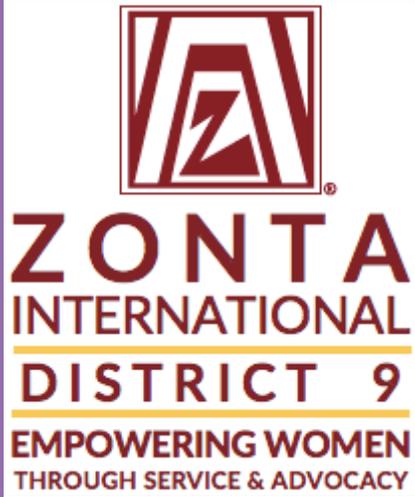
May 1, 2021 | 1 PM to 3 PM  
VILLAGES CLUBHOUSE  
20991 N. Butterfield Pkwy  
Maricopa, Arizona 85138

*WEAR YOUR BEST HAT*



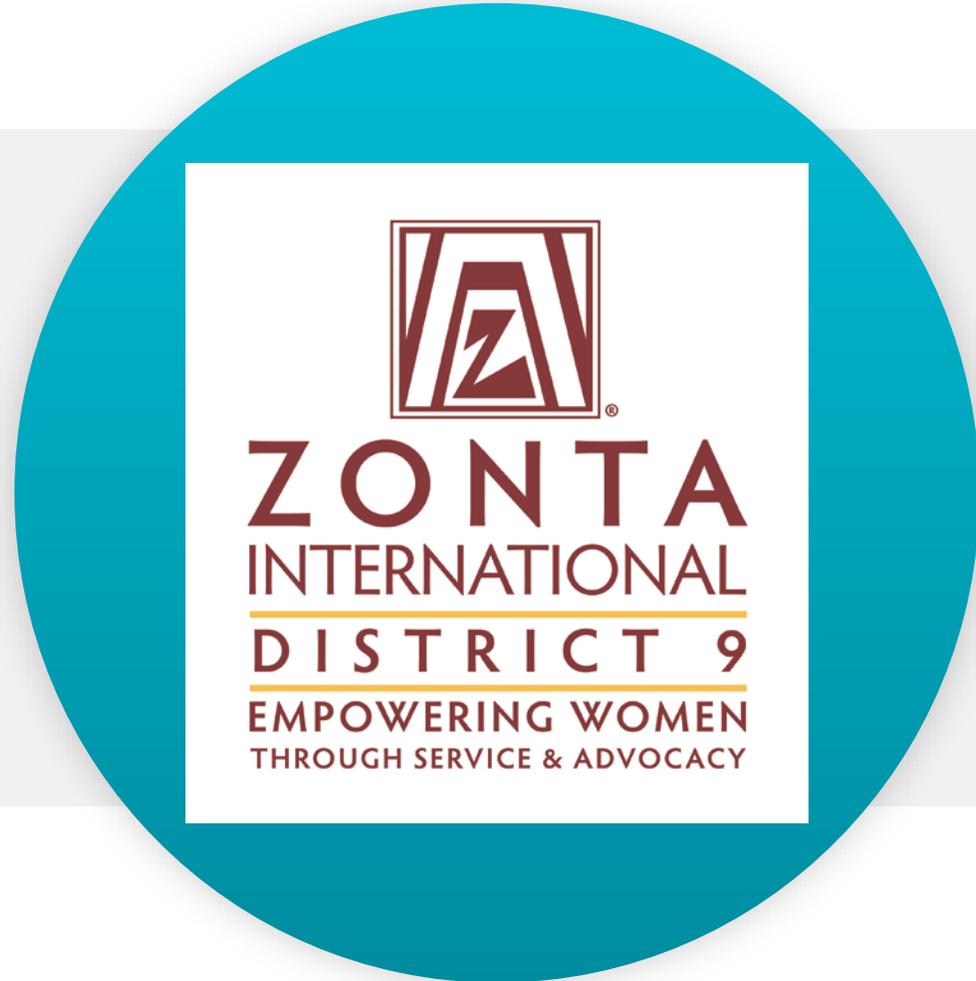
## Zonta Club of Maricopa

2021 Zonta District 9 Conference Costa Mesa California



# The Area Directors of District 9 Thank you

# PROPOSED AMENDMENTS TO ZONTA INTERNATIONAL BYLAWS



PROPOSED BYLAWS AMENDMENTS FOR DISTRICT 9 2021 CONFERENCE & ZONTA INTERNATIONAL 2022  
CONVENTION

Proposal 2

Proposal to add Junior Z Clubs to Z & Golden Z Clubs: Article XII Committees, SECTION 12. Z Club and Golden Z Club Committee.	
Present Wording	Proposed Wording
It shall provide resources and information to encourage the formation of Z clubs and Golden Z clubs, and provide ongoing support.	It shall provide resources and information to encourage the formation of Z clubs, <u>Junior Z clubs</u> , and Golden Z clubs, and provide ongoing support.

### Proposal 3

Proposal to add Junior Z Clubs to Z & Golden Z Clubs:

Article XIV Clubs, SECTION 10. Z Club and Golden Z Club Committee.

Present Wording	Proposed Wording
<p>(a) Z clubs and Golden Z clubs are service programs formed and sponsored by a Zonta club. Guidelines are in the Zonta International Z Club and Golden Z Club Manual. (b) The sponsoring Zonta club shall pay a charter fee and an annual renewal fee in US dollars. The renewal fee shall be used toward the administration of the Z Club program of Zonta International.</p>	<p>(a) Z clubs, <u>Junior Z clubs</u>, and Golden Z clubs are service programs formed and sponsored by a Zonta club. Guidelines are in the Zonta International Z Club, <u>Junior Z clubs</u>, and Golden Z Club Manual. (b) The sponsoring Zonta club shall pay a charter fee and an annual renewal fee in US dollars. The renewal fee shall be used toward the administration of the Z Club program of Zonta International. <u>(c) Junior Z Club will operate under the auspices of the school where it is formed and functions. Privacy and Insurance Liability would be covered under the school policies and guidelines.</u></p>

## Proposal 4

Change identity of Committee Leadership: Throughout the governing documents, including ZI Bylaws	
<b>Present Wording:</b> Chairman/Chairmen	<b>Proposed Wording:</b> Chair/Chairs or Chairperson/Chairpersons
<b>Copy from Bylaws, ROPs:</b> Throughout	Replace each instance of [Chairman/Chairmen] with <u>Chair/Chairs</u> or <u>Chairperson/Chairpersons</u>



Barbara White | Nickie Bonner | Karen Foissotte  
FOUNDATION AMBASSADORS

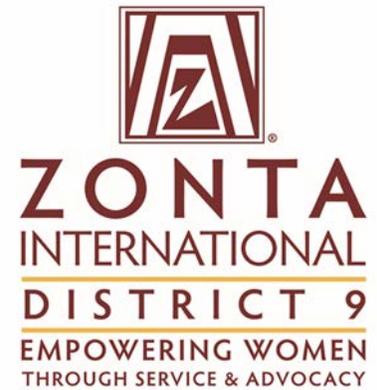


**ZONTA**  
**FOUNDATION**  
**FOR WOMEN**

**Foundation Ambassadors**  
**Report**  
**2020-2022**

# Foundation Update

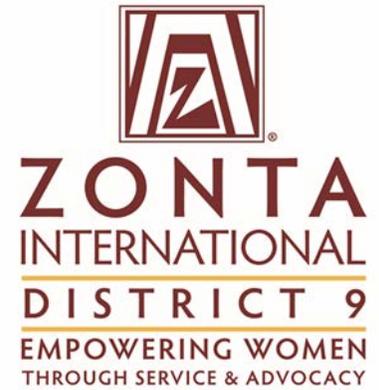
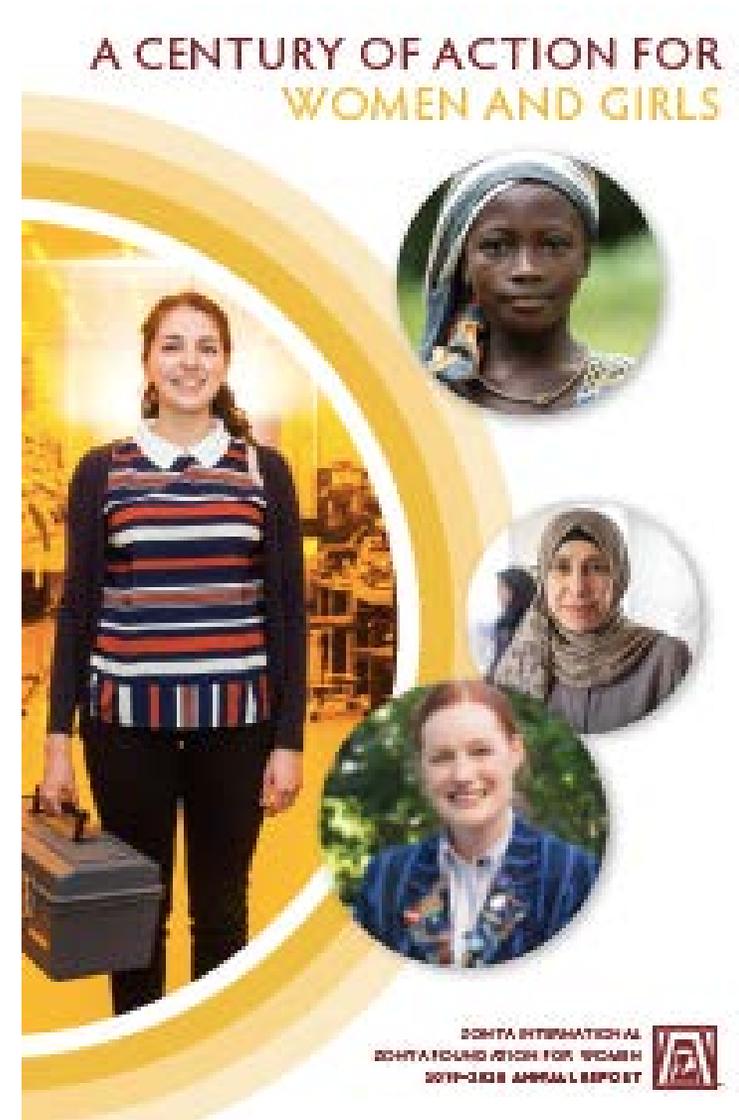
- Education
  - Amelia Earhart Fellowships
  - Jane M. Klausman Women in Business Scholarship
  - Young Women in Public Affairs Award
  - Women in Technology Scholarship



# Foundation Update

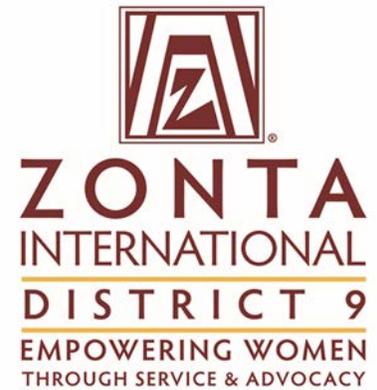
## What is our impact?

- Download our annual report
- Read program updates on the ZI website under Our Programs then select International Service Projects



# Ways To Give

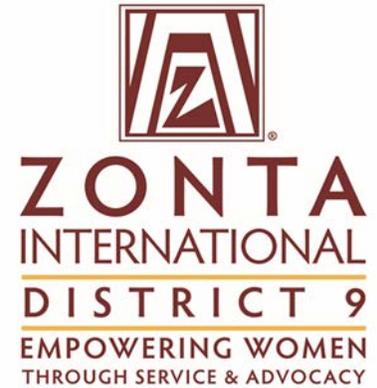
- Online: [foundation.zonta.org](https://foundation.zonta.org)
- At the Foundation table
- Fill out an envelope and enclose a check or cash
- Make a one-time gift
- Make a recurring gift
- Make a memorial gift
- Make a tribute gift



# Ways To Give

- Ask you employer to match your gift
- Include Zonta in your estate plan and join the Mary E. Jenkins 1919 Society
- Consider a gift of appreciated securities, insurance policies, property or other assets (subject to ZIF's Gift Acceptance Policy)
- Gifts may be tax-deductible (consult your advisor)
- Learn more at: [foundation.zonta.org](https://foundation.zonta.org)

Under Your Support click on Ways to Give



# Thank You!

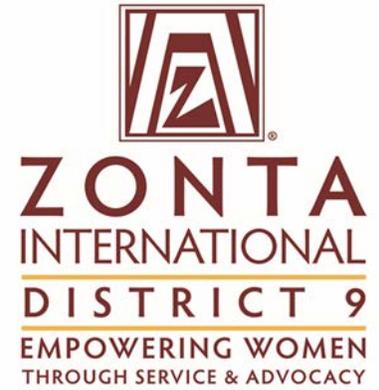


**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY



**ZONTA**  
FOUNDATION  
FOR WOMEN

# Ways To Give



Proposal 5

Use Gender Neutral Language:

Zonta District 9 Rules of Procedure, Section A. Administrative, Item 2. Page 1

**Present Wording**

2. At the first meeting of the Board-elect, these Rules of Procedure shall be read and discussed for the purpose of understanding and application by each member throughout her term of office.

**Proposed Wording**

2. At the first meeting of the Board-elect, these Rules of Procedure shall be read and discussed for the purpose of understanding and application by each member throughout the [her] term of office.

**Proposed by:** District 9 Board

**Rationale:** Implement gender neutral language where appropriate to be consistent with Zonta International’s adoption of gender-neutral language and to create more inclusive documents that reflect any member interested in serving as a member and/or leadership capacity.

**Recommended for adoption by the District 9 Board.**

## Proposal 6

Change to Service Committee:

Zonta District Rules of Procedure, Section B. COMMITTEES, Item 3. Page 2

<b>Present Wording</b>	<b>Proposed Wording</b>
3. The Service Committee shall review and recommend to the Governor proposals from clubs for project funding for Z Club/Youth Development projects, to be funded by the District Discretionary Fund. Club requests for project funding shall comply with the Guidelines and Application for Youth Development Funds, available on the District 9 website.	3. [The Service] <u>Committees</u> [shall] <u>may</u> review and recommend to the Governor proposals from clubs for <u>district-wide</u> project funding [for Z Club/Youth Development projects,] to be funded by the District Discretionary Fund. [Club requests for project funding shall comply with the Guidelines and Application for Youth Development Funds, available on the District 9 website.]

**Proposed by:** District 9 Board

**Rationale:** Youth Development funds and such an application no longer exist. All district committees should be allowed the opportunity to petition the district for funding for a district-wide project/program of interest.

**Recommended for adoption by the District 9 Board.**

## Proposal 7

Addition of Emergency Powers:

Zonta District Rules of Procedure, Section C. DUTIES OF OFFICERS AND DIRECTORS, Item 14 added.

Page 4

<b>Present Wording</b>	<b>Proposed Wording</b>
N/A	<u>14. In the event that extreme emergency prevents the holding of a conference, the District 9 board shall have the power to transact such business of the district as may be necessary, and to submit to voting members for a vote by mail, electronic or physical, all items that require action.</u>

**Proposed by:** District 9 Board

**Rationale:** Adding emergency powers allows future boards to more easily respond to an emergency if needed. The allowance for such an option ensures the district the flexibility to do necessary business in the event of an emergency.

**Recommended for adoption by the District 9 Board.**

Proposal 8

Removal of classification luncheon:

Zonta District Rules of Procedure, Section D. DUES, EXPENSES AND REIMBURSEMENTS, DUTIES OF OFFICERS AND DIRECTORS, Item 3f, Page 5

**Present Wording**

3. As a voting member of the delegation at Zonta International Convention, the Governor's expenses, net of any International reimbursements, shall be reimbursed by the District for the following items:

- a. The most reasonable airfare, round trip.
- b. The standard hotel room rate, double occupancy, beginning the night before the first day of registration and continuing through the night of the close of all Convention activities.
- c. Registration fee.
- d. International dinner or its equivalent.
- e. Closing banquet or its equivalent.
- f. Classification luncheon or its equivalent.
- g. Luncheon or dinner for the specific office, if not covered by Zonta International.
- h. Any event where the presence of the Governor will be noted, e.g., award. Full notification of known expenditures, including receipts, shall be submitted to the current District Treasurer by the close of the Governor's fiscal year.

**Proposed Wording**

3. As a voting member of the delegation at Zonta International Convention, the Governor's expenses, net of any International reimbursements, shall be reimbursed by the District for the following items:

- a. The most reasonable airfare, round trip.
- b. The standard hotel room rate, double occupancy, beginning the night before the first day of registration and continuing through the night of the close of all Convention activities.
- c. Registration fee.
- d. International dinner or its equivalent.
- e. Closing banquet or its equivalent.
- [f. Classification luncheon or its equivalent.]
- f. Luncheon or dinner for the specific office, if not covered by Zonta International.
- g. Any event where the presence of the Governor will be noted, e.g., award. Full notification of known expenditures, including receipts, shall be submitted to the current District Treasurer by the close of the Governor's fiscal year.



## Proposal 9

Removal of classification luncheon:

Zonta District Rules of Procedure, Section D. DUES, EXPENSES AND REIMBURSEMENTS OF OFFICERS AND DIRECTORS, Item 5f, Page 5

### Present Wording

5. The Governor shall be reimbursed from the District budgeted funds for the following District Conference expenses:
- a. The most reasonable airfare, round trip and/or auto mileage at the IRS charitable mileage rate when within reasonable driving distance of the conference site.
  - b. Airport parking at the most reasonable rate, when air travel is necessary, and auto mileage at the IRS charitable rate when there is a distance to travel to the nearest airport.
  - c. The standard hotel room rate, double occupancy, beginning the night before the first day of registration through the night of the closing banquet or its equivalent.
  - d. Registration fee.
  - e. Meals during Conference, including the Closing banquet or its equivalent.
  - f. Classification luncheon or its equivalent.

### Proposed Wording

5. The Governor shall be reimbursed from the District budgeted funds for the following District Conference expenses:
- a. The most reasonable airfare, round trip and/or auto mileage at the IRS charitable mileage rate when within reasonable driving distance of the conference site.
  - b. Airport parking at the most reasonable rate, when air travel is necessary, and auto mileage at the IRS charitable rate when there is a distance to travel to the nearest airport.
  - c. The standard hotel room rate, double occupancy, beginning the night before the first day of registration through the night of the closing banquet or its equivalent.
  - d. Registration fee.
  - e. Meals during Conference, including the Closing banquet or its equivalent.
  - [f. Classification luncheon or its equivalent.]

Proposal 10

Addition of hotel expenses:  
Zonta District Rules of Procedure, Section D. DUES, EXPENSES AND REIMBURSEMENTS OF OFFICERS AND DIRECTORS, Item 7.c, Page 6

<b>Present Wording</b>	<b>Proposed Wording</b>
<p>7. District Board members shall be reimbursed from District budgeted funds for the following Board meeting expenses:</p> <ul style="list-style-type: none"><li>a. The most reasonable airfare, round trip, and/or auto mileage at the IRS charitable mileage rate for those members within reasonable driving distance of the meeting site.</li><li>b. Copies, postage and supplies at the most reasonably available rate.</li><li>c. Meals designated by the Governor as District expenses.</li><li>d. Expenses not enumerated above must be submitted in writing for prior approval to the District Board.</li></ul>	<p>7. District Board members shall be reimbursed from District budgeted funds for the following Board meeting expenses:</p> <ul style="list-style-type: none"><li>a. The most reasonable airfare, round trip, and/or auto mileage at the IRS charitable mileage rate for those members within reasonable driving distance of the meeting site.</li><li>b. Copies, postage and supplies at the most reasonably available rate.</li><li>c. <u>Hotel &amp;</u> [M]meals designated by the Governor as District expenses.</li><li>d. Expenses not enumerated above must be submitted in writing for prior approval to the District Board.</li></ul>

**Proposed by** District Board



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# Proposal to Approve District 9 Bylaws



**ZONTA**  
INTERNATIONAL  
**DISTRICT 9**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

# ZONTA USA CAUCUS

Sheila Cook-Cohen

District 9 Caucus Representative



**ZONTA**  
INTERNATIONAL  
**USA CAUCUS**  
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# Agenda

## Zonta Advocacy Political, BUT NON -Partisan, or Secular

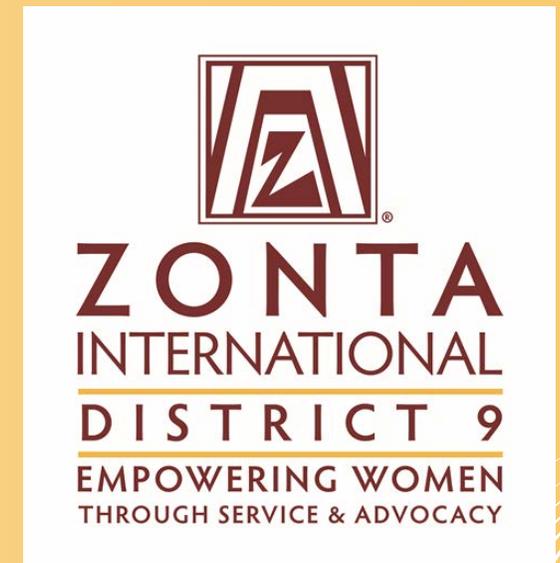
- US Caucus is Upping our Game – So Can You
- US Caucus consists of 13 voting members
- Focused sub-committees
- National Coalition Memberships

**You Make A Difference**

**You Can Instigate Change**

**You Can Share Your Voice**

**Our  
Teamwork  
Works!**



# PURPOSE

IMPLEMENTED 2018



**ZONTA**  
INTERNATIONAL  
**USA CAUCUS**  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

01

National  
Visibility on  
Women's  
Issues and  
Rights

02

Strong Voice  
Amplified  
8000 Times in  
the U.S.

03

Creates and  
Increases  
New Tools to  
Succeed

04

Creates and  
Drives  
Momentum  
Towards  
Change



# CAUCUS AT WORK

Aligns

Collaborates

Coordinates

Unites

RESEARCH RESEARCH RESEARCH

## End Child Marriage

Age 18 No Exceptions



## Women's Health Including FGM



## Ratify ERA

Equal Rights in Constitution



## Education

Title IX  
Women In STEM  
Equal Opportunity to Education



## Zonta Says NO

Violence Against Women



## Women at Work

Equal Pay  
Board members  
EEOC



# Six Focus Committees

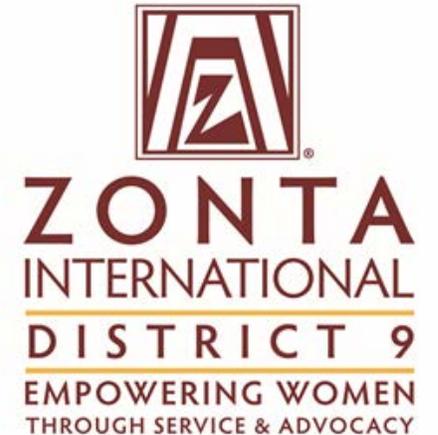
What Are Your Ideas

??????????

# TAKE ACTION



## ZONTA SAYS NOW!



Zonta USA  
Caucus



# THE NUMBERS

Women in  
STEM  
37%  
14% women  
Of color

Salary Parity  
.83% below  
men

Child  
Marriage  
300,000

46%  
women  
on boards

Human Trafficking  
2019  
22,326 victims

ERA  
1972  
38 Yes  
0 Wins

513,000 FGM  
performed or  
at risk - US

Military Women  
1 in 16 Assaulted  
Feminine Hygiene  
Supplies

Violence  
Against Women  
20  
people/minute

Child Brides  
6  
States  
Approve  
NY, NJ, DE, PA,  
MN, RI

# DEVELOPING PROGRAMS

## Indigenous Women Climate Change



When Will it  
Stop??

- Pandemic



Water, Heat,  
Vegetation,  
Migration

Pandemic



## Bullying



Who will  
stop it?



# Fast Action Friday

22 Fast Action Fridays this year

Become knowledgeable with facts



Text Zonta at  
50457

Zonta USA  
Caucus



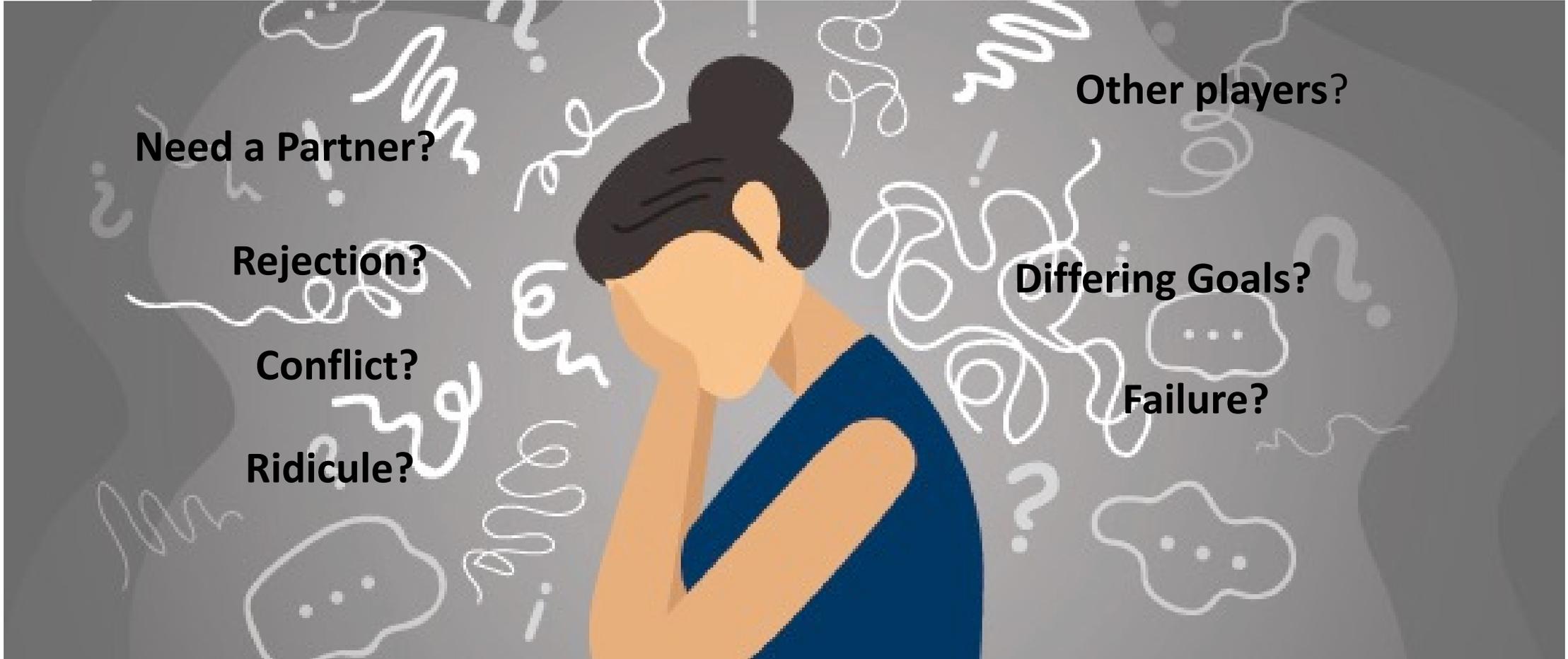
[www.zontausa.org](http://www.zontausa.org)

Be Informed – Act Now





# WHAT CONCERNS YOU ABOUT ADVOCACY?



# THANK YOU ZONTIANS FOR BEING YOU



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**You Can Make A Difference**

**You Can Instigate Change**

**You Can Share Your Voice**



**THIS IS WHY WE DO WHAT WE DO**