

ZONTA INTERNATIONAL BYLAWS AND RESOLUTIONS COMMITTEE

The following are the relevant provisions of the current documents with the words to be deleted or substituted ~~crossed out~~ on the left-hand side and the proposed wording with changes and/or additions underlined on the right-hand side. Page numbers in headings refer to the booklet "Governing Documents 2024-2026."

Proposals are numbered, and proposals pertaining to the same issues are grouped together.

After adoption, the Zonta International Bylaws and Resolutions Committee will make editorial changes as needed.

Proposed amendments to the Bylaws of Zonta International.

1. Article II Objects, (a)

Present Wording	Proposed Wording
(a) To improve the legal, political, economic, educational, health and professional status of women at the global and local level through service and advocacy.	(a) To improve the legal, political, economic, educational, health and professional status of women <u>and girls</u> at the global and local level through service and advocacy.

Proposed by District 22

Rationale:

1. The term "girls" refers to females, not yet considered adult women. (or underage in community cultures)
2. Zonta International through its many projects includes those for girls, e.g. Elimination of Child Marriage, educational opportunities in various communities.
3. Projects legally should reflect the objects, but object (a) omits reference to girls in the Zonta International Club, District and International By-Laws.
4. This present object (a) could be challenged that Zonta projects from this object should reflect only those for "women". It would be beneficial and remove ambiguity if the "and girls" were included in Object (a) to recognize appropriately all that Zonta International does for women and girls.

Recommended for adoption by the Zonta International Board with the following rationale:

The Board acknowledges that the addition of "and girls" to Article II - Objects is beneficial to enhance inclusivity and ensures alignment with Zonta International's mission statement which references "women and girls".

Should the Convention adopt this amendment, the modification to Article II of the Bylaws proposed by District 22 would also necessitate a corresponding update to the Objects set forth in the Articles of Incorporation of Zonta International. (See Proposed Amendments to the Articles of Incorporation, page 15)

2. Article III Policy, Section 1*, and Article XIV Section 1 and 3

Present Wording	Proposed Wording
Article III Policy SECTION 1. Nonpartisan and Nonsectarian. Zonta International, its districts and its clubs* shall be nonpartisan and nonsectarian. *All references to Zonta clubs or clubs include e-clubs, unless otherwise indicated.	Article III Policy SECTION 1. Nonpartisan and Nonsectarian. Zonta International, its districts and its clubs shall be nonpartisan and nonsectarian.
Article XIV Districts SECTION 1. Definition and Purpose. A district is a group of Zonta clubs and e-clubs within a geographical territory or territories, as determined by the Zonta International Board.	Article XIV Districts SECTION 1. Definition and Purpose. A district is a group of Zonta clubs within a geographical territory or territories, as determined by the Zonta International Board.
SECTION 3. Members. Each Zonta club and each e-club within the established boundaries of a district shall be a member of that district.	SECTION 3. Members. Each Zonta club within the established boundaries of a district shall be a member of that district.

Proposed by District 04

Rationale:

- The Zonta International bylaws state "clubs may hold their meetings through the use of electronic communication."
- There should not be a differentiation between clubs and e-clubs.
- Clubs all over the world meet online for their general and board meetings without having to acknowledge they are a hybrid club.
- Club and e-clubs have the same Zonta International and District bylaws, therefore, should all be called clubs.
- E-Clubs have an inherent bias against them.
- E-clubs are chartered as an online club.
- E-Clubs meet in person and conduct business, Service. Advocacy, social in person.
- Globally, people are not familiar with the words e-club or online club.

Recommended for adoption by the Zonta International Board with the following rationale:

The distinction between Zonta clubs and e-clubs in the bylaws is rooted in the time when electronic club meetings were first introduced at the Torino Convention 2012. The necessity of meeting online during the pandemic led to widespread changes in how electronic tools are accepted and used by clubs.

Clubs can choose how they meet and interact with their members, including hybrid meetings. As such, clubs and e-clubs have the same rights and duties under the Zonta International Bylaws. The Board agrees with the rationale of the proposers and regards the distinction as outdated.

3. Article IV Members, Section 3 (b) Rights (2)

Present Wording	Proposed Wording
Article IV Members SECTION 3. Supporting Members. (b) Rights. A supporting member may: (1) Participate, without voting rights, in Zonta International Convention, events, and programs. (2) Serve on international level committees of Zonta International.	Article IV Members SECTION 3. Supporting Members. (b) Rights. A supporting member may participate, without voting rights, in Zonta International Convention, events, and programs.

Proposed by District 04

Rationale:

A supporting member does not pay district or club dues. Supporting members cannot vote. They should be ineligible to serve on an international committee who has a vote within the committee making decisions for Zonta International.

Supporting members are taking a position on an international committee for members who pay international, district and club dues and have a vote.

Not recommended for adoption by the Zonta International Board with the following rationale:

Supporting members have direct membership in Zonta International and are an important part of Zonta's strategy to grow and engage a wide member base. Our supporting members come from broad and diverse backgrounds and have experience and expertise that is valuable to Zonta as we advance our mission of building a better world for women and girls.

The current Governing Documents do not define any prerequisites for individuals appointed to serve on an international committee (refer Bylaws Article XIII Committees). There is no requirement for people appointed to international committees to be members of a Zonta club. This flexibility allows external experts or former awardees to serve on committees, which are advisory in nature, and make proposals to the board. The current bylaw (Section 2) allows our supporting members to actively support Zonta's mission and allows Zonta to have access to a wider range of expertise. The proposal by District 04 would restrict access to a diverse group with experience and expertise who could contribute to the work of international committees. For this reason, the proposed change is not recommended by the Zonta International Board.

4. Article VI Business Meetings and Voting, Section 3

Present Wording	Proposed Wording
SECTION 3. Voting Members. Voting members at the international level shall be members of the Zonta International Board, past international presidents, governors and delegates from each club in good standing. (a) Clubs. (1) Each club of Zonta International shall be entitled to one delegate and alternate. (2) If the membership of any club, based upon the dues payment through 1 March, exceeds 30 members, the club shall be entitled to a second delegate and alternate.	SECTION 3. Voting Members. Voting members at the international level shall be members of the Zonta International Board, past international presidents, governors and delegates from each club in good standing. (a) Clubs. (1) Each club of Zonta International shall be entitled to one delegate and alternate. <u>In case of electronic meetings, including voting, the club president shall automatically be considered as the delegate of the club unless the club president or treasurer sends a written notice to Zonta International at least 30 days prior to the start of that meeting or vote. That notice must include the name of the chosen delegate.</u> (2) If the membership of any club, based upon the dues payment <u>as of 60 days prior to the start of that meeting or vote</u>, exceeds 30 members, the club shall be entitled to a second delegate and alternate.

Proposed by Zonta International Bylaws and Resolutions Committee

Rationale:

The proposed changes aim to make the handling of electronic decisions easier and possible at every point of time within the biennium. This change could also lead to broader participation in important discussions.

Recommended for adoption by the Zonta International Board with the following rationale:

The proposed changes have two purposes.

- (1) To make the electronic decision-making practical and manageable at every point of time within the biennium; and
- (2) to increase direct participation of all clubs around the world in the decision-making of Zonta International.

Zonta International's governing documents set out a democratic process by which clubs and certain elected leaders and past international presidents participate in decision-making.

Currently credentialed club delegates, elected governors, past international presidents, and elected Zonta International board members are entitled to vote as set out in the Zonta International governing documents.

Unfortunately, in practice many clubs do not participate in convention, and many rely on proxies. This creates a real risk that voting outcomes do not reflect the views of the full membership.

Proxy-heavy voting also reduces transparency and accountability. When a club is not present, it cannot take part in debate, ask questions, or adjust its position based on discussion. There is also limited practical oversight of how proxy votes are exercised. As a result, decisions can disproportionately reflect the views of those able and willing to attend convention in person. Under the existing bylaws to establish credentials for each club, prior to the convention, Zonta

International headquarters must establish whether clubs are “in good standing” and how many members they constitute as of *1 March*. Changing this date to *60 days prior to the start of any meeting or vote* (rather than 1 March) is necessary to support electronic meetings and voting outside convention. It allows headquarters to determine good standing and delegate entitlements using a relevant, meeting-specific point in time.

Although the Zonta International governing documents already permit electronic meetings and electronic decision-making, the current credentialing and delegate identification processes are convention-based and time-bound. The proposed changes make electronic voting workable throughout the biennium by clarifying who votes for each club in an electronic meeting and by setting a meeting-specific timeframe for determining good standing and delegate entitlements. This also enables timely decision-making when needed, rather than deferring decisions to the next convention cycle.

The proposed changes also reduce the administrative and financial burden on headquarters. Automatically assigning club presidents as the delegate for electronic meetings, unless the club provides timely written notice of a different delegate, creates a clear default. This reduces credentialing complexity and last-minute issues and reduces the time headquarters staff, members and district leadership spend in the credentialing process.

There is also potential to decrease costs in future. If voting occurs outside of the business of convention where appropriate, the cost burden will be reduced as there will be no necessity for both in person voting machines, and lengthy and confusing administration of proxies and voting members i.e. the credentialing process can be simplified.

The following five amendments (5-9) concerning the Zonta International Board and Nominating Committee will be effective starting with the election process for the 2028-2030 Biennium. The current bylaws will stay in effect for all board operations in the 2026-2028 Biennium. An appropriate distinction will be available in the 2026-2028 Governing Documents.

5. Article VII Officers and Directors SECTION 1 d and e

Present Wording	Proposed Wording
Article VII - Officers and Directors SECTION 1. Officers. The officers of Zonta International shall be a president, a president-elect, a vice-president and a treasurer/secretary.	Article VII - Officers and Directors SECTION 1. Officers. The officers of Zonta International shall be a president, a president-elect and a treasurer/secretary.
(d) Vacancies. (1) In case of a vacancy in the office of president, the vice-president shall automatically become president for the unexpired term.	(d) Vacancies. (1) In case of a vacancy in the office of president, the <u>president-elect</u> shall automatically become president for the unexpired term.
(2) In case of vacancy in the office of president-elect, the office shall remain vacant, and the office of president shall be filled by election at the next convention.	(2) In the case of vacancy in the office of president-elect, the office shall be filled by <u>electronic election within three months of the role becoming vacant, unless the vacancy occurs within three months prior to the next election. In this case the office will remain vacant, and the office of the president shall be filled by election at the next election cycle.</u>
(3) A vacancy in the office of vice-president or treasurer/secretary shall be filled by the Zonta International Board.	(3) A vacancy in the office of treasurer/secretary shall be filled by the Zonta International Board.

(e) Duties. (2) Vice President. In the absence or inability of the president to perform official duties, the vice president shall perform the duties of president.	
(3) President-Elect. The president-elect shall serve for a term of two years and at the close of the convention held two years after the election, shall automatically become president. The president-elect shall perform such duties as assigned by the president and shall have authority to make plans for the next biennium, including appointing and meeting with appropriate incoming standing committee chairs to develop the Zonta International program goals to be presented to the convention for approval, and selecting a professional parliamentarian to serve during the next biennium. The president-elect shall be a member of the Zonta International Bylaws and Resolutions Committee and the Zonta International Finance Committee and be an ex-officio member of all other committees except the Zonta International Nominating Committee. When the Zonta International Bylaws and Resolutions Committee investigates a complaint against a member of the Zonta International Board, the president-elect shall not participate.	(2) President-Elect. The president-elect shall serve for a term of two years and at the close of the convention held two years after the election, shall automatically become president. <u>In the absence or inability of the president to perform official duties, the president-elect shall perform the duties of president.</u> The president-elect shall perform such duties as assigned by the president and shall have authority to make plans for the next biennium, including appointing and meeting with appropriate incoming standing committee chairs to develop the Zonta International program goals to be presented to the convention for approval, and selecting a professional parliamentarian to serve during the next biennium. The president-elect shall be a member of the Zonta International Bylaws and Resolutions Committee and the Zonta International Finance Committee and be an ex-officio member of all other committees except the Zonta International Nominating Committee. When the Zonta International Bylaws and Resolutions Committee investigates a complaint against a member of the Zonta International Board, the president-elect shall not participate.

Proposed by the Zonta International Board

Rationale:

The vice president role was established at a time when the president and president-elect had very distinct responsibilities and focus areas (president on the current biennium, president-elect on the next biennium). Over recent years the role and responsibilities of the president and president-elect have evolved so that the two positions work more closely together and there is a greater focus on delivering the goals and initiatives set out in the 2030 Strategic Plan. The president-elect is therefore well positioned to act on behalf of the president in the event that the president is not able to perform the duties of the role.

Recommended for adoption by the Zonta International Board.

6. Article VII Officers and Directors SECTION 1a and SECTION 2a

Present Wording	Proposed Wording
Article VII - Officers and Directors SECTION 1. Officers. (a) Prerequisites. Each Zonta International officer shall be a member of a club of Zonta International and shall have served as a Zonta International director or at least one year as a governor, lieutenant governor, district treasurer or area director. An officer shall hold no other elective office at any level of Zonta International.	Article VII - Officers and Directors SECTION 1. Officers. (a) Prerequisites. Each Zonta International officer shall be a member of a club of Zonta International and shall have served as a Zonta International director, <u>International committee chair</u>, or at least one year as a governor, lieutenant governor, district treasurer or area director. An officer shall hold no other elective office at any level of Zonta International.

SECTION 2. Directors. (a) Prerequisites. Each Zonta International director shall be a member of a Zonta club and shall have served at least one year as a governor, lieutenant governor, district treasurer or area director. A director shall hold no other elective office at any level of Zonta International.	SECTION 2. Directors. (a) Prerequisites. Each Zonta International director shall be a member of a Zonta club and shall have served <u>as an International committee chair or member or</u> at least one year as a governor, lieutenant governor, district treasurer or area director. A director shall hold no other elective office at any level of Zonta International.
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Proposed by the Zonta International Board

Rationale:

The proposed change is designed to widen the pool of potential candidates able to stand for election. The *Governance Blueprint for the Future* sets out a range of proposals including the move to a competency-based board and expediting the pathway to eligibility for a board role. In the interim this change is intended to broaden the pool of candidates available for board positions. The experience of the international committee chairs and committee members is very valuable and provides them with a broader understanding of Zonta International at an equivalent level to the existing positions included in this prerequisite section.

Recommended for adoption by the Zonta International Board.

7. Article VII SECTION 2 and Article VIII SECTION 1

Present Wording	Proposed Wording
Article VII - Officers and Directors SECTION 2. Directors. There shall be seven international directors.	Article VII - Officers and Directors SECTION 2. Directors. There shall be <u>six</u> international directors.
(b) Election. (1) Seven directors of Zonta International shall be elected by ballot vote.	(b) Election. (1) <u>Six</u> -directors of Zonta International shall be elected by ballot vote.
Article VIII - Zonta International Board SECTION 1. How Constituted. Officers and seven directors shall constitute the Board of Zonta International. Officers of Zonta International shall be officers of the board.	Article VIII - Zonta International Board SECTION 1. How Constituted. Officers and <u>six</u> directors shall constitute the Board of Zonta International. Officers of Zonta International shall be officers of the board.

Proposed by the Zonta International Board

Rationale:

The current number of international directors is seven. With greater use of technology for communication and liaison with districts it is easier and more efficient for individual board members to engage with governors and district boards, so a smaller board is consistent with contemporary governance trends.

The overall reduction in the board is part of the overall streamlining of the governance arrangements. It will also result in savings to the board operational costs (especially related to board travel and accommodation).

The proposed reduction is consistent with the broader package of changes outlined in the *Governance Blueprint for the Future*.

Recommended for adoption by the Zonta International Board.

8. Article XII Zonta International Nominating Committee SECTION 6

Article XII - Zonta International Nominating Committee SECTION 6. Duties. The Zonta International Nominating Committee shall: (a) Provide the official slate and qualifications for publication at least 60 days before convention, including, when possible, nominations as follows: (1) For each Zonta International officer position to be filled, two or more candidates. (2) For Zonta International director positions, at least 14 candidates for election of seven directors.	Article XII - Zonta International Nominating Committee SECTION 6. Duties. The Zonta International Nominating Committee shall: (a) Provide the official slate and qualifications for publication at least 60 days before <u>elections</u>, including, when possible, nominations as follows: (1) For each Zonta International officer position to be filled, two or more candidates. (2) For Zonta International director positions, <u>the number of candidates shall be at least twice the number of directors to be elected.</u>
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Proposed by the Zonta International Board

Rationale:

The current bylaw requires the International Nominating Committee to present at least 14 candidates for election. The proposed change provides more flexibility for the International Nominating Committee to present a larger slate of potential candidates, therefore providing more choice to the electing body.

Recommended for adoption by the Zonta International Board

9. Article XII Zonta International Nominating Committee SECTION 1. How Constituted

Present Wording	Proposed wording
Article XII Zonta International Nominating Committee SECTION 1. How Constituted. A Nominating Committee of nine members shall be elected by plurality vote as follows: • One member from the clubs in North, Central and South America. • One member from the clubs in Europe. • One member from the clubs in Africa. • One member from the clubs in Australia and New Zealand. • One member from the clubs in Asia. • Four members at large. Voting members shall be entitled to vote for all nine members of the committee. The chair and the vice chair of the committee shall be chosen by majority vote of the members of the Zonta International Nominating Committee.	Article XII Zonta International Nominating Committee SECTION 1. How Constituted. A Nominating Committee of nine members shall be elected by plurality vote as follows: • One member from the clubs in North, Central and South America. • One member from the clubs in Europe. • One member from the clubs in Africa. • One member from the clubs in Australia and New Zealand. • One member from the clubs in Asia. • Four members at large. Voting members shall be entitled to vote for all nine members of the committee. <u>The Zonta International President-Elect serves as an advisor, without a vote, to the committee.</u> The chair and the vice chair of the committee shall be chosen by majority vote of the members of the Zonta International Nominating Committee.
Article VII - Officers and Directors SECTION 1. Officers (3) President-Elect. ...The president-elect shall be a member of the Zonta International Bylaws and Resolutions Committee and the Zonta International	Article VII - Officers and Directors SECTION 1. Officers (3) President-Elect. ...The president-elect shall be a member of the Zonta International Bylaws and Resolutions Committee and the Zonta International Finance Committee and be

Finance Committee and be an ex-officio member of all other committees except the Zonta International Nominating Committee. When the Zonta International Bylaws and Resolutions Committee investigates a complaint against a member of the Zonta International Board, the president-elect shall not participate.	an ex-officio member of all other committees and <u>act as advisor</u> to the Zonta International Nominating Committee. When the Zonta International Bylaws and Resolutions Committee investigates a complaint against a member of the Zonta International Board, the president-elect shall not participate.
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Proposed by the Zonta International Board

Rationale:

Once elected, the President-Elect is automatically appointed International President in the following biennium. Including the President-Elect as an advisor to the Nominating Committee strengthens the integrity, effectiveness, and strategic alignment of the Zonta International's leadership selection process. The President-elect holds a unique, organization-wide perspective that is essential to informed and balanced decision-making.

The President-Elect is well positioned to ensure that nominations align with the organisation's vision, strategic priorities, and governance needs. Their involvement helps maintain continuity between current leadership, future leaders, and the long-term direction of the organization, while avoiding fragmented or short-term decision-making. Furthermore, the President-Elect has a unique insight into the Board composition, including competencies, skills and experience required for the coming biennium.

Inclusion of the President-Elect as an advisor to the Nominating Committee also enhances accountability and transparency by bringing a clear sense of responsibility to the process and helps safeguard against conflicts of interest, factionalism, or narrow representation in leadership selection.

Importantly, this proposed change does not diminish the independence of the International Nominating Committee but rather complements it by contributing a whole-of-organization view. When balanced with other committee members and clear governance guidelines, the President-Elect's role as an advisor simply supports a fair, inclusive, and merit-based nominations process.

Recommended for adoption by the Zonta International Board.

10. Article XIV Districts, Section 13 Nominating Committee (b)

Present Wording	Proposed Wording
SECTION 13. Nominating Committee. (b) Prerequisites. Each member of the Nominating Committee shall be a member of a club, shall have served at least two years in an elected club office and have served in an elected or appointed capacity at the district level.	SECTION 13. Nominating Committee. (b) Prerequisites. Each member of the Nominating Committee shall be a member of a club, shall have served at least two years in an elected club office and have served in an elected or appointed capacity at the <u>area or</u> district level.

Proposed by District 27

Rationale: This change aims at broadening the potential slate of candidates for the nominating committee. As Areas in many European Districts consist of XX clubs and more, a candidate who has served in an elected or appointed capacity at area level is highly experienced with dealing with Zonta business beyond club level.

Recommended for adoption by the Zonta International Board with the following rationale:

The board understands the need to broaden the pool of eligible candidates, even though the bylaws do not define any area-level positions beyond area director or vice area director.

However, a few districts have established such positions and Zontians with experience in those

positions should be eligible to serve on the district nominating committee.

11. Article XV Clubs, Section 4-8 and 10-12

Present Wording	Proposed Wording
SECTION 4. Members (e) Duration of Membership. Membership shall be for life except as otherwise provided in the bylaws and Rules of Procedure of Zonta International.	
SECTION 5. Club Dues. (b) Annual Dues. The annual dues of a club member shall be established by the club to include Zonta International, district, area (if applicable) and club requirements, and shall be paid in accordance with club bylaws. Guidelines are in the Zonta Club Manual.	SECTION 5. Club Dues. (b) Annual Dues. The annual dues of a club member shall be established by the club to include Zonta International, district, area (if applicable) and club requirements, and shall be paid in accordance with club bylaws.
SECTION 6. Officers and Directors. The officers of the club shall be at least a president vice president, secretary and treasurer. There may be one or more directors. With the exception of that of president, two offices may be combined if consistent with club bylaws. One individual holding two offices shall be entitled to only one vote.	SECTION 6. Officers and Directors. The officers of the club shall be at least a president and <u>a treasurer. Additional officers and directors may be required by applicable law and the club bylaws.</u> With the exception of that of president, two offices may be combined if consistent with club bylaws. <u>Two members may share an office</u> if consistent with club bylaws. <u>Each officer and director is</u> entitled to one vote.
(a) Prerequisites. To be eligible for the office of president, a member must have been at some time a member of the club board for at least one year, except in the case of a newly chartered club.	
(b) Election. At the election meeting, officers and directors shall be elected by ballot vote unless there is but one nominee for the office, in which case a voice vote may be taken. A majority vote shall elect. At the option of the club, balloting may be by mail.	(a) Election. <u>There shall be an election meeting at least every second year. A majority vote is required to elect officers and a plurality vote to elect directors. The process shall be as specified in the club bylaws.</u>
(c) Term of Office. The officers and directors shall assume office on 1 June. The officers shall hold office for at least one year or until their successors assume office. The officers and directors shall be limited to four consecutive years in the same office. A member who has served more than half a term shall be deemed to have served a full term in that office. At club option, a member who has served previously as an officer or director is eligible to serve in the same office again after an intermission.	(b) Term of Office. The officers and directors shall assume office on 1 June. The officers shall hold office for at least one year or until their successors assume office.

(d) Vacancies. In case of vacancy in the office of president, the vice president shall become president. Vacancies in other offices shall be filled by the club board.	(c) Vacancies. Vacancies shall be filled <u>according to applicable law and the club bylaws.</u>
SECTION 7. Duties of Officers. The officers of the club shall perform the duties prescribed by the club, by the bylaws and rules of procedure of Zonta International, and by the parliamentary authority adopted by the organization.	SECTION 7. Duties of Officers. The officers of the club shall perform the duties prescribed by <u>applicable law</u> , the <u>Bylaws</u> and <u>Rules of Procedure</u> of Zonta International, the club <u>bylaws</u> , and by the parliamentary authority adopted by the <u>club</u> .
(a) President. The president shall preside at all meetings of the club and of the board and shall be the chief executive officer of the club. Subject to approval by the board, the president shall appoint chairs of standing committees and all other committees except the Nominating Committee. The president shall be ex-officio a member of all committees except the Nominating Committee.	(a) President. The president shall <u>communicate with Zonta International and perform such tasks as Zonta International, the district, the club or applicable law requires.</u>
(b) Vice President. The vice president, in the absence or inability of the president, shall perform the duties of the president. The vice president may serve as chair of a committee and may be assigned other duties by the club board.	
(c) Secretary. The secretary shall keep a record of the proceedings of the meetings of the club and of the board, conduct correspondence not specifically assigned to other officers or committees and perform other duties as assigned by the club board.	
(d) Treasurer. The treasurer shall be responsible for the funds of the club and shall administer them in accordance with the approved club budget. The treasurer shall make periodic reports to the board and the club. No later than 45 days after the term of office ends, the treasurer shall turn all records over to the successor.	(b) Treasurer. The treasurer shall be responsible for the funds of the club, <u>for the payment of all dues and fees and all other duties as described in the club bylaws.</u>
SECTION 8. Club Board. (a) How Constituted. Elected officers and directors of the club shall constitute the club board.	SECTION 8. Club Board. (a) How Constituted. Elected officers and directors of the club shall constitute the club board.

(b) Duties. The club board shall have general supervision of the affairs of the club between meetings of the club provided that none of its acts shall conflict with action taken by the club. It may act upon routine questions in carrying out established policies but shall not determine policy, authorize projects and donations or adopt the budget. It shall perform such duties as are required by the bylaws and rules of procedure of Zonta International. The Zonta Club Manual shall serve as a guideline for club operation.	(b) Duties. The club board shall perform such duties as are required by <u>applicable law</u>, the <u>Bylaws</u> and <u>Rules of Procedure</u> of Zonta International <u>and the club bylaws.</u>
(c) Meetings. The club board shall hold regular monthly meetings unless otherwise ordered by the board. A majority of the members of the club board shall constitute a quorum. The club board may transact its business through the use of electronic communication.	(c) Meetings. A majority of the members of the club board shall constitute a quorum. The club board may transact its business through the use of electronic communication.
SECTION 10. Nominating Committee. (a) How Constituted. At its election meeting, the club may elect its Nominating Committee for the next term. If nominees are unopposed, a voice vote may be taken, and committee members may select their own chair. If elected by ballot vote, the designated number of committee nominees receiving the highest number of votes shall constitute the club Nominating Committee. The member receiving the highest number of votes shall be chair of the Nominating Committee. (b) Vacancies. Vacancies in the Nominating Committee shall be filled by the club board. (c) Duties. The Nominating Committee shall provide the slate of officers, directors and members of the Nominating Committee before the election meeting. Additional nominations may be made from the floor, provided the nominee meets the prerequisites of the office and has consented to serve if elected. d) Removal. Members of the club Nominating Committee may be removed by the club members for failure to perform the duties of the position or acting in such a way as to injure the good name of Zonta or hamper its work. The procedure shall be as specified in a policy.	SECTION 10. Nominating Committee. <u>At club option, the club may have a Nominating Committee and define all necessary details in the club bylaws.</u>

SECTION 11. Committees. Committees shall be authorized by the club board. Guidelines for club committees are in the Zonta Club Manual.	SECTION 11. Committees. Committees <u>may</u> be authorized by the club board.
SECTION 12. Z Clubs and Golden Z Clubs. (a) Z clubs and Golden Z clubs are service programs formed and sponsored by a Zonta club. Guidelines are in the Zonta International Z Club and Golden Z Club Manual.	SECTION 12. Z Clubs and Golden Z Clubs. (a) Z clubs and Golden Z clubs are service programs formed and sponsored by a Zonta club.

Proposed by Zonta International Bylaws and Resolutions Committee

Rationale:

The member survey driven in the 2020-2022 biennium as part of the work on Resolution #2 (to conduct an organizational review) showed that the clubs wanted more flexibility for their structure and operations. In the 2023 Strategic plan (Zonta, gender equity, and a vision for 2030 and beyond) under Goal 2.0 “Club Success/Exploring new opportunities” it says: “Zonta will simplify club governance and give clubs greater autonomy and flexibility to operate in a way that best serves the club and club members.” As other changes in the governance structure will need more time, the changes for clubs can be made easily by taking away part of mandatory rules and amending the bylaws to allow sharing of club officer positions. This is practiced already and allows clubs to better adapt to their member structure. The fact that 15% of the clubs worldwide have 10 or fewer members urges the need for change. It will also allow clubs to continue as before.

Recommended for adoption by the Zonta International Board with the following rationale:

Clubs are the foundation of Zonta International, and it is vital that clubs have the flexibility to organize themselves in a way that meets the needs of their club, their members and their local communities. This is particularly important where clubs have a small number of members available for leadership roles (15% of our clubs worldwide have 10 or fewer members). Overly structured bylaws that prescribe how the clubs organize their board and committees limit flexibility. This challenge was recognized in the development of the 2030 Strategic Plan under Goal 2. ‘Club Success/Exploring new opportunities.’ This states “Zonta will simplify club governance and give clubs greater autonomy and flexibility to operate in a way that best serves the club and club members.” The 2026-2028 Biennial Goals reinforce the Strategic Plan, stating that with the tools made available by Zonta International, the clubs critically analyze what improvements can be made within each club to align with Zonta international’s strategic plan while being a motivational environment for the club members and fit for the future.

The proposed changes to Article XV Clubs, Section 4-8 and 10-12 pages 30-33 are designed to provide this flexibility to the clubs. The changes strengthen the autonomy of the clubs and enable the club to have more flexibility in how they organize themselves. The changes recognize the vital role clubs play in the overall organization and are therefore best considered as a whole package of changes rather than as individual changes to each section.

12. Article XX Amendment to Bylaws, Section 4

Present Wording	Proposed Wording
Article XX Amendment to Bylaws SECTION 4. Automatic Conformation. If any amendment of these bylaws causes the bylaws of Zonta clubs to be in conflict with the Bylaws of Zonta International, the bylaws for Zonta clubs shall be considered to have been amended automatically to conform to the Bylaws of Zonta International.	Article XX Amendment to Bylaws SECTION 4. Automatic Conformation. If any amendment of these bylaws causes the bylaws <u>or other governing documents of any other level of Zonta International</u> to be in conflict with the Bylaws of Zonta International, the bylaws <u>or other governing documents</u> shall be considered to have been amended automatically to conform to the Bylaws of Zonta International.

Proposed by Zonta International Bylaws and Resolutions Committee

Rationale:

This will allow districts (and areas in case they have governing documents as well) to act according to Zonta International Bylaws in the time between the adoption of amendments at Convention and their conference in the following year. The text is inclusive for possible structural changes to come.

Recommended for adoption by the Zonta International Board.

**Proposed amendment to the Articles of Incorporation
of Zonta International.**

1. Zonta International Articles of Incorporation 2.

Present wording	Proposed wording
2. The objects for which it is formed are: (a) To improve the legal, political, economic, educational, health, and professional status of women at the global and local level through service and advocacy; (b) To work for the advancement of understanding, goodwill, and peace through a world fellowship of members; (c) To promote justice and universal respect for human rights and fundamental freedoms; (d) To be united internationally to foster high ethical standards, to implement service programs, and to provide mutual support and fellowship for members who serve their communities, their nations, and the world. (Amended in 1954, 1993, 2010 and 2014.)	2. The objects for which it is formed are: (a) To improve the legal, political, economic, educational, health, and professional status of women <u>and girls</u> at the global and local level through service and advocacy; (b) To work for the advancement of understanding, goodwill, and peace through a world fellowship of members; (c) To promote justice and universal respect for human rights and fundamental freedoms; (d) To be united internationally to foster high ethical standards, to implement service programs, and to provide mutual support and fellowship for members who serve their communities, their nations, and the world. (Amended in 1954, 1993, 2010, 2014 <u>and 2026</u>.)

Proposed by Zonta International Bylaws and Resolutions Committee

Rationale:

A change of the Objects, Bylaws Article II, as proposed by District 22, requires also a change in the objects in the Articles of Incorporation.

Recommended for adoption by the Zonta International Board

In case the proposal to amend Article II is not adopted, this proposal will be withdrawn.

PROPOSED RESOLUTIONS

1. Resolution regarding the Women in STEM Award.

Proposed by District 14, District 20, and District 30 (with identical text)

The Women in STEM Award should be continued as an annual education award on club, district, and international level for women in all STEM fields. Instead of a defined age group (currently 18-35 years) it shall be related to enrolled students from second year of an undergraduate program through the final year of a master's program.

Rationale:

The Women in STEM Award, former Women in Technology Scholarship, was set up as a pilot program for four biennia because women are still largely underrepresented in technology and other STEM fields. To give women equal opportunities as men in technological developments, Zonta launched this pilot scholarship program in 2018. In 2020 the Scholarship was limited to international applications only and in 2022 it became a bi-annual district award and was expanded to STEM fields. In 2024 it continued as a bi-annual award with 16 international awards for the applicants of the 32 districts and expanded eligibility for applicants with finished education. Women are still underrepresented in all engineering and STEM fields. The award, former scholarship, has already demonstrated a positive effect at local level empowering women to step into male-dominated technology and engineering fields. Recipients report that they are taken more seriously because of our Award. Young women educated in STEM will work in these areas and will be role models for more women to follow in their footsteps.

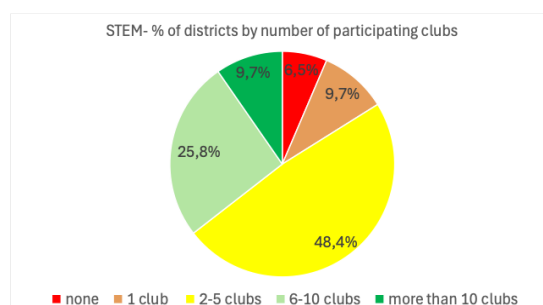
Within the currently defined age group applications from bachelor students, PHD candidates or start-up founders are difficult to compare and mainly unfair to those just starting their curriculum. The Zonta Women in STEM Award is the perfect complement, and a crucial addition if we want to meet the challenges of the future, to the other Zonta educational programs: Amelia Earhart Fellowship, Women in Business Leadership Award and the Young Women in Leadership Award.

Not recommended for adoption by the Zonta International Board with the following rationale:

With regards to making this award annual: The Women in STEM Award, formerly the Women in Technology Scholarship, was indeed set up as a pilot program for four biennia, with different criteria for each cycle. The international biennial Zonta Women in STEM Award, in its current version, has been carried out for only one biennium. Because the criteria have changed every biennium, the results are not fully comparable.

However, statistics about participation in this last cycle show that despite the total number of participating clubs being more or less aligned with other Zonta awards and previous scholarships, the award had a very diversified range of success in terms of participation within the districts:

- Altogether, about 16% of the clubs participated in the STEM Award.
- However, only 3 districts had strong participation with more than 10 clubs presenting candidates to their district.
- 2 districts did not participate in the Zonta Women in STEM Award.



This proposal would have impact on the budget and the award structure as a whole. Making it an annual award would mean cutting either the number of awards or the amount given in half. Since club participation was specifically relevant only in a few districts, such change would not bring equal benefit to all districts: it would penalize the majority of districts in terms of additional workload versus either less chance for the candidates to gain an award or seeing their candidate earn half the amount.

Districts and clubs where there is much attention for these awards and need to maintain continuity, visibility and momentum in promoting the award on yearly basis are free to decide to give annual awards at their level, and to forward the best eligible candidate among those to the biennial international award.

With regards to changing the eligibility to enrolled students from second year of an undergraduate program through the final year of a master's program: This amendment would reposition the award as a traditional scholarship. The current framework, however, is designed to recognize and celebrate the outstanding achievements of young women in STEM fields by acknowledging their groundbreaking research and exemplary contributions to the advancement of knowledge and innovation. Its purpose is not only to honor and support academic progress, but also to inspire future generations and to promote inclusivity and diversity across the STEM landscape, with the support of a broader group of candidates who can bring experience and expertise also in STEM careers.

Moreover, the results of the 2024–2026 cycle clearly show that the current eligibility criteria do **not** disadvantage students: 13 of the 16 STEM Award recipients were students.

2. Resolution regarding the Women in STEM Award and the Women in Business Leadership Award

Proposed by District 29

The international biennial awards for Zonta Women in Business Leadership Award and Zonta Women in STEM Award should each become annual awards.

Rationale:

We believe that we require annual awards to ensure that:

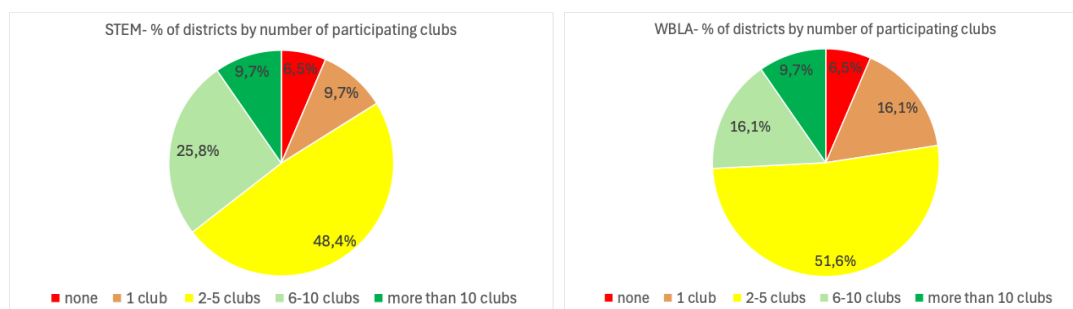
- We maintain continuity and visibility across many tertiary institutions, because momentum from those promoting the award from clubs and institutions is lost in the year that it is missing.
- We maintain the regularity of vital connecting mechanisms to young women, emerging leaders and Zontians of the future.
- We increase a key recruitment attraction as education of women globally attracts attention from women and business in all areas. Many District 29 awardees' citizenship has been from countries in other districts, including Peru, Mexico, Nigeria, and USA, to name a few.

We grow opportunities for clubs to be directly involved in a key Zonta strategy and build community.

Not recommended for adoption by the Zonta International Board with the following rationale:

The international biennial Zonta Women in Business Leadership and Zonta Women in STEM awards, in their current version, have been carried out for only one biennium. Statistics about participation in this first cycle show that despite the total number of participating clubs being more or less aligned with other Zonta awards and previous scholarships, the awards had a very diversified range of success in terms of participation within the districts:

- Altogether, about 14% of clubs sent candidates to the districts for the business awards, and 16% of the clubs participated in the STEM award.
- However, only 3 districts had strong participation with more than 10 clubs presenting candidates to their district (this happened in the same districts for both awards). The district proposing this resolution is among them.
- 2 districts did not participate in the Zonta Women in Business Leadership Award, and 2 other districts did not participate in the Zonta Women in STEM Award. The number of students versus young women in careers among the award recipients was 81% for the STEM award and 40% for the Business Leadership award.



This proposal would have impact on the budget and the award structure as a whole. Making them an annual award would mean either cutting the number of awards or the amount given in half. Since participation in these awards was specifically relevant only in a few districts, such change would not bring equal benefit to all districts: it would penalize their majority of districts in terms of additional workload versus either less chance for the candidates to gain an award or seeing their candidate earn half the amount.

Districts and clubs where there is much attention for these awards and need to maintain continuity, visibility and momentum in promoting the award on a yearly basis are free to decide to give annual awards at their level, and to forward the best eligible candidate among those to the biennial international award.

3. Resolution regarding the “Zonta Says NO to violence against women” Campaign

Proposed by District 27

The campaign "Zonta says NO to violence against women" shall be continued in the biennium 2026- 2028.

Rationale:

"Zonta says No" was developed in 2012 to promote Zonta's credibility and visibility, according to the goals of the biennium 2012-2014 and was successfully continued in the following biennia. The need to attract attention for Zonta's mission is an ongoing demand and should not be ended. Therefore, it is proposed that the campaign should be continued, since it helps to bring Zonta into the public consciousness and raises awareness for Zonta's mission. Besides, the campaign has a strong impact within the Zonta world. It shall be continued for the following reasons.

1. The campaign "Zonta Says No to violence against women" is a Zonta-owned instrument that will further enhance Zonta's credibility and visibility.
2. Also, it is a tool that helps all clubs to work on Zonta's mission. It combines local action with the International Service Projects run by ZI. "Zonta says No to violence against women" links the local work to ZI and helps to promote at a wider range.
3. The campaign involves all main Zonta fields of activities (Advocacy, Service, PR & Communication, UN and Council of Europe, Membership). Furthermore, it helps Zontians on all levels to get connected and work together. Consequently, the campaign supports the exchange and networking of all members within the Zonta world.
4. Many Zonta Clubs around the world already take part in "Zonta says No to violence against women". This can be seen at "zontasaysno.com". This fruitful work should not be jeopardized by discontinuing the campaign. All clubs should have the opportunity to benefit from lessons already learned.

Recommended for adoption by the Zonta International Board with the following rationale:

As the campaign is explicitly named in the 2023-2030 Strategic Plan under goal 1.0 ("Zonta will build upon the long-term success of Zonta Says NO as the campaign for our international, national and local activities for addressing gender-based violence.") no one wants to discontinue it. This makes future resolutions on this subject unnecessary.

4. Resolution regarding birthing kits.

Proposed by District 23 and District 24

That Zonta International and the Zonta Foundation for women support the Birthing Kit Foundation Australia's work in assembling clean birthing kits and education projects into developing countries for the biennium 2026-2028 by creating a link on the Zonta International website to the Birthing Kit Foundation Australia website.

Rationale:

Zonta wants to build a better world for women and girls.

The UN estimates that nearly 300,000 women and girls die needlessly in childbirth from infections due directly to unclean birth environments and estimates that for each woman that dies another 30 suffer painful infections. This can be reduced by supplying a clean birthing kit.

The Zonta Birthing Kit Project, which was created and grew within Zonta in Australia and evolved into the Birthing Kit Foundation Australia (BKFA), does just this. The goal of the birthing kit is to reduce maternal and neonatal mortality and morbidity rates by providing hygienic childbirth resources in a birthing kit and childbirth education programs in the poorest countries.

Not recommended for adoption by the Zonta International Board with the following rationale:

While the International Board recognizes the good work of Birthing Kit Foundation Australia, supporting a single agency in such a way which promotes their work, could create real or perceived conflicts of interest, undermine trust among stakeholders and existing partners, and may also disadvantage other agencies doing equally valuable work.

Zonta International is committed to fairness, independence, and the equitable treatment of all agencies working to further our mission. To maintain this integrity, we cannot support, endorse, or privilege one agency over another.

It should also be noted that the Zonta International Strategic Plan to 2030 emphasizes four key pillars in advocating for gender equity: gender-based violence, education equality, climate justice and women in leadership positions. While it acknowledged that the production of birthing kits has long been a service project, its primary focus is on women's health and falls outside the four key pillars of the Strategic Plan.

Further, this request to put a link to the Birthing Kit Australia website on zonta.org could bear the risk for other agencies, partners or projects to make similar requests.

Remaining neutral ensures that our international service projects and advocacy are guided by principles, evidence, and the best interests of the communities we serve—rather than by organizational preference or alignment.

5. Resolution to declare a peace initiative by Zonta International

Proposed by District 03

District 3 moves that in the face of the numerous armed conflicts globally, Zonta International declares a Peace Initiative for the 2026-28 biennium. The initiative will be incorporated into the existing strategic plan and implemented through existing Zonta Committees, districts, clubs and members as is appropriate given resources available. Such actions could include discussions, programs, advocating action to end wars and wartime gender-based violence, and to include women in peace-making and peace-building efforts and decisions as well as collaborating with other like-minded organizations.

Rationale:

We call on all Zontians and their contacts to take note of the devastation of the peoples of the world from persistent conflict and to call on all governments to pressure those perpetrating violence

to end the devastation and harm caused by years of aggression. Additionally, we call for peace in all conflict areas, and for the restoration of human rights to all, especially to women and girls. Zonta's Objects, found in the Bylaws, emphasize justice, peace, human rights and fundamental freedoms. Zonta currently is in 64 countries, of which 14 are either experiencing armed conflict in areas of their countries or have in the recent past.

According to the International Committee of the Red Cross, there are over 120 armed conflicts around the world involving 60 countries and 120 non-state armed groups. Many of these conflicts are of a non-international character, they note, but the number has tripled since the turn of the millennium.

We note the continued deprivation of human rights of women and children, not just in Gaza, Ukraine, Tigray, and Afghanistan, but among the Rohingya in both Myanmar and Bangladesh, in Haiti, Sudan, Democratic Republic of the Congo (DRC) and many more places throughout the world - victims of armed conflict, suffering degradation and assault often in unspeakable forms.

Rape, assault and murder of civilians are war crimes.

Early in Zonta's history members called for peace, raising their voices and resources. In 1931 Zonta adopted a new object, calling for international friendship and peace in the ideal of service. In 1939 Zonta's members were challenged to discuss "How can women's participation in public affairs contribute to world peace?" Peace had always been at the heart of Zonta. In 1945 Zonta again called for peace action, supporting the establishment of the United Nations and rebuilding for those afflicted by World War 2.

Peace doesn't just happen; it comes through effort and commitment.

We call on Zonta International to establish peace action within the framework of the strategic plan for the 2026 Zonta International Convention and that the Convention adopt this resolution.

Not recommended for adoption by the Zonta International Board with the following rationale:

Zonta's impact is strongest when it concentrates its resources where it has established expertise, global visibility and recognized leadership, such as our Zonta Says NO campaign. Zonta Says NO to Violence Against Women and Girls, a core component of Zonta International's Strategic Plan, is explicitly focused on the eradication of all forms of gender-based violence. This includes violence against women and girls in conflict and post-conflict settings, as well as advocacy for women's participation in peace-making and peace-building processes. Zonta International has a statement on women's rights in armed conflicts and post-conflict settings. Accordingly, the proposed Zonta 2026-2028 Biennial Goals identify, as a priority area of this campaign, advocacy initiatives addressing gender-based violence against women and girls in wars and armed conflicts, recognized as an increasingly pervasive and severe violation of human rights worldwide. The Strategic Plan further emphasizes the importance of collaboration and partnerships with like-minded organizations.

While peace is essential for the realization of women's rights, establishing a broad, global peace initiative, as proposed, would expand Zonta's scope beyond its core competencies and dilute the clarity of its mission. Many international organizations are specifically designed to lead comprehensive global peace initiatives. Zonta's comparative advantage lies in applying a gender lens and advocating for women's rights within those processes, not in driving global peace frameworks on its own.

Finally, as the proposed resolution would be in effect for only two years it does not offer the time or structure needed to fully integrate a global peace initiative into Zonta's Strategic Plan. Any meaningful development, implementation or partnership building related to such an initiative would extend well beyond the resolution's lifespan. As a result, the proposal would likely create expectations that Zonta could not practically fulfil during the 2026–2028 Biennium.

Zonta International remains committed to promoting peace by doing what it does best: combatting gender-based violence, empowering women and girls, and influencing policies through targeted, mission-aligned advocacy. Through Zonta Says NO and its strategic priorities, Zonta will continue

addressing the gendered consequences of war and conflict, where our voice and expertise have the greatest power and credibility. This approach ensures that Zonta's advocacy remains anchored in its mission while responding directly to the escalating violence and human rights violations faced by women and girls in conflict zones around the world.

6. Resolution regarding business meetings and voting

Proposed by District 02

The Zonta international Board shall strive to make voting at the Zonta International Convention accessible by allowing delegates and alternates to the Convention to vote through all means currently allowed by Article VI, Section 1 of the Bylaws of Zonta International.

Rationale:

Zonta International is a global organization of more than 26,000 individuals in 1,100 Zonta clubs in 64 countries. Zonta International advocates for inclusion and involvement in their meetings and conventions. Costs to attend an international meeting may be prohibitive for some members and/or clubs. Zonta International recognizes this issue and currently offers registration for virtual attendance. However, Convention delegates and alternates are denied the right to vote at Convention through remote communication. Allowing members to serve as Convention delegates and alternates remotely will increase the number of members participating in the business meetings of Convention.

Not recommended for adoption by the Zonta International Board with the following rationale:

It is best practice that the Zonta International Board retain flexibility in deciding whether the convention is held in-person, or electronically or a combination of both, based on what best serves the interests of the organization and its members, while minimizing financial risks.

The proposal requires a hybrid convention at least for the time of voting, which would increase the cost of holding the convention, further complicate planning and logistics, as well as create ongoing uncertainty about the number of in-person participants thereby creating budgeting concerns.

As noted in bylaws amendment, consideration is already being given to the best ways to engage all member clubs around the world in the decision-making processes of Zonta International.

Further, business meetings, district conferences and conventions have been a significant part of the ongoing work on renewing Zonta International's governance structures. This decision requires further consideration as part of the governance *Blueprint for the Future*.

7. Resolution regarding "Legacy membership" for members over the age of 85.

Proposed by Zonta International Board

Zonta International will introduce an option for a reduced membership fee for members over the age of 85 initially for the 2027-2028 membership year.

Rationale:

In recent years older members have questioned why, when they have a declining income, there is no discounted membership fee whereas there is a financial incentive for younger members (young professionals).

In consideration of this sentiment this resolution will give members over the age of 85, the option to pay Zonta International annual dues at 50% of the usual fee (similar to young professionals), lightening the economic burden for many and potentially preventing resignations.

Currently, as it is optional for Zonta members to provide a date of birth it is not possible to

estimate how many members this reduced fee would apply to; and also, it is not possible to estimate the impact this option could have on reducing income for Zonta International.

This proposal is recommended to be piloted in year two of the 2026-2028 biennium.

A bylaws amendment to Article V Dues and Fees SECTION 2. Zonta International Dues and Fees would be required to permanently implement this membership option.

Recommended for adoption by the Zonta International Board.

8. Resolution regarding a pilot program for “corporate membership” for 2026-2028

Proposed by Zonta International Board

The Zonta International Board will introduce a corporate membership program as a trial for the 2026-2028 Biennium.

Corporate Membership

Under this proposal the business entity becomes a supporting member (at international level of Zonta International) paying dues on a tiered basis depending on the size of the organization:

- Small (up to 5 employees - \$500 per annum
- Medium (up to 30 employees) - \$1,000 per annum
- Large (over 30 employees) - \$2,000 per annum.

The entity will receive the same benefits as current supporting members; is registered on the Zonta International database; and will be required to provide a contact person to receive information from Zonta International. The entity will not be required to engage with local clubs.

Because the entity will be supporting a worthy cause, the proposal will help the corporation meet its social responsibilities without the requirement for the entity's management to attend meetings, be on the board or hold a position of authority. This membership suits entities which do not have time to be involved locally and do not want to attend conferences or contribute to decision making of the organization.

This option provides income to Zonta International but does not necessarily increase membership. Nevertheless, each corporate supporting membership establishes an ongoing communications channel that can materially increase awareness of Zonta's existence, mission, vision, and work within the corporate member's organization and wider stakeholder networks.

Recommended for adoption by the Zonta International Board with the following rationale:

To promote visibility for Zonta's mission and vision, increase membership and raise revenues in the community many not for profits are exploring membership options which engage with the corporate sector. The primary purpose of corporate membership is increasing administrative income to Zonta International through additional members.

While corporate “members” can be enthusiastic contributors, the greatest challenge is getting and keeping their attention.

For Zonta International, checks and balances against which companies are appropriate to approach for membership will need to be enacted. However, once the company has signed on to Zonta's mission, their membership may assist in establishing and maintaining a good corporate image and may encourage employees to become members in their own right.

To assist in keeping their attention, Zonta International will adopt innovative methods of engagement including encouraging the corporate members to take on special projects, and

establishing corporate champions whose role is to source interested corporations or business enterprises to engage with their local club, similar to club creators.

In a nutshell, corporate membership requires energy and commitment from existing members; and there is more value if the partnership/engagement is **long-term and targeted**. If the value proposition of membership is strong the relationship will endure.

Before any action can be taken the following will occur:

- Development of guidelines for determining what companies could be approached and by whom,
- Development of a prospectus including a strong value proposition, and
- Appointment of a relationship manager in HQ.

The corporate membership option will run as a pilot for the 2026-2028 Biennium, commencing once supporting information and the above conditions are met.

9. Resolution regarding Golden Z Club Membership

Proposed by Zonta International Board

The pilot program to transition Golden Z club members into youth members of the sponsoring club will continue for the coming biennium (2026-2028).

Youth members will be counted as youth members of the club, area, and district for statistical purposes, but not for credentials or voting.

The sponsoring club will be responsible for entering the youth member information in the Zonta International database in the same manner as other club members.

No dues will be paid at any level of Zonta International during the pilot, but Golden Z clubs may collect dues or fees for services provided by the Golden Z club to its members.

Youth members will have access to Zonta International website information in the same manner as Zonta club members as determined by the Zonta International Board, as appropriate.

Youth members will be allowed to participate, without voting rights, in club activities, area meetings, district conferences, and Zonta International convention, events, and programs.

Youth members are eligible for Zonta scholarships and awards at all levels.

Youth members could serve on committees at all levels of Zonta.

Prior to graduation, the sponsoring club or a member of the Zonta International headquarters team will send the youth member an invitation to join a Zonta club.

Only youth members that are of legal age will appear in the website directory.

Rationale

The 2024 Convention voted to initiate a pilot program whereby members of Golden Z Clubs would be counted as youth members of their sponsoring club and, for statistical purposes, be counted as members of Zonta International. Zonta International and sponsoring clubs desire to enhance the experience of Golden Z club members and promote continuing in Zonta membership. Allowing the Golden Z club members to become youth members of sponsoring clubs will accomplish these goals by:

- i. giving Golden Z club members access to information and tools on the Zonta International website;
- ii. making the Golden Z club members feel more a part of the organization instead of a club service project;
- iii. keeping in contact with the youth members to assist in a smooth transition of membership from a Golden Z club to a young professional or other member in a Zonta club;
- iv. having contact information to communicate with youth members about future events and to provide information about opportunities as they arise, such as participation in CSW and NGO CSW or Zonta sponsored events. Allowing the Golden Z club members to become youth members of the sponsoring clubs will also give the Golden Z club members an opportunity to develop valuable leadership and interpersonal skills. Instituting this pilot program is in direct line with the strategic plan by promoting membership to younger generations and establishing a succession path for the future of Zonta.

The uptake of this scheme has been slow, and limited data is available to assess its success or otherwise. Accordingly, the Zonta International Board is proposing this pilot program be extended for another biennium to allow more time for student members to be registered.

The pilot program in this current biennium also encouraged Zonta clubs to invite youth members to join Zonta International prior to graduation. No data is available on whether this has occurred. Clubs which sponsor a youth club will be further encouraged to register the Golden Z club members.

Data on the success of the pilot will be presented to the 2028 Convention.

Recommended for adoption by the Zonta International Board.