

WELCOME

D4 ONLINE LEARNING SESSION 1



During today's session please

- Mute yourself and turn your camera off.
 - Hover your cursor over the centre of the page, click the mic and camera icons to turn them clear, not green.
- Post questions, concerns, comments to the chat box.
 - Turn the chat box on by clicking the conversation bubble in the top right-hand corner.
 - When open, type in the text box at the bottom of the page and click send.
- Select "View Who's Talking."
 - Dropdown centre top of screen.



- 9:05 AM **Welcome** – Governor-Elect Janice Durmis
- 9:15 AM **District 4 Governor's Information and Update** – Governor Bonnie Clesse
- 9:30 AM **ZI District 4 Foundation Ambassador Update** – Kathy Smith & Lori Robinson
- 9:45 AM **Zonta Leadership Program & Generational Differences** – Kathleen Douglass, ZI ICC Leadership Development Chair

We will appreciate your feedback.

Please send comments/suggestions to Governor Elect Janice Durmis at ltgovernor@zontadistrict4.org

ONLINE LEARNING SESSION 1

Today's Agenda





SPRING 2020 WORKSHOP UPDATES & ONLINE LEARNING SESSION 1

BUILDING FOR OUR FUTURE



MEMBERSHIP RECOGNITION AWARDS

D4 Governor-Elect & Membership Chair,
Janice Durmis



HEALTH CARE WORKERS FIRST RESPONDERS

MEMBERS SEND TO DISTRICT 4 COMMUNICATIONS

WE WANT TO RECOGNIZE YOU!

communications@zontadistrict4.org



COVID - 19

WHAT ARE YOU DOING TO HELP?



communications@zontadistrict4.org



DISTRICT 4 GOVERNOR, BONNIE CLESSE



FOUNDATION AMBASSADORS



Lori Robinson and Kathy Smith
April 25th, 2020



FOUNDATION AMBASSADOR 2018-2020 GOALS

1. Encourage all clubs to donate to Zonta International. We are striving for 100% up from 92%.

As of March 30th

District 4 Clubs have given \$103,963. 32/33 clubs for a total of 97%. Ranking 12th in District & Club giving



FOUNDATION AMBASSADOR 2018-2020 GOALS

2) Increase individual contributions

- donations from 26.7% of the membership to 35% of the district members.
 - 165 individual donations have been made \$22,054. Down a wee bit from 208 members which is 21.3%
- For the Centennial we are challenging every member to donate \$100.00 for the biennium for the 100 years.
 - 71 Members have contributed \$100.00 or more to the Foundation
- We are also challenging the members to make monthly contributions payments. We would like to increase from 3 to 25.
 - We have 9 Members who contribute monthly to ZI



FOUNDATION AMBASSADOR 2018-2020 GOALS

3) Educate the members of District 4 through workshops, district communications, Area Directors and Club visits. We will have 18 touch points for the biennium.

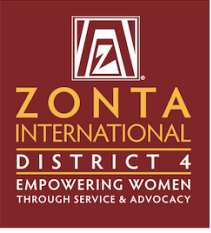
We are slightly lower in our touch points this past quarter due to canceling workshops. We are still available to Zoom, GTM or phone into club meetings -
INVITE US TO JOIN YOU!



DISTRICT 4 TOTALS AS OF MARCH 30TH

District 4 is currently standing 14th with a total of \$126,017
Average per member \$163.00 in comparison to last biennium
of \$146.00.

AE Fellowship Fund	\$21,002.
JMK Fund	\$ 3,423.
YWPA Fund	\$ 5,223.
International Service Fund	\$34,753.
ZISVAW Fund	\$28,796.
Rose Fund	<u>\$32,819.</u>
Total giving	\$126,016.81



DISTRICT 4 DONATIONS



on.zonta.org 162 out of 764 individuals
33 out of 33 clubs

WE DID IT 100%
OF DISTRICT 4 CLUBS PARTICIPATED

71 individuals met the challenge of giving \$100 or
more

2 Clubs have contributed over \$20,000 US
Endowment Giving

9 clubs AND 16 individuals



ZI - LEADERSHIP DEVELOPMENT PROGRAM

Kathleen Douglass,
ICC & D4 Leadership Development Program Chair

Finding your way to the ZI website,
membership area &
LDC web pages.





Equality is the path to the future. Our student clubs lead the way.

Discover what we have accomplished together.
Read the 2018-2019 Annual Report, available now.

[Read more](#)

PRESIDENT'S CORNER

24 MARCH 2020
THINKING OF YOU

Dear Zonta members,

Who would have foreseen that, within only a few days, lives for almost of all us have changed dramatically in order to slow down the spreading of COVID-19? Many of you are experiencing not only shelter-in-place mandates, with all the difficulties and sad consequences that come with them, but also much more forceful impacts on your

LATEST NEWS

10 APRIL 2020

ZONTA PARTNERS WITH UNICEF USA FOR ENDING CHILD MARRIAGE PUBLIC SERVICE ANNOUNCEMENT CAMPAIGN IN THE US

The Zonta USA Caucus and UNICEF USA have joined forces to raise awareness and enact change to end child marriage in the U.S., with the ultimate goal of ensuring that girls fully enjoy their childhood free from the risk of child marriage.

[»Read more](#)

LOGIN TO “MY ZONTA”

Click “LONGIN” on the top burgundy menu bar.





MEMBERSHIP CENTER

MEMBER LOGIN

You might notice that our landing page has changed once you log in. To get to your profile, click [My Dashboard](#).

The reset password link is currently not working. To request a temporary password, please email memberrecords@zonta.org. We apologize for the inconvenience.



LOGIN

☐ Remember Login

JOIN US

As a member of Zonta International, you can expect to be a part of a greater movement to help women in your local community and around the world.

FIND A CLUB

REFER A NEW MEMBER

Together, we can empower more women and make change sustainable. Encourage a peer or colleague who lives our mission to join Zonta International.

REFER A MEMBER

SHARE YOUR STORY

Our global impact is achieved through thousands of local service and advocacy projects. Share your actions that empower women in your community.

SHARE YOUR STORY

MEMBER LOGIN AREA

Type email address and
password on file with ZI.



ZONTA HOME | FOUNDATION

ZONTA

INTERNATIONAL

EMPOWERING WOMEN

THROUGH SERVICE & ADVOCACY

LOCATE A CLUB

|

JOIN

|

DONATE

SELECT LANGUAGE

HOME

Search...

MEMBERSHIP CENTER

Member Login

You might notice that our landing page has changed once you log in. To get to your profile, click

The reset password link is currently not working. To request a temporary password, please email memberrecords@zonta.org. We apologize for the inconvenience.

LOGIN

☐ Remember Login

MY ZONTA NEW LOOK


Retrieve new password
contact ZI

memberrecords@zonta.org

A graphic featuring the letters 'ZI' and 'D4' on colorful, stacked blocks. The 'ZI' is on a green block, the 'D' is on a blue block, and the '4' is on a yellow block. The blocks are set against a blue, textured background.

The Zonta International logo, which includes a stylized 'ZI' inside a square, followed by the text 'ZONTA INTERNATIONAL DISTRICT 4 EMPOWERING WOMEN THROUGH SERVICE & ADVOCACY'.


ZONTA HOME | FOUNDATION
| [f](#) [t](#) [in](#) [y](#) [o](#) [g](#) | SELECT LANGUAGE ▼



ZONTA
INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

LOCATE A CLUB | JOIN | DONATE
MY DASHBOARD | LOGOUT

HOME | GOVERNANCE | FORMS | **TOOLS** | NEWS | DIRECTORY | LEADERSHIP ACCESS

Search... 

ADVOCACY TOOLS
Ending Child Marriage Tools
Zonta Says NO

LEADERSHIP DEVELOPMENT TOOLS

Leadership Development Tools

INTERNATIONAL NOMINATIONS

PR TOOLS & LOGOS
Resource Library

AWARD, SCHOLARSHIP AND FELLOWSHIP TOOLS

MEMBERSHIP TOOLS
2020 Club Mailing
2020 Credentialing
COVID-19
Global Membership Drive

RISK MANAGEMENT TOOLS

CENTENNIAL ANNIVERSARY TOOLS

COUNCIL OF EUROPE TOOLS

UN TOOLS


FOUNDATION TOOLS
CAEC Tools

MEMBERSHIP DUES TOOLS
Pay Dues Online


MEMBER FAQs

ZONTA STORE


News



Calendar




Leadership Development



ENTER LEADERSHIP DEVELOPMENT TOOLS

Click Leadership Development Tools





INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

LOCATE A CLUB | JOIN | DONATE
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HOMEGOVERNANCEFORMSTOOLSNEWSDIRECTORYLEADERSHIP ACCESS

Search...

ZONTA INTERNATIONAL LEADERSHIP RESOURCES

Zonta International is committed to the ongoing growth and development in knowledge and competencies of Zonta leaders at all levels of the organization to support effectiveness and relevance for today and tomorrow. This site has four different sections of tools and resources for our members and leaders:

- Zonta Leadership Program
- Build a Better Club - Member to Member Resources
- How-to Tools and Techniques
- Personal Development Library

ZONTA LEADERSHIP PROGRAM

Established during the 2014-2016 Biennium, the Zonta Leadership Program is designed to provide Zonta members with organizational knowledge, personal and professional development and opportunities to expand their leadership.

As an initiative, the Zonta Leadership Program will continue to expand and members are encouraged to visit the site by clicking on the button below or here: [Zonta Leadership Program](#).

Enter the Zonta Leadership Program

RELATED RESOURCES

Documents

Website Resource Guide

WELCOME TO THE LDC WEB PAGE

Section 1

There are many learning opportunities for you on this page.



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**Enter the Zonta
Leadership Program**

Below are a short video tutorial and a step-by-step pdf guide about how to access and use the Zonta Leadership Program.



Click above to play video tutorial.

[Introduction to Zonta Leadership Program | PDF](#)

BUILD A BETTER CLUB - MEMBER TO MEMBER RESOURCES

Globally, Zonta members have created training materials and presentations to build better clubs. These presentations are available to you for club use. If you would like to submit a resource item, please email it to leadershiptraining@zonta.org. Note, the International Leadership Development Committee may make adjustments to meet brand standards.

We accept presentations in all languages.



RELATED RESOURCES

Documents

[Website Resource Guide](#)

LDC WEB PAGE

Enter the Zonta Learning Program





Below are the presentations currently available.

BUILD A BETTER CLUB

Title	File Type	Updated
Effective club communications	YOUTUBE	March 2016
Having difficult conversations: Effective conflict resolution in organizations	YOUTUBE	March 2016
Presiding with presence	YOUTUBE	March 2016

HOW-TO TOOLS AND TECHNIQUES

These tools and techniques help Zonta members improve club effectiveness and efficiency. Please share best practices and successful tips and tricks by emailing them to leadershiptraining@zonta.org for review by the International Leadership Development Committee. Note, the Committee may make adjustments to presentations and documents to meet brand standards.

HOW TO TOOLS

Title	File Type	Updated
Communicate Effectively Through Email	PDF	April 2017
Create a Presentation	PDF	April 2017
Club Officer Training Template	PPT	July 2018
Make a PowerPoint Slides into a Video	WMV	January 2017
Add Speak to PowerPoint	WMV	April 2017
501(c)3 Organizations	MP4	May 2018
Tax Status for U.S. Clubs	MP4	May 2017
Form 990 Filings webinar	YOUTUBE	March 2017
Engaging people through emotions - Public Speech Training	MP4	June 2018



LDC WEB PAGE

How to build a better club How-to Tools



EMBRACING GENERATIONAL DIVERSITY: THE INSIDE SCOOP

Kathleen Douglass, ICC Leadership Development





Zonta International envisions a world in which women's rights are recognized as human rights and every woman is able to achieve her full potential.

In such a world, women have access to all resources and are represented in decision making positions on an equal basis with men.

In such a world, no woman lives in fear of violence.

Why we are here

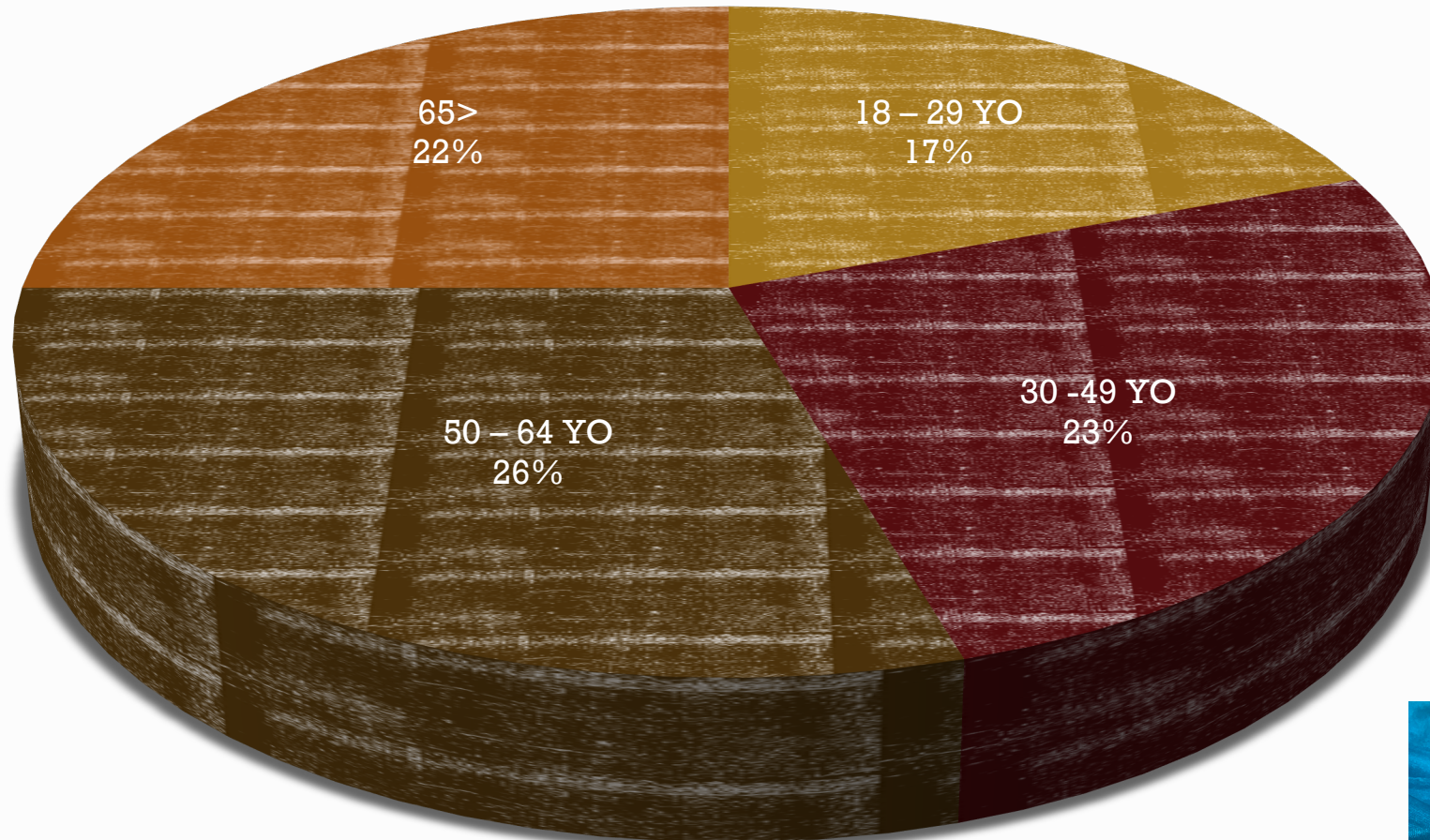


MEMBERSHIP VS ENGAGEMENT

- Why is it more important than ever for women of all generations to belong to face to face social groups?
- What can we do to promote active engagement which focuses on both meeting the needs of other members and individuals?
- How do we adjust our expectations of what active engagement looks like for ourselves and others?



GENERATIONS PARTICIPATING IN CHARITABLE ORGANIZATIONS



GENERATIONS PARTICIPATING IN CHARITABLE ORGANIZATIONS

17%



Ages 18 – 29

23%



Ages 30 – 49

26%



Ages 50 – 65

22%



Ages >65



FIVE DISTINCT GENERATIONS IN OUR CLUBS

- Matures
- Boomers
- Xers
- Millennials
- iGen (aka, Gen Z)



MATURES

- Appreciate dedication, loyalty and hard work
- Committed to organization
- Competent, confident, conservative
- Ethical
- Respectful of authority, respectful of the chain of command, like rules, trust hierarchy and authority
- Strong work ethic, task oriented
- Value experience, tend to be organized



MATURITY (OVER 65 YEARS)

- Integrity versus despair
 - Balanced a sense of completion with what is left undone
 - Virtue: wisdom
 - Fulfillment = completeness, satisfaction
 - Nonfulfillment = guilt, dissatisfaction, hopelessness

Participation in clubs fulfills the need to remain active and continue to live into one's identity.



BOOMERS

- Extremely loyal to their children
- Involvement, 'Me Generation', optimism, personal gratification, personal growth, question everything
- Team oriented, transformational leadership, consensus leadership, good communication skills
- Want to “make a difference
- Challenge authority, competitive, goal oriented
- Consumerism, ethical within own ethics
- Focused on individual freedoms



MIDDLE-AGE ADULT (40 – 65 YEARS)

- Creation versus stagnation
 - To be productive, to contribute
 - Virtue: Caring
 - Fulfillment = giving back, being productive, being a part of something bigger than ourselves
 - Nonfulfillment = disconnected, uninvolved, uncaring

Participation in clubs fulfills the need to contribute and be a part of something bigger than oneself, something that matters.



GEN X

- Value balance, diversity
- Entrepreneurial, fun, may be more conservative than parents
- Highly educated, high job expectations, independent
- Informality, lack of organizational loyalty, pragmatism
- Seek life balance, self-reliance
- Skeptical/cynical, suspicious of Boomer values yet may reflect them
- Think globally, techno literacy, value time



YOUNG ADULT (19 - 39 YEARS)

- Intimacy versus Isolation
 - Creating strong lasting relationships with others outside of family
 - Virtue: selfless love
 - Fulfillment = social commitment, trusting relationships, happiness
 - Nonfulfillment = social isolation, loneliness, depression.

Participation in clubs fulfills the need to meet new people, create mutually supportive relationships and accomplishing goals they cannot reach on their own.



MILLENNIALS

- Achievement oriented, avid consumers, self-confident
- Been involved entire life, used to change, value diversity/inclusivity
- Common and natural for them to have 10-14 jobs in their lifetimes, confident, extremely techno savvy
- Spiritual, want fun! high morals, tolerant while hotly competitive
- Individuality, like personal attention, they are members of global community
- Most educated generation, Now! optimism, realism, social ability, street smarts



GENERATION Z (I-GEN)

- have used digital technology all their lives
- self-identify as being loyal, compassionate, thoughtful, open-minded, responsible, and determined
- view their peers as competitive, spontaneous, adventuresome, and curious—all characteristics that they do not see readily in themselves
- some of their competencies, such as reading competence, are being transformed due to their familiarity with digital devices, platforms and texts



COMMUNICATIONS

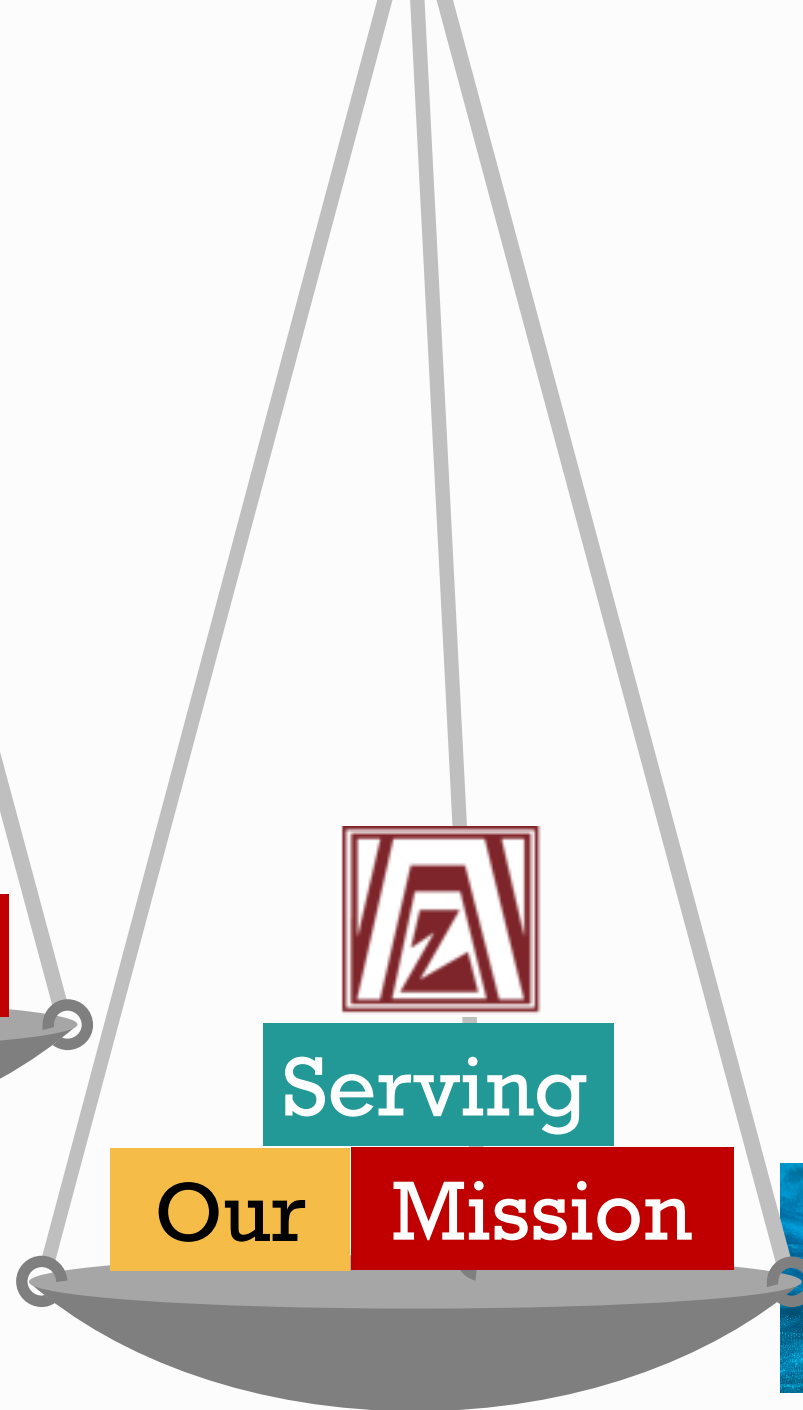
- Baby boomers were perceived as more "reserved," while generations y and z (often just called millennials) tend to favor more "collaborative" and "in-person" means of interacting.
- This is consistent with other studies showing that millennials, overall, relate far better to a coaching style of management than to a more traditional top-down authoritative approach.



EXPECTATIONS

- **Adapting to change.** Generations x and y often view change "as a vehicle for new opportunities," according to the study, while gen z simply "is accustomed to change and expects it in the workplace." Boomers to be the most jaded and cynical about change, since many of them saw in the course of their own careers a transition from a relatively stable work environment to one where cost-cutting and frequent reorganizations became the norm rather than the exception.
- **Technical skills.** No surprise here. The research examined development-related methods, and found, as one would expect, that boomers and gen x liked to learn via "traditional instructor-led courses or self-learning tools," while millennials preferred "collaborative and technology-centric" vehicles. Exactly what would be expected given the current omnipresent relationship with technology and the value placed on personal coaching.





HOW DO WE MEET NEEDS

Serving our Members

- Enhance understanding of global issues and broaden world view through dynamic local programming.
- Define yourself in the context of a community of women committed to advancing women.
- Build a local network of supportive women professionals by participating in club meetings and events.
- Acquire leadership skills that enhance effectiveness by serving in club leadership roles.
- Be recognized for your contributions and service.
- Mentor younger members to achieve their personal and professional goals.

Serving our Mission

- Support local and global advocacy activities by donating time, talent, and money.
- Contribute to the advancement of young women.
- Recruit like-minded individuals to support and become active in Zonta.



HOW TO MANAGE DIFFERENT GENERATIONS

- Accommodate different learning styles.
- Consider personal member needs, such as flexibility with scheduling.
- Don't confuse character problems like immaturity or laziness with generational traits.
- Be careful not to follow blanket stereotypes.

Be inclusive and value diversity

Listen

Be open to change

Learn and share equally



SUGGESTIONS? COMMENTS?

Please send your suggestions and comments to:

ltgovernor@zontadistrict4.org



**THANK YOU
FOR YOUR PARTICIPATION!**

