

2021 Annual Report



ZONTA FOUNDATION, INC



ZONTA

**CLUB OF
MILWAUKEE**

MEMBER OF ZONTA INTERNATIONAL

EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

ZONTA FOUNDATION, INC

Mission

Zonta Foundation, Inc. was established January 25, 1957, to service the mission of the Zonta Club of Milwaukee by raising and distributing charitable funds. Decisions regarding charitable gifts to Zonta Foundation, Inc. are made by the Foundation Board of Directors. Zonta Foundation, Inc. has been granted 501(c) 3 status by the Internal Revenue Service¹.

History

In the 1950's, the Zonta Club of Milwaukee was concerned about affordable housing for Seniors and worked to build Zonta Manor -- a \$1.3 million passive solar apartment building on East Cambridge Avenue in Milwaukee, WI. The building was designed by a female engineer who was a member of the Club. Due to the hurdles experienced by the Club while raising funds for Zonta Manor, the Club established Zonta Foundation, Inc. on January 25, 1957, to be the charitable arm of the Club. All members of the Club are members of Zonta Foundation, Inc. The building was sold in 1967.

Practices

Zonta Foundation, Inc., a non-profit, exists to raise and disburse funds. Funds are raised from three sources: net proceeds from annual fund-raising events, donor gifts, and interest/dividends on investments.

Consistently over time, and in accord with Zonta International guidelines, one-third of non-institutional unrestricted funds raised are used to support Zonta International programs, including but not limited to international service projects, violence prevention initiatives, and scholarships. The remaining funds are used locally by the Club to fund grants, scholarships, and service and advocacy projects designed to empower women and girls.

Funding decisions regarding grants to local non-profit agencies are made based on non-profit status, alignment with the goals and objects of Zonta, and the nature of program impact on the lives of women and girls in the greater Milwaukee area.

Grants generally have ranged from \$1000 to \$5000, in single or multi-year commitments. Through 2019, the Foundation Board solicited and reviewed agency applications in the fall/winter and presented grants at the annual spring fashion show fundraiser. In 2020, due to the coronavirus, we did not hold our fashion show fundraiser in spring, but we did disburse the funds raised the previous year to the chosen agencies. Beginning in 2021, applications were solicited in the spring and grants made at the fashion show fundraiser now held in fall. Grantees are asked to provide year-end reviews of the program or project being funded.

The Foundation Board approves funding for local scholarships in advance of the scholarship year. The Club's Scholarship Committee manages the application and selection process. Funding for local service and advocacy projects are approved on an ad hoc basis, as opportunities and needs arise.

The Zonta Foundation, Inc. Board has been guided in its activities and decisions by documents currently in place regarding its mission, by-laws, and investment and disbursement policies. There is no paid staff.

¹ Meaning gifts of the Foundation are tax-deductible

April 27, 2022

Dear Members and Friends of Zonta,

The Zonta Club of Milwaukee marked 95 years of dedicated service in 2021. During this past year, despite the continued coronavirus pandemic, we have enthusiastically embraced our mission of “Empowering Women through Service and Advocacy” by supporting local and international projects/initiatives through financial contributions, grants, scholarships and in-kind donations.

We disbursed a total of \$28,150 to support local agencies, local scholarships, and the Zonta International Foundation, raised via our 2020 online auction, other donations, and drawing from our reserves. We received 10 completed applications and selected 5 incredible agencies to receive \$21,000 in grant money in 2021. We also supported three local \$1000 scholarships and donated \$4,150 to Zonta International Foundation. We presented the agency grants at our October 23, 2021 fundraiser: *Empowering Women and Girls Here and Around the World*.

In 2021, the Club continued its partnership with Neu-Life Community Development, an agency that provides youth development programming for the children of the Lindsay Heights neighborhood through hands-on service and funding, such as:

- Supplying school supplies and backpacks for 90 elementary & middle school youth;
- Donating 54 toys for the elementary children through the Holiday Gift Drive;
- Launching a new service project donating books for youth; and
- Garden clean-up with Neu-Life staff and youth.

The Zonta Club of Milwaukee participated in the District 6 Blanket Project by providing 101 blankets and sheet sets to the Milwaukee Cathedral Center, a homeless shelter for women and children. Guests of the Cathedral Center who move to permanent housing each receive a set of sheets and a blanket when they leave. The club members also provided a Mother’s Day meal in 2021 to the women at Cathedral Center.

We resumed our annual Zonta Says No to Violence Against Women Silent March, held October 4 to remember victims of domestic violence in Wisconsin. The event received substantial media coverage, and we supported it with social media postings and links. We also supported Zonta International’s Zonta Says No to Violence Against Women’s 16 Days of Activism (November 16-December 10) with posts as well.

The Foundation Board continued to evaluate and evolve the grant application and selection process. We have moved the application and review process to spring/summer, aligning the process with our new fall fundraiser scheduling.

On behalf of the members of the combined Zonta Club of Milwaukee and Zonta Foundation, Inc., we sincerely **Thank You** for your past support and ask for your continued support of our mission to empower women and girls in the Greater Milwaukee area and throughout the world.

Sincerely,

Karen Smith, President
Zonta Club of Milwaukee

Cheryl Lucas-DeBerry, President
Zonta Foundation, Inc.

2021 ACCOMPLISHMENTS

- **2021 Grants:** The Foundation Board reviewed 10 applications for grants from local non-profit agencies. After careful review and consideration, the Board decided to award \$21,000 in grants to 5 worthy agencies to fund specific programs/services consistent with Zonta's mission to empower women and girls, especially important in this second pandemic year. Because this amount exceeded the 2/3 of funds raised in the 2020 fundraiser, the Foundation Board authorized the use of available unrestricted cash balances in the bank and investment accounts as well as \$9000 in reserves from the investment account to support the agency grants.
- **Local Scholarships:** The scholarship committee solicited applications and awarded three \$1,000 scholarships to women in the Greater Milwaukee area: Young Women in Public Affairs, Jane M. Klausman Women in Business, and Women in STEM (Science/Technology/Engineering/Math). Scholarship monies are held in reserve for the current and the following year, to guarantee we can meet commitments.
- **Donations to Zonta International Foundation:** Consistent with past practices, the Foundation Board voted to contribute 1/3 of the \$12,500 funds raised in the 2020 Club fundraiser (online auction), or \$4,150 to the Zonta International Foundation Rose Fund, to support ZIF service projects and scholarships. The Foundation Board also agreed that 1/3 of funds raised in the 2021 Fall Fundraiser will be donated to ZIF in this biennium.
- **Neu-Life Collaboration:** Zonta Club of Milwaukee's continued focused support of Neu-Life Community Resource Center's long-standing initiatives - the backpack/school supplies and holiday gift programs; and launched a new ongoing book donation project.
- **Grant Requests:** We revised our application/grant timeline to align it with our new Fall Fashion Show fundraiser held October 23, 2021.
- **2020 Mini-Service Projects:** Zontians generously supported the Milwaukee Cathedral Center with sheet and blanket donations.
- **Administration:** We filed federal form 990-N as required and corrected delinquencies in the State of Wisconsin administrative reporting requirements. Zonta Foundation, Inc. non-profit status was reinstated without issue. We also updated signatories on bank and investment accounts to include the current President and Recording Secretary. Two signatures are required on any check/withdrawal.

2021 GRANT RECIPIENTS

“2020 was a year unlike any other. While the COVID-19 pandemic and safer-at-home warnings caused a lot of uncertainty for the entire country, for those that were suffering domestic violence, that uncertainty was often a matter of life or death. In Milwaukee, we watched our community be ravaged by an increase in domestic violence, and more devastating, the rise in lethality of that violence. Last year, Milwaukee lost 50 lives directly from domestic violence, a 79% increase from 2019 and a heartbreaking 400% increase since 2018. Nine of those lives were children.”

2021 Agency application

Alverno College \$3000

Alverno's Girls' Academy of Science and Mathematics empowers low income, first-generation, minority high-school girls by improving science and math skill and knowledge as well as college aspiration and readiness. The Girl's Academy year-long curriculum is built around themes that are relevant and interesting to high school junior and senior girls, including The Science of Beauty, The Science of Food and The Science of Health. The program uses rigorous hands-on inquiry-based approaches, multi-disciplinary project teams and research presentations. The grant from the Zonta Foundation will greatly assist Alverno College in providing this after school program free of charge to low-income high school girls in Milwaukee by providing free transportation to the expected 120 participants.

Exploit No More Freedom House \$5000

Exploit No More's Freedom House Long Term Care Facility is a new project that will serve adult female survivors of sex trafficking and sexual exploitation, offering a safe and dignified space and time and means to heal. It is a 6-month program serving 10-16 clients per year, offering survivors of sex trafficking access to resources to meet basic needs (food, showers, beds, laundry services, computers/internet, phone, personal care items) as well as a trauma-informed approach for physical and emotional healing. The grant from Zonta Foundation will help them close the funding gap to enter Phase 2 of the Freedom House 24/7 operations. Zonta's Milwaukee Foundation has been following this program's development for over a year and is very impressed with their progress.

Milwaukee Homeless Veterans Initiative \$5000

Milwaukee Homeless Veterans Initiative (MHVI) Women Veterans Initiative (WOVIN) was designed in 2014 to educate, advocate, and increase public awareness of the increasing number of at-risk, homeless, and under-served women veterans. Although MHVI serves vets in all capacities, the unique circumstances of women veterans warrant specifically designed programming. Military sexual trauma experienced while in the service has resulted in distrust of military channels and male authority. Many women vets avoid asking for help from military support services for a variety of reasons including lack of combat service and not feeling integrated into the military. WOVIN exists to bridge the trust gap. Last year, WOVIN touched the lives of 196 female veterans with a variety of services: health care, employment, finance, housing, personal and social support.

Milwaukee Muslim Women's Coalition \$3000

Milwaukee Muslim Women's Coalition (MMWC) Our Peaceful Home Youth Leadership Program offers educational programming and empowerment opportunities for young Muslim women and girls who have experienced trauma. The program addresses issues of identity, self-esteem, and emotions such as anger and sadness in a practical, culturally specific, and culturally relevant manner. Services include workshops held over six to eight weeks, therapist-facilitated healing circles and circles of support. Youth learn the characteristics of healthy relationships and, with therapist help, acquire tools to overcome personal challenges. The program serves 25-30 youth annually. MMWC is the only organization in Wisconsin that provides culturally specific domestic violence programming for Muslim women.

Sojourner \$5000

Sojourner's Hope and Healing advocates work one-on-one with clients to develop Healing Plans: how clients are hoping to heal, grow, or move forward. With a mission to transform lives impacted by domestic violence, Sojourner's first priority is to address the immediate safety concerns of clients. Once a client is safe, life skills and healing plan programming is integrated into conversations. Advocates support clients exploring their passions and goals and identify ways to achieve those goals and address any challenges that may arise. A wide variety of programming options within Hope and Healing ensure that women are empowered to embark on a path that includes goal setting, support groups, job readiness training, financial empowerment, basic adult education and literacy, higher education and scholarship assistance, and professional and leadership training.

Total Local Grants: \$21,000

2021 SCHOLARSHIP RECIPIENTS

To encourage and support women in pursuing careers and leadership roles in public affairs, business, and the STEM (science, technology, engineering and math) fields, the Zonta Club of Milwaukee presented three scholarships in 2021:

Young Women in Public Affairs Award of \$1,000 for young women between the ages of 16 and 19 who demonstrate a commitment to volunteerism, evidence of leadership, and a dedication to empowering women – with the opportunity for district (\$1,500) and international (\$4,000) awards as well.

Jane M. Klausman Women in Business Scholarship of \$1,000 for women pursuing an undergraduate or master's degree in business who show outstanding potential in their chosen field – with the opportunity for district (\$2,000) and international (\$8,000) scholarships as well.

Women in STEM Scholarship of \$1,000 for college juniors and seniors majoring in science, technology, engineering or mathematics who show great promise in their field of study.

Zonta Club of Milwaukee scholarships are open, and promoted, to students in the six-county greater Milwaukee metro area (Milwaukee, Waukesha, Washington, Ozaukee, Racine, and Kenosha counties).

2021 Scholarships to local recipients were:

Young Women in Public Affairs (YWPA) - \$1000

The 2021 YWPA recipient was **Briana Medina**.

Briana was a 2021 graduate of Kettle Moraine School for Arts and Performance. In high school, Briana held leadership roles in several organizations such as the KM Drama Club and the KM Tri-M Music Honors Club. In college, Briana plans to study political science on a pre-law track with a goal to analyze policies, theory, and legislation to help people facing different injustices in the United States.

Briana interned with an organization called Done Waiting, which strives to hold politicians accountable and acts as a call to action for them to listen to their constituents' needs. As a Done Waiting Group Leader, she mentored a group in phone banking, text banking and more, for progressive candidates and policies.

Briana participated in the 2020 Global Youth Leadership Conference, which is the official youth engagement group of the G7 industrialized nations. During this time, she wrote policies based on interactions with world leaders and the G7 and discussed current world issues with delegates from over 30 countries. In addition to the Global Youth Leadership Conference, Briana has also participated in the SEE Summit, a national social justice conference, and the 2020 World Affairs Seminar on Hunger.

In the future, Briana sees herself impacting legislation related to reversing the struggles women face in America today.

JMK Women in Business - \$1000

The 2021 Jane M. Klausman Women in Business Scholarship recipient was **Jamie Silkey**.

Jamie has been a Physician's Assistant and Assistant Director at the Medical College of Wisconsin (MCW) for the past 15 years. Jamie received her master's in healthcare administration in 2012, but over time Jamie felt her leadership tool kit and acumen were limited in financial analysis, analytics, and strategic marketing principles. Jamie's current interest in enrolling in UW-Milwaukee's Executive MBA Program is driven by her desire to communicate with her business partners through common language and sound, strategic problem-solving logic.

Jamie's work-related reference stated, "Jamie stepped into a practice-wide leadership role as assistant director in the Office of Advanced Practice Providers (APP). Without a doubt, Jamie has improved the recognition and responsibilities of APP's who practice at MCW. In this role she has been exposed to senior leaders from MCW and Froedtert Hospital. She is recognized for her thoughtful approach to problem solving and the ability to deliver on key initiatives."

In addition to Jamie's professional and academic responsibilities she has volunteered with Soles for Souls Annual Shoe Drive for Milwaukee. Rescue Mission, UW-Madison Health Professional Mentorship Program, and is currently the President-elect for the Wisconsin Academy of Physician Assistants

Women in STEM Scholarship - \$1000

The 2021 Women in STEM Scholarship recipient was **Bella Serrano**.

As a pre-med student, Bella plans to graduate from Carthage College in the spring of 2023 with a major in Environmental Science and double minors in chemistry and biology. Bella believes the combination of coursework in various science disciplines at Carthage College has empowered her to approach academics with the ability to think about various real-world issues holistically and critically.

During the summer of 2021, in addition to conducting research alongside Dr. Sarah Rubinfeld, Associate Professor of Environmental Science at Carthage, Bella will be participating in the Summer Health Professions Education Program (SHPEP) through the UCLA David Geffen School of Medicine. Bella will be examining a variety of healthcare issues affecting medically underserved communities through problem-based learning cases, lectures, clinical experiences, small- group discussions and a research project.

Bella has also partnered with Heart to Heart International in making menstrual kits for girls in need, personally raising \$6,000 to complete the project. Bella wrote, "These "Girl's Kits" were intended to empower girls to be confident, feel safe, and stay in school. They were sent off to Malawi, Africa and were given to 250 young girls. This volunteer and leadership experience assured me that my passion is in expanding healthcare access."

Bella's academic reference wrote "By pushing herself and encouraging others, Bella's interest in learning is contagious to the rest of the class. She is often the one to bring up precisely the points I am hoping the class would reach, and then deepen that conversation beyond expectations."

Total Scholarships - \$3000

2021 CONTRIBUTIONS

ZONTA INTERNATIONAL FOUNDATION



The Milwaukee Club's Zonta Foundation donates 1/3 of unrestricted funds raised by Club fundraisers to the Zonta International Foundation, now doing business as the Zonta Foundation for Women. In 2021 all Milwaukee Zonta Foundation Inc donations were designated to the Rose Fund.

Rose Fund

\$4,150

The Rose Fund is the unrestricted Zonta International Foundation where monies are allocated to the following programs, wherever they are needed most:

Zonta International Service Projects

Since Zonta International was founded in 1919, Zontians have been passionate about empowering women in developing countries through international service. In the more than 90 years since its first international service project was funded, Zonta International has contributed nearly US\$19.2 million to projects benefiting women in 35 countries. Through funding from the Zonta International Foundation, the Zonta International Service Program has provided training, education, health, sanitation, agricultural and micro-credit assistance to women, primarily through projects implemented by the agencies of the United Nations and other recognized non-governmental organizations.

Four projects are currently supported by ZIF:

Let Us Learn Madagascar

Zonta's continued support of this project will allow for more than 20,000 girls to realize their right to an education in a secure and protected environment. ZIF contributed \$2,000,000 through UNICEF in 2016-2020 and made an additional commitment to support Phase III with \$500,000 in 2020-2022.

Adolescent Girls' Health and Protection in Peru

This project's goal is to improve the capacity of services responding to the health needs of indigenous and rural adolescents, approximately 15,000 girls. ZIF is funding US\$1,000,000 to UNICEF USA.

Delivering Survivor-Centered Response to Gender-Based Violence Survivors in Papua New Guinea and Timor-Leste

The objective is for all women and girls to live life free from intimate partner violence. Zonta is funding US\$1,000,000 to UNFPA.

Ending Child Marriage - A Program to Accelerate Global Action: Phase II

The Global Programme to End Child Marriage was designed to address the issue over 15 years 2015 through 2030. During this time, the priority remains to engage adolescent girls as key agents of change in 12 countries. Goals of Phase II are to elevate the voice of adolescent girls; to increase resources and opportunities for adolescent girls and their families; and to enhance legal and political action to prevent child marriage and to support married, divorce or widowed adolescent girls. Zonta has promised US\$1,500,000 to UNFPA-UNICEF via UNICEF USA.

ZONTA International Scholarships

Gender Equality in Education is among the primary focuses of Zonta International. It is through education that women and girls are empowered with the necessary tools and resources to make good decisions about their lives and the future of their families. Zonta International sponsors scholarship, fellowship, and award programs to encourage women to pursue careers in the traditionally male-dominated fields of public affairs, business and aerospace and technology.

Amelia Earhart Fellowship Fund



While the number of women in the aerospace industry is increasing, progress is slow. Zonta International established the Amelia Earhart Fellowship in 1938 in honor of legendary pilot and Zontian, Amelia Earhart. Today, the Fellowship of US\$10,000 is awarded annually to up to 35 talented women pursuing Ph.D./doctoral degrees in aerospace-related sciences or aerospace-related engineering around the globe. Women of any nationality pursuing a Ph.D./doctoral degree, who demonstrate a superior academic record in the field of aerospace-related sciences or engineering, are eligible and encouraged to apply. The Amelia Earhart Fellowship has helped 1,245 women from 75 countries, with scholarships

totaling more than \$1.1 million, to conduct cutting edge research and pursue their Ph.D./doctoral degrees.

Jane M. Klausman Women in Business Scholarship

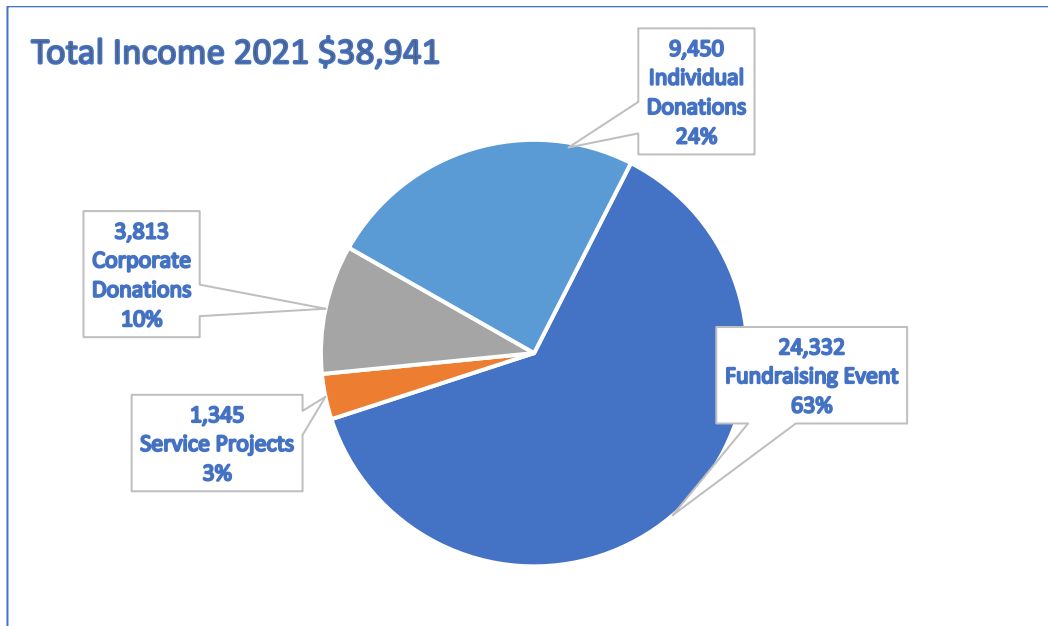
The Jane M. Klausman Women in Business Scholarship was established in 1998 from a generous bequest by Jane M. Klausman, a member of the Zonta Club of Syracuse, New York, USA. The program operates at the Zonta club, district/region and international levels, offering 37 international scholarships of US\$5000 annually. Since the program's inception, Zonta has awarded 676 scholarships, totaling more than US\$1.6 million, to 522 women from 66 countries.

Young Women in Public Affairs Award

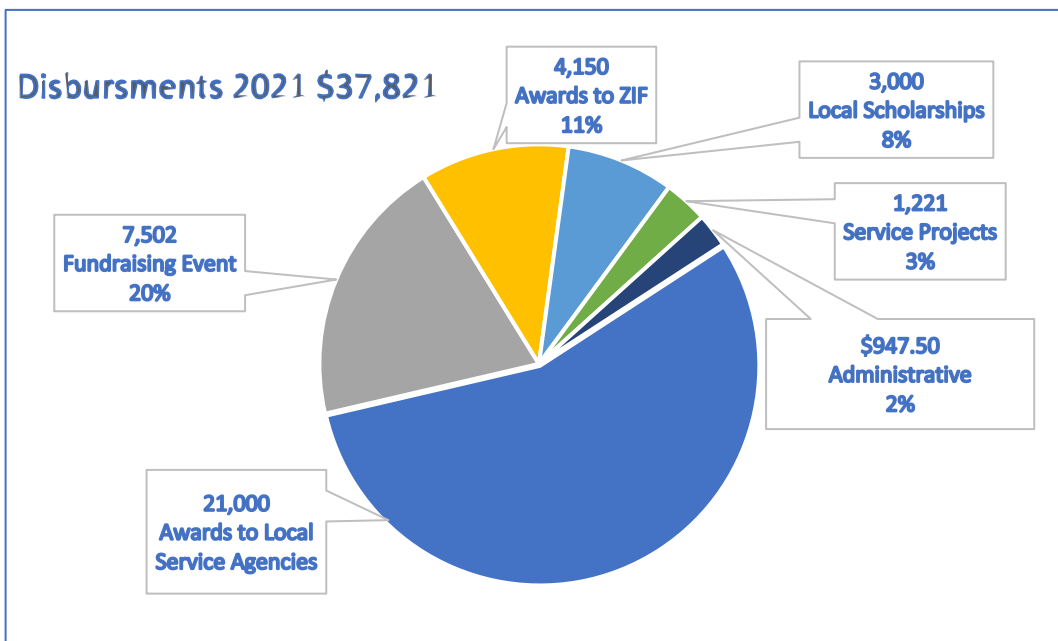
Zonta International established the Young Women in Public Affairs Award in 1990. The award recognizes young women ages 16-19 who demonstrate superior leadership skills as well as a commitment to public service and civic causes. The award encourages recipients to continue their participation in public and political life. Ten (10) international scholarships of US\$5,000 and up to 32 district/region scholarships of US\$1,500 each are awarded each year. Since the program's inception, Zonta has given 1013 awards totaling US\$1,207,750 to 851 young women representing 58 countries.

2021 FINANCIAL SUMMARIES

Zonta Foundation, Inc. began the fiscal year on January 1, 2021, with \$201,125.44 in a checking account and a brokerage account, and ended the fiscal year on December 31 with \$240,452.81 in those same accounts. Fall 2021 fund-raising monies, donations, and investment gains are included in the 2021 year-end total. Some investment gains were used to supplement 2020 funds raised available for disbursement.



Note: Corp Donations and portion of Individual Donations attributable to Fashion Show fundraiser. Fundraising Event includes ticket sales, silent auction, raffles etc.



ZONTA FOUNDATION DONORS 2021

\$1000 or more

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Donna Neal*
Network for Good
(Facebook)

\$500-\$999

Maggie Aboagye*
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Jacqueline Beaudry*
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Marsha Tenwinkel
Kavita Vasavada
Anna Weselak**
Diane Woeckener
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*Member, Zonta Club of Milwaukee

**Member, other Zonta Club

ZONTA FOUNDATION IN-KIND DONORS 2021

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 Emilie Williamson
 Write Now Coach
 Wy'east Pizza

ZONTA FOUNDATION, INC

2021 BOARD OFFICERS & DIRECTORS

Officers:

Cheryl Lucas-DeBerry, President, term expiring 2022

Jacqueline Beaudry, Vice President, term expiring 2024

Elizabeth Stull, Treasurer, term expiring 2023

Donna Neal, Recording Secretary, term expiring 2023

Janet Kloser, Corresponding Secretary, term expiring 2022

Directors:

Kim Brinsko, term expiring 2023

Margaret Holzbog, term expiring 2024

Debra Koller, term expiring 2023

Barbara Wyatt-Sibley, term expiring 2024

Foundation Board terms of office are aligned with Club Board terms, beginning on June 1 and ending on May 31. The Foundation fiscal year; however, is the calendar year, beginning January 1 and ending on December 31. Listed above are all officers and directors whose terms include service from June 2021 – May 31, 2022.

Contact the Foundation Board at zfoundation@zontamilwaukee.org

ZONTA FOUNDATION, INC.

www.zontamilwaukee.org