

2022 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 on January 25, 1957, to serve 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's Board of Directors. Zonta Foundation, Inc. has been granted 501(c) 3 status by the Internal Revenue Service¹.

History

In the 1950s, 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.

In accord with Zonta International guidelines and past practices, one-third of funds raised from our annual fund-raising activities support the Zonta Foundation for Women service and scholarship programs. Two-thirds of funds raised remain local and support local agency programs that empower women and girls. Other scholarship-designated and non-restricted donations support the endowment. The endowment funds our local scholarships and supplements local agency giving under guidelines provided by our disbursement policy.

Funding decisions regarding grants to local non-profit agencies are made based on non-profit status, alignment with the goals and objectives of Zonta, and the nature of the program's 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 were made at the fashion show fundraiser now held in the 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 25, 2023

Dear Members and Friends of Zonta,

The Zonta Club of Milwaukee marked 96 years of dedicated service in 2022. This past year has been a period of transition, emerging from the lingering effects of the coronavirus pandemic. Nevertheless, we enthusiastically embrace 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 \$32376 to support local agencies, scholarships, and the Zonta International Foundation, raised via our Fall Fashion show and other donations. We received 15 completed applications and selected 7 incredible agencies to receive \$22,000. in grant money in 2022. We also supported two local \$1000 scholarships and donated \$8376 to Zonta Foundation for Women. We presented the agency grants at our November 5, 2022 fundraiser: *Fall Into Fashion*.

In 2022, 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 50 elementary & middle school youth;
- Donating 40 toys for elementary children through the Holiday Gift Drive;
- Continuing service project donating books for youth; and
- Supporting with participation in the Neu-Life Annual Art Show

We resumed our annual Zonta Says No to Violence Against Women Silent March, held October 7th 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,

Joann Comodore, President
Zonta Club of Milwaukee

La Toya Sykes, President
Zonta Foundation, Inc.

2022 ACCOMPLISHMENTS

- **2022 Grants:** The Foundation Board reviewed 15 applications for grants from local non-profit agencies. After careful review and consideration, the Board decided to award \$22,000 in grants to 7 worthy agencies to fund specific programs/services consistent with Zonta's mission to empower women and girls. The Foundation "passed on" an additional \$605 donated back to the Foundation from the 2021 50/50 raffle winner to the specified agency Sojourner.
- **Local Scholarships:** The scholarship committee solicited applications and awarded two \$1000 scholarships, the Young Women in Public Affairs and the Jane M Klausman Women in Business awards.
- **Donations to Zonta International Foundation:** Consistent with past practices, the Foundation Board voted to contribute 1/3 of the funds raised at the 2022 Fall Fashion Show Fundraiser, of \$8376, to the Zonta Foundation for Women.
- **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 continuing the book donation project.
- **Administration:** All required federal and state forms were filed for 2022. Gaps in past year filings of WI-required annual financial reports were corrected, our charitable organization status was reinstated, our raffle license was renewed, and we received a new WI certificate of tax-exempt status.
- **Policy:** The Foundation Board approved a new Disbursement Policy, with the advice of our investment partner Baird.
 - Consistent with past practices, monies we raise connected to the annual fundraising will support local grants and our Zonta Foundation for Women donation.
 - We clarified that scholarship-specified and unrestricted donations will be transferred to the endowment/investment account annually.
 - Each year, Baird will calculate the latest 5-year rolling average investment/endowment balance and return 3 ½ % to the PNC checking account. These funds will be used for scholarships and to supplement local or Zonta International Foundation giving as the Board sees fit.

2022 GRANT RECIPIENTS

Exploit No More Freedom House \$5000

Exploit No More serves 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 continue to support the Freedom House 24/7 operations. Zonta Milwaukee Foundation has been following this program's development for over a year and is very impressed with their progress.

Milwaukee Muslim Women's Coalition Our Peaceful Home Youth Leadership Program \$3000

Milwaukee Muslim Women's Coalition (MMWC) Our Peaceful Home is a program for young Muslim women and girls who have experienced trauma. It 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 Healing Services \$3000

Sojourner advocates work one-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 to explore 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.

CORE/EI Centro Trauma and Healing Services \$3000

CORE EI Centro offers healing services for all women no matter what their economic status, cultural background, or religious belief, by providing natural healing therapies to integrate body, mind, and spirit in a culturally sensitive environment. The Trauma & Healing Program is a collaborative venture with their on-site partner, The Healing Center, which offers adult sexual abuse survivors and their loved ones opportunities for healing and wholeness by providing support and counseling, advocacy, and community education. CORE/EI Centro's bodywork services and movement classes offer women a chance to reconnect with their sense of self, their soul, and their sacred power.

The Women's Center Waukesha \$3000

For 40 years, **The Women's Center** has provided safety, shelter, and support to adults and children affected by domestic violence, sexual assault, child abuse, and trafficking. The Employment & Life Skills Program promotes self-sufficiency and addresses practical barriers to independence. Clients learn about job opportunities, careers that pay family-supporting wages, the job search process, and coping skills to manage multiple roles. The program also offers job-readiness coaching, career development, job-seeking assistance, mock interviews, mentoring opportunities, and transportation to career fairs and interviews. Life skills education helps women develop financial goals, create and maintain a budget, find affordable and safe housing, and understand health and wellness through nutrition education.

Milwaukee Women's Center Emergency Shelter \$3000

Milwaukee Women's Center, A Division of Community Advocates provides innovative, culturally competent holistic care that empowers individuals and families to live safe, independent, and healthy lives which are free from domestic violence, addiction, and trauma. The Emergency Shelter program serves women and children affected by domestic violence. The shelter provides safe housing while offering counseling, support groups, safety planning, and comprehensive case management services to address housing and other basic needs. The children participate in age-appropriate trauma-informed programming to increase awareness, prevent the cycle of domestic violence and increase their self-esteem.

Franciscan Peacemakers Social Enterprise \$2000

Franciscan Peacemakers Social Enterprise (SE) program provides employment training to women who are survivors of sexual exploitation and sex trafficking. Participants earn a living wage and learn skills (manufacturing, packaging, marketing, sales, and administration) that are transferable to the job market at the completion of the program. This program empowers women by giving them control over their ability to earn income in an appropriate, safe, and well-paid manner. The SE manufactures a line of all-natural bath and body products that are handmade with all-natural ingredients.

Total Local Grants: \$22,000

2022 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 two scholarships in 2022:

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 an international (\$5,000) award 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 an international (\$5,000) scholarship as well.

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).

2022 Scholarships to local recipients were:

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

Our 2022 YWPA recipient was **Khadijah Dhoondia** of Pewaukee, Wisconsin. Khadijah was also awarded a Zonta International-level YWPA award. While attending Pewaukee High School, Khadijah held leadership roles in a number of organizations such as the National Honor Society and the Future Business Leaders of America. In college, Khadijah plans to major in Neuroscience or Psychology on the pre-medicine track. Building on her undergraduate degree, she hopes to engage in an MD-PhD program as she aspires to be a physician-scientist

Khadijah was named the Distinguished Young Women (DYW) of Pewaukee, Wisconsin. DYW participants engage in confidence-building programs designed to encourage young women to develop their individual potential. Khadijah also is the co-founder and Chief Marketing Officer of LOAF, an organization that contributes to the efforts of serving essential items, such as hygiene products, food, and clothing, to refugees and shelters. In addition to LOAF, Khadijah is also a Leadership Team Chair and Ambassador for the Leukemia and Lymphoma Society, a Girl Scout Silver Star Award recipient, a Model United Nations Representative, and a Sunday School Instructor.

In the future, Khadijah aims to support patients through clinical practice and contribute to scientific advancement through research. Outside of her career, Khadijah plans on volunteering her future skills in healthcare. She is interested in serving locally at the Waukesha Free Clinic and internationally with the Peace Corps.

JMK Women in Business - \$1000

Heather Jost is this year's JMK Scholarship recipient.

The 2022 Jane M. Klausman Women in Business Scholarship recipient was **Heather Jost**. Heather was also awarded a Zonta International-level JMK award. In 2016 Heather received her Bachelor's Degrees from Lawrence University in Anthropology and Music Performance. Since graduating from Lawrence, Heather has been employed by Not Forgotten International. Heather's responsibilities with Not Forgotten International included teaching English at refugee camps in Algeria, Rwanda, and Tunisia as well as being a Team Language Coach.

Heather's goal with an MBA from Oxford Said Business School is to use the education, known for its focus on social impact and diversity, to invest in the Saharawi refugee camps and similar places. In preparation for pursuing her MBA Heather passed with High Honors the CORE Credential of Readiness courses through Harvard Business School.

Heather stated that she believes the interconnectedness of the world requires that practitioners of business excel in their understanding of culture and the ability to deeply understand culture will allow for more honest communication, genuine respect, and project sustainability.

Total Scholarships - \$2000

2022 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 2022 all Milwaukee Zonta Foundation Inc donations were designated to the Rose Fund.

Rose Fund

\$8376

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\$35.9 million to projects benefiting women in 71 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 Zonta International Foundation:

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 2022-2024.

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\$750,000 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\$750000 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. The 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, divorced, or widowed adolescent girls. Zonta has promised US\$1,200,000 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, 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 30 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 1,275 women from 76 countries, with scholarships totaling more than \$11.3 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 713 scholarships, totaling more than US\$1.8 million, to 559 women representing 70 countries.

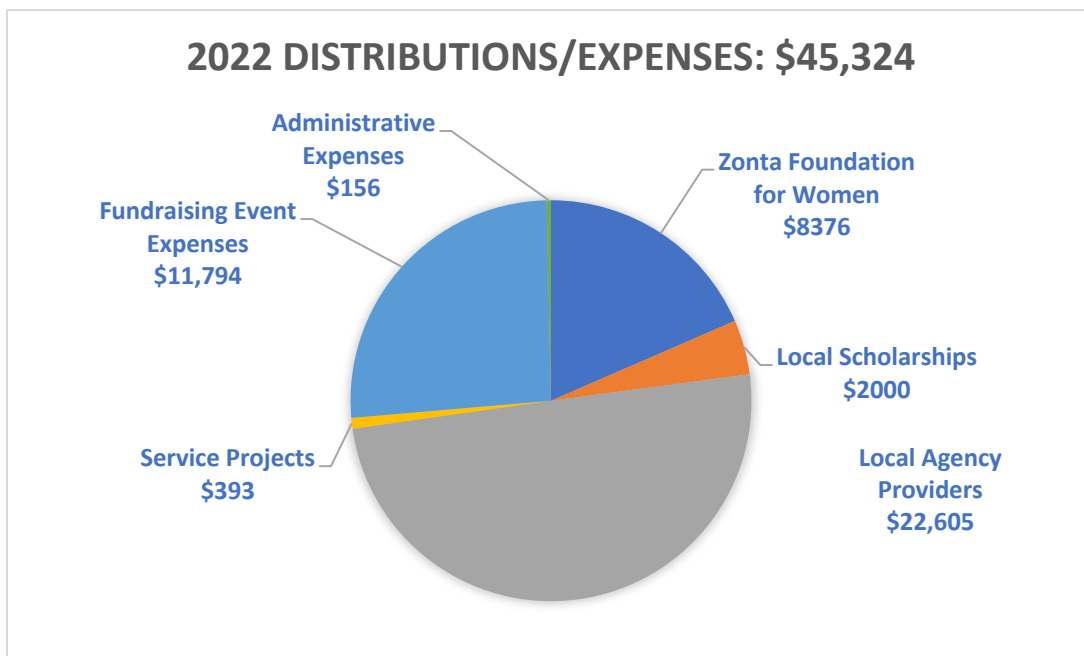
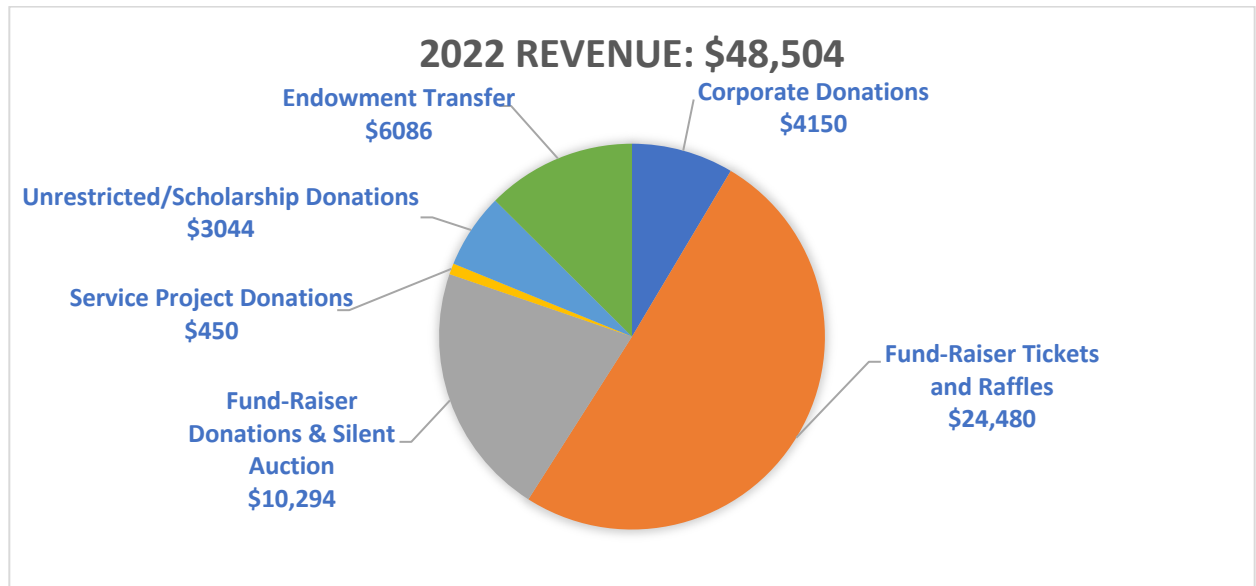
Young Women in Public Affairs Award

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. Thirty-seven (37) international scholarships of US\$5,000 are awarded each year. Since the program's inception, Zonta has given 1054 awards totaling US\$1,303,750 to 882 young women representing 60 countries.

2022 FINANCIAL SUMMARIES

Zonta Foundation, Inc. began the fiscal year on January 1, 2022, with \$240,452.81 in its checking and brokerage accounts. It ended the fiscal year on December 31 with \$203,622.02 in those same accounts. Our brokerage account registered a \$37,000 loss in value, the major cause of the difference.

Funds raised at fund-raising events support the following-year grants to local service providers and our annual gift to the Zonta Foundation for Women. Our endowment supports local scholarships and supplements our local giving, with a prudent 3.5% of the rolling 5-year year-end investment balance. Unrestricted and scholarship-designated donations are reinvested in the fund annually.



ZONTA FOUNDATION DONORS 2022

\$1000+

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Diane Lindsley*

\$500 - \$999

Judy Lehman*
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*Member, Zonta Club of Milwaukee
**Member, other Zonta Club

ZONTA FOUNDATION IN-KIND DONORS 2022

| | |
|---|-------------------------------|
| Cona Bahr | Milwaukee Film |
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| Charles Allis/Villa Terrace Art Museum | Milwaukee Symphony Orchestra |
| ComedySportz | MKE Wave (ROC Foundation) |
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| Marriott Milwaukee West | Laureen Ward |
| Lynell Meeth | Waukesha Civic Theatre |
| Milwaukee Admirals | Woodman's Food Markets |
| Milwaukee Chamber Theatre | Wy'east Pizza |
| Milwaukee Downtown, BID #21 | |

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ZONTA FOUNDATION, INC
2022 BOARD OFFICERS & DIRECTORS

Officers:

LaToya Sykes, President, term expiring 2025

Donna Kahl Wilkerson, Vice President, term expiring 2025

Donna Neal, Treasurer, term expiring 2026

Marge Holzbog, Recording Secretary, term expiring 2024

Janet Kloser, Corresponding Secretary, term expiring 2025

Directors:

Jacqueline Beaudry, term expiring 2024

Debra Koller, term expiring 2026

Lynell Meeth, term expiring 2026

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 2022 – May 31, 2023.

Contact the Foundation Board at zfoundation@zontamilwaukee.org

ZONTA FOUNDATION, INC.

www.zontamilwaukee.org