

ZONTA INTERNATIONAL -- DISTRICT 12
CLUB ANNUAL REPORT
Reporting Period: June 1, 2020—May 31, 2021



Please email to Governor Ann Hodgson (johnnannhodgson@att.net) by May 15, 2021 with a copy to your Area Director.

Area 1 Director: Debbie Sundberg (dsunnyone11@gmail.com)	Area 2 Director: Tasha Bauman (tlbauman84@gmail.com)
Area 3 Director: Deb Beatty (debbeatty423@comcast.net)	Area 4 Director: Sonya Bergeron (sjbergeron@comcast.net)

Club Administration 2020-2021:

Zonta Club of Billings Today's Date: 5/10/21
Area: 1

President: Mel Tripp
Vice President: Suzie DeBar
Treasurer: Tina Figarelle/ Lynette Kerbel

President-Elect (if appropriate): Suzie DeBar
Secretary: Deborah Willis

Incoming Club Officers 2021-2022:

President: Suzie DeBar
Vice President: Ginnie Burgess
Treasurer: Teri Pattee
Board of Directors: Melanie Tripp, Janet Rivera, Anna Brewer
(AnneMarie Wade, Gabe Decke until 2022)

President-Elect (if appropriate): Ginnie Burgess
Secretary: Renee' Coppock

Membership:

Please describe your club's recruitment and retention efforts for 2020-2021. Including new member orientation and mentors.

This has been a difficult year for membership due to the pandemic. We have been unable to hold membership events or recruitment drives. We were able to recruit two new members and had one member transfer from another club. The new members reached out to us via social media. Two former members recently rejoined the club and will be recognized at our upcoming Installation/Induction Ceremony.

To assist with member retention and communication, we are developing a "Zonta Zister" movement. Currently, each person on the membership committee is assigned several members. We send cards for their Zonta Anniversary and for their birthday as well as for special occasions. We will continue to grow this movement in the coming year.

Member orientation was problematic this year as we were unable to meet in person. We communicated electronically with new members to assist with orientation efforts. Going forward, we will resume small group orientations.

We do not have a formal mentoring program as that has proven unsuccessful in previous years. We currently have a new member coordinator who keeps in touch with the new members and serves as a mentor. As we move ahead with the "Zister movement," each new member will be part of a small group who will be responsible for each other.

How does your club measure membership satisfaction?

We do this by surveys utilizing Survey Monkey. In 2020 we identified several areas for club improvement based on feedback from members and have successfully implemented changes which have resulted in better communication and cooperation among the various committees. We have made changes in the business meeting format, establishing a tighter agenda with attention to time and ground rules, leading to clearer communication with the members. We are in the process of finalizing a new, more robust website based on feedback from the membership.

We survey new members at 9 months to obtain their feedback and also send a survey to non-renewing members.

Fundraising:

Please list the major fundraising events your club held during 2020-2021.

We had 2 fundraising events: a garage sale and a Trivia play-at-home game that we sold.

Total Funds Raised this year: \$18,400

Local Service & Scholarships Dollars Given:

Please list the contribution amounts given by your club during 2020-2021.

Local Service Organizations: \$8654 Local Scholarships: \$3000

Total Local: \$11,654

Zonta International Foundation (ZIF) Dollars Given:

Please list the total club & individual contributions given to the Zonta International Foundation during 2020-2021.

(Carol Leffler lefflergc@comcast.net can provide this information to you). ZI recommends that one third of the money your club raises be contributed to ZI to support the international service projects.

Total Club Contributions: \$8454 Total Individual Contributions: unknown

Total Club & Individual Contributions: \$8454

The information below will be used to determine the District Service Award to be given out at the 2021 District 12 Conference.

Local Service: (Hands on work to help women & girls in the local community)

Please name and briefly describe your local service projects, including for each item:

- (a) category: improved the status of women in general (legal, political, economic, educational, health and/or professional) or helped prevent and fight violence against women and girls (VAW).
- (b) % of club members involved in the project.
- (c) visibility and credibility to Zonta created by the project
- (d) sustainability of the project (long lasting results, and could the project continue for a certain period of time)

The service committee was limited this past year on hands on projects due to the restrictions imposed by the Covid 19 pandemic. Despite that we had 2 valuable service projects:

Bags of Thanksgiving:

The YWCA Gateway House is a haven for women and their children who are escaping violence in their home. The Gateway House provides housing and support for women until they are able to stabilize their lives. Zonta Club of Billings gathered personal items into bags to give to the Gateway House residents. The \$1800 in club funds purchased fuel cards for each of the residents. Members of the club donated the remaining items including facemasks, socks, hygiene items, sweets, make up, etc. The bags were delivered by 2 members without much fanfare given the pandemic restrictions on gathering. Approximately 15 members participated in the project. Zonta Club of Billings has partnered with the YWCA in numerous capacities in the past. This project helped fight violence and abuse towards women and may be considered again in the future. The event was publicized on social media and gathered minimal attention in the local news.

Family Service Education for Better Employment scholarships:

Family Service is an organization that works to prevent hunger and homelessness and alleviate poverty in Yellowstone County. Zonta Club of Billings has provided \$5000 in scholarship funds for the Education for Better Employment program at Family Service. This will allow women within Yellowstone County to further their employment options by obtaining certifications, training, licensure etc. The caseworker at Family Service will award these funds to women in need and will report back the disbursements to the club on a quarterly basis. Approximately 10 members of the club participated in the organization of this award. The Zonta Club of Billings looks forward to their alliance with Family Service and, if the funds are used as proposed, then more funds will be granted in the next year. This project works to improve the status of women economically, socially and educationally. The delivery of the scholarship money was publicized on social media and will be recognized in the Family Service newsletter that circulates widely in Yellowstone County.

What like-minded organizations have you partnered with for service and/or advocacy? Please list and briefly describe how you partnered with them.

YWCA, Family Service, Tumbleweed, Yellowstone Co Area Human Trafficking Task Force, Red Sand Project, Jaimie Black, MT Native Women’s Coalition, MT Girls’ State, Riverstone Health, Family Promise (see project descriptions for ways we partnered)

Z-Club or Golden Z-Club:

Does your club sponsor a Z Club? No Does your club sponsor a Golden Z Club? No

Zonta International Scholarship Information:

• **YWPA-Young Women in Public Affairs Awards**

Did your club participate in the YWPA program? Yes

Please list the name of the candidate(s) forwarded by your club to the district for this award.

2021: Presented a \$1,500 club award to Kaylee Stubbs. Her application was then forwarded on to D12 for consideration for District award.

- **Jane M. Klausman Women-in-Business Scholarships (JMK)**

Did your club participate in the Jane M Klausman program? Yes

Please list the name of the candidate(s) forwarded by your club to the district for this award.

2020: Presented a \$1,500 club award to Haylee Fauth. Her application was then forwarded on to D12 for consideration for District award.

- **Amelia Earhart Fellowships**

Did your club celebrate Amelia Earhart Day? Yes

If yes, please describe how your club celebrated this year.

Our club held a program meeting on Jan 20th featuring a local woman owned flight business and her pilot Erin Blain Heringer and Ashli Blain. An email was also sent out to the club about Amelia Earhart and fellowships.

- **Women in Technology Scholarship (WIT)**

Did your club participate in the Women in Technology program? No

Because the award was not offered by ZI in 2020, we did not participate. Since it is being offered only on the International level in 2021, we will not be offering a club award, but will promote the international scholarship on our club website.

Local Scholarship Information:

Local Scholarships awarded by your club

Name(s), description(s) and amount(s) of scholarship(s):

We typically sponsor two female high school students to attend the Montana Girls State mock legislature every summer. However, due to Covid, this was not held in 2020 and will not be held again in 2021. Cost can vary each year, but in 2019 we provided \$600 to sponsor two students.

We typically sponsor a female high school student to attend the 4-5 day Riverstone Health "MedStart" Camp each summer. This provides the opportunity for students - especially those from rural areas in Montana - to explore health careers and realize the possibilities of pursuing higher education. They stay in dorm rooms at one of our local colleges, MSU-Billings. Due to Covid, the camp was not held last year and will not be held again this year. The cost to sponsor a student in 2019 was \$500.

The advocacy information below will be used to determine the District Advocacy Award to be given out at the 2021 District 12 Conference.

Advocacy: The expression of support for or opposition to a cause, argument or proposal. Advocacy may include influencing laws, legislation, or attitudes. Zonta advocacy is an action taken in "the public interest" or for "the greater good" with respect to advancing the status of women and girls and their human rights.)

Does your club have an advocacy committee? Yes
(Do Not Include Zonta Says No Activities Here - See Below)

Please name and describe your **advocacy projects**, including for each item:

- (a) Category: improved the status of women in general (legal, political, economic, educational, health and/or professional) or helped prevent and fight violence against women and girls (VAW).
- (b) How closely the project coincided with the advocacy definition above.
- (c) % of club members involved in the project.
- (d) Names of any community partners.
- (e) Visibility and credibility to Zonta created by the project.

- **Covid Relief Project (April-June 2020):** Partnered with the Yellowstone County Human Trafficking Task Force and Unified Health Command (the two local hospitals along with the third medical clinic and the Yellowstone County Disaster and Emergency Services office) to gather food items for the following agencies:
 - Family Service, that provides food assistance, emergency rent and utility assistance as well as education to Yellowstone County residents;
 - Family Promise, that helps homeless families; and
 - Tumbleweed, that provides safety and assistance to vulnerable and homeless youth.

Zontians were part of creating organization and logistics for the project. Zontians gave food donations. Zontians picked up and delivered food items to organizations. Finally, our Committee donated \$2000.00 in cash to support this effort. 20% of club members participated.

Total items (from Zonta and others) gathered and delivered were: 65 gallons of milk, 24 cases H2O, 58 boxes cereal, 74 tuna/cracker kits, 27 spaghetti kits, 12 boxes hamburger helper, 1 case chili, assorted soups, pasta, noodles, chips and peanut butter.

- **Red Sand Project (Aug 2020):** The Red Sand Project raises awareness of modern-day slavery (whether forced marriages, forced labor or sexual exploitation and human trafficking). This year Zonta partnered with Yellowstone County Area Human Trafficking Task Force and Holiday Station Stores. Zontians helped organize the event and created training information and education for volunteers. At the Holiday Store locations, Zontians handed out red sand. Zonta gave a donation of \$2000.00 (funds that hadn't been used from those budgeted for the event in 2020). Zonta logo was prominently displayed at the tables, the stores and also on the materials handed out. We had media coverage (see link below). We were able to promote our upcoming MMIP event as well. 30% of club members participated
https://billingsgazette.com/news/local/events-planned-in-billings-for-human-trafficking-awareness/article_c2a976e5-90fa-56a8-9d84-944067ab6d8e.html?utm_medium=social&utm_source=email&utm_campaign=user-share

- **MMIP Red Dress Project (Oct 2020):** This was a joint advocacy/service project. Partnered with Montana Native Women's Coalition, and MMIP awareness artist Jaime Black. An aesthetic response to the more than 1000 missing and murdered aboriginal women in Canada. The REDress Project focuses around the issue of missing or murdered Aboriginal women across Canada. It is an installation art project based on an aesthetic response to this critical national issue. The project has been installed in public spaces throughout Canada and the United States as a visual reminder of the staggering number of women who are no longer with us. "Through the installation I hope to draw attention to the gendered and racialized nature of violent crimes against Aboriginal women and to evoke a presence through the marking of absence." ~Jaime Black.

Zontians hung red dresses from the sky point metal structure in downtown Billings. Zontians were part of planning and logistics, set up and take down, handed out T-shirts and information and participated in media interviews. 18% club members participated.

https://www.kulr8.com/news/redress-project-hangs-16-red-dresses-from-billings-downtown-skypoint/article_8c18aa3e-06a7-11eb-a9a1-dbb9c020fcf2.html?utm_medium=social&utm_source=email&utm_campaign=user-share

- **Missing and Murdered Indigenous People Community Virtual Gathering (Oct 2020):** This was a joint advocacy/service project. We partnered with Montana Native Women's Coalition. We had a virtual gathering due to Covid. (In previous years we were part of a MMIP March.) There were speakers from the FBI, the US Attorney for the District of Montana, and other national and state officials who shared information, statistics, and education about the seriousness of this problem. There was native singing, drumming and prayer, as well as stories of people who have been affected by this injustice. Artist Jaime Black, who created the Red Dress Project, also spoke along with family members of murdered and missing women. We timed this in conjunction with the MMIP Red Dress Project. See Media coverage link below. 18% club members participated
https://billingsgazette.com/news/state-and-regional/mmiw/mmip-community-gathering-planned/article_265be7d5-8cba-529f-b5af-ab7253d193a7.html?utm_medium=social&utm_source=email&utm_campaign=user-share
- **"Shattered Dreams" Facebook watch party (Jan 2021):** For Human Trafficking Awareness Month, we partnered with Yellowstone County Human Trafficking Task Force for a Facebook watch party. The movie was "Shattered Dreams." Zontians helped promote the event via Facebook. We had planned to sponsor the film's showing and have a table with info but due to Covid, no in person event was held. 15% of club members participated. The movie reached over 3000 people online.
- **Red Sand Project (April 2021):** Partnered with YCAHTTF and Holiday Station Stores: We coordinated this event to be held simultaneously with the same event at Holiday Station Stores in two other Montana towns: Great Falls and Missoula. Zontians again were part of the organization of this event and created the training and education for volunteers. Zontians handed out red sand again at four Billings Holiday store locations. We donated \$2000.00 to the project. Again, the Zonta logo was prominently displayed on banners at the store locations and on education materials handed out. Media coverage see link below. Zontians spoke about the project to the media. 18% club members participated.
https://www.kulr8.com/top_story/the-red-sand-project-taking-a-stand-against-modern-day-slavery/article_26fbbde0-2164-51ce-aa1b-feeb35b49f47.html
- **What Were You Wearing Exhibit (April 2021):** Partnered with City College and Valet Today Cleaners to display the What Were You Wearing Exhibit at City College in Billings. This exhibit displays clothing like that reportedly worn by victims of sexual assault. It takes aim at the age-old sexual violence myth that the violence was caused by the victim's wardrobe. A local dry cleaner, Valet Today Cleaners, donated ironing of clothing for display. Members put up and took down the display. Members used Facebook to get information out about the display. 15% club members participated.
- **Status of Women Program (April 2021):** Advocacy partnered with service, membership and SOW committee. Our club recognized RiverStone Health Clinic workers in every department. There are approximately 500 workers in the RiverStone Health Clinic. RiverStone Health was the source of Covid 19 information in Billings. At six RiverStone Health locations, Zontians put up signs saying: "Health care workers Rock." Zontians handed out cookies and pins to all workers at all the locations. We had a recognition ceremony and presented a plaque to Yellowstone County Health Officer and President and CEO of RiverStone Health John Felton. Our President thanked them for all they have done during the pandemic to keep our community safe and Vice President gave brief overview of why and what the Status of Women program is about and Zontians were present at presentation. Media was present for presentation. Riverstone Health officials spoke. 50% of club members participated.
<https://www.ktvq.com/news/local-news/zonta-club-says-thank-you-to-healthcare-workers-in-billings>
- **Project Hope (April 2021):** Partnered with FBI, DOJ Agents and YCAHTTF to organize the project and donate as follows: Advocacy donated \$200.00 and items to fill backpacks with essentials that trafficking victims may need in the first 24-48 hours when being helped by the FBI and various law enforcement branches. Backpacks contain personal hygiene items, clothes, flipflops, blankets, resource cards for victim services, and cellular phones are provided as needed. Zontians also participated in helping fill the backpacks with the items donated. 3% participation. A bus ticket was purchased for a victim with Project Hope Donations as well as a cell phone. An email from the head of the YCAHTTF:

By the end of each week, City Administrator Kukulski provides city council and the public with a brief summary of various highlights of the week's activities involving City government. If you have time, be sure to read the last section in this week's summary which can be found here:

<https://www.ci.billings.mt.us/ArchiveCenter/ViewFile/Item/15999>

We all have A LOT to be proud of. I can share now that a victim worker in one of the IMBs was a recipient last week of one of the phones donated to the Task Force. This is a BIG deal. Law enforcement confiscated all but her clothes. She is not from MT so she would have had no way to contact her family for help to get back to the state in which she lives. She also would have had no way to call for a cab, food delivery, or anything else. I talked with Detective Guy Baker out of Missoula today. He shared that the Hope Kits are among the most needed tools law enforcement could use. Good job, team!!

4 or 5 years ago, the BPD was not involving themselves in human trafficking crimes. We are making a difference! ~ Penny

- **Red Sand Project (May 2021):** Pending- Advocacy is partnering with RiverStone Health. Zontians have volunteered to hand out red sand. The Zonta logo will be displayed on any educational material handed out.
- **NAID (May-June 2021): Montana Native Women's Coalition- Pending-** The Zonta Club of Billings has been asked to present on MMIP at the NAID conference in June. Advocacy and service members are working with Montana Native Women's Coalition to put this presentation together. We have partnered with MNWC for the MMIP virtual gathering/MMIP Red Dress project last fall. They have been instrumental in helping us be respectful of their culture and provide resources and education with us. We have determined to have Jean Bearcrane and Heather TakesHorse to present with us at NAID. Advocacy is researching what funds are needed to sponsoring them to be able to attend and participate, as well as present with us during the conference.

Zonta Says No:

Describe your club's Zonta Says No activities in 2021 - 2021.

- Gave Proclamation to the City of Billings- Due to Covid there was no in person attendance. Member Ann Hefenieder presented before the City Council via Zoom Zonta Says No proclamation which the Mayor signed and adopted.
- Proclamation to Yellowstone County- Due to Covid there was no in person attendance. Member Renee Coppock submitted proclamation to the County Commissioners.
- 16 Days of Activism: Each day an email regarding violence against women is sent to each Zonta member.
- Donated items for women leaving domestic violence shelter - personal items and gift cards. 75% partnered with service committee
- Zonta Says No to Violence Against Women banner for profile pictures. Zontians participated and added to their profile pics on social media as well as sharing social media posts from our Facebook page.

Other Advocacy questions:

What women's issues have been identified as the most important in your club?

Human trafficking, violence against women, mental health due to Covid and physical needs due to Covid were what we focused on last year. We were also aware that domestic violence against women was on the rise during the pandemic.

How have club members been made aware of legislation relevant to women in our country?

Ann Hefenieder and Renee Coppock sent out emails to the membership on different legislative issues. Advocacy Committee shared with members websites so they could research different legislative issues and find information on them. The websites were from liberal and conservative groups. Zontians were emailed information about a Massage ordinance (IMB) promoted by the YCHTTF. Zontians wrote letters and spoke up at Council meetings asking the City Council to pass the ordinance. And the ordinance recently passed.

Leadership & Leadership Development 2020-2021:

If your club conducted training for board members, committee chairs or members please describe.

We have a board retreat each year, but members of our board have also participated in online trainings provided by International and D12 as well.

What training opportunities / workshops have your club leaders and members participated in through ZI website, District 12 online, at Area Meetings or District Conferences?

Some of our members attended webinars and Zoom meetings put on by D12, Area 1 and other clubs. Really nice to have that ability now.

Does your club have a long range plan that includes succession planning for future leaders in club? Yes

If yes, please describe (and provide copy to Governor and Area Director).

This was one of the areas for improvement identified in our Board meetings and membership survey. The Board of Directors has been discussing this and will take steps to implement a program at the Board Retreat and in the coming year.

Our club has been emphasizing the need for succession planning at all levels. We are encouraging each committee to identify leaders and to mentor them. We are encouraging each committee to develop a guide for incoming chairs and co-chairs and to have an outgoing chair/co-chair serve as a mentor to the new committee chair/co-chair. We also encourage members to change committees every few years to encourage a fresh perspective.

Describe any leadership challenges and needs that could be addressed by training.

Succession is something we really want to work more on so anything that can help there would be amazing!

United Nations:

Please describe how your club informed its membership of Zonta's work with the United Nations (i.e., CSW, Sustainable Development Goals, etc.)

We sent out emails to members and discussed at meetings when appropriate.

External Communications/Public Relations:

Please check box for the PR tools your club uses:

Brochure x Newsletter Club or Individual Business Cards Website x Facebook x
Information from ZI toolkits x Other (describe)
Newspaper articles, TV interviews and we still have a bus with our name driving around town!

Did the club submit a "Share your Story" through the Zonta International Website this year? Yes

Red Dress Exhibit

Internal Communications (e.g., club newsletter, directory, website): Website and Emails

Please describe how your club kept its membership informed & connected this year.

Zoom meetings and email mostly, but also meeting notes and a few meet-ups along with Zoom meetings.

Website:

Does your club have a club website Yes Is it associated with the D12 website? Our new one will and is being launched soon. www.billingszonta.org

Is the information on your website updated regularly? Yes

When did your club last update your website? April 2021

ZFW Ambassador:

Does your club give an annual donation to Zonta International Service Projects? Yes

How has your club encouraged individual donations this year to ZFW? Since we were unable to meet in person emails were sent out.

Archiving & History:

Does your club have an archivist/historian? Yes Is your club history current? Yes

Is your club history available on your website? Yes

Does your club send items to the District 12 historian for archiving (e.g. Board and Club minutes, newsletters, etc.) Yes

Bylaws:

Are your bylaws up to date in accordance with Zonta International bylaws? We are updating them as we speak.

Successes, Achievements and Challenges:

What have been your club's successes and achievements in 2020 - 2021?

Better communication and cooperation among committees.

A New Website which is user friendly, attractive and will be up to date.

The start of a "Zonta Zister Movement" to facilitate communication, nurturing and fellowship among members.

Development and implementation of a quarterly "Committee Chair and Co-Chair Jam" to facilitate communication, collegiality and planning of activities with input from all committees.

The club has been successful in becoming better known in the Community. Club members are active on several community panels and groups related to Human Trafficking and MMIP.

We traditionally only have one fundraiser, and it is an event where more than 300 people compete in Trivia or support the event. This year, we couldn't have our event in person. It is a triumph that we were able to have a successful fundraiser.

We still haven't completed all of our game sales, but hoping to raise close to \$20,000. The garage sale was also an achievement. A newer member came up with the plan, which was something the club had never done before. We embraced it and members from all committees either donated items or helped work at the event.

We continued to meet and do planning over zoom. We had members who were willing to go out in public and participate in community projects. We were able to engage those at home by zoom.

We had a great media presence last year and we continued to advocate for Zonta causes.

We were creative in finding ways to be of service and advocate in our community.

Our club has been asked to present at the NAID conference in June on MMIP

What have been your club's challenges in 2020 - 2021?

The pandemic has been the major challenge of this year. We have been unable to meet face to face, projects have been curtailed including our major in person fundraiser for the year. We have been concerned about members not being active or feeling isolated.

Another challenge is the changing face of membership recruitment. Increasingly, social media is the choice of many people to obtain information. Some members, especially younger ones find it difficult or impossible to attend noon meetings.

Our biggest challenge is the inability to physically meet. It was very difficult to engage some members using electronic platforms. It was also hard to generate enthusiasm and accountability. The new member experience was also very challenging, with trying to get a feel for the culture of the club and the range of membership.

Covid restrictions have hurt our participation at meetings and to some extent our projects. Participation wasn't consistent. Members said they were overwhelmed with all areas of life and wanted to simplify what we did this year. Members can often feel disconnected not meeting in person. Some members were unable to meet on zoom as much due to all the other obligations of remote learning, working from home, other meetings, zoom fatigue etc.

How did you meet those challenges?

Due to the pandemic we started having business meetings via Zoom. When we surveyed the membership, we found that most members prefer this format. It is easier to stay on track and conduct business. They would like to keep this format. We also had our Z-Meets via Zoom. Z-Meets are an evening multipurpose meeting designed to keep members apprised of Zonta happenings, enjoy fellowship with each other and introduce prospective members to the club. We would like to resume these meetings in person as soon as it is safe to do so. We are considering combining program meetings and Z-meets in order to have one monthly business meeting via Zoom and an evening gathering. By doing this we hope to offer more flexibility for those unable to attend noon meetings.

Leadership of our club worked to step up and continue to have different ways to engage. We held regular committee chair meetings where we could visit about the activities to come and challenges we were facing. Our membership committee came up with evening Zoom social activities and started sending hand written notes and cards. We continued to have program meetings. Our leadership worked hard to engage members and create community. As we move forward it is important to keep a flexible format of Zoom and in person meet ups whenever possible.

Are there specific areas for which your club needs help? Yes

If yes, what areas?

This year we could see a drop in membership. Individual members are tired and burdened with obligations outside of the club. We want to remain active and vibrant, but we need to figure out what that looks like. This will help us retain and attract members.

Is there anything else your club would like to address?

The Area of concern moving forward is re-engaging members who were absent due to Covid.