

SUSTAINABILITY IN A CHANGING WORLD



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MISSION

Zonta International is a leading global organization of individuals working together to build a better world for women and girls.

VISION

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.



25,600
members

1,070
clubs

64
countries

32
districts

As of 31 May 2025





Dear Members, Friends, and Partners,

It is my honor to share with you all that we have achieved in the first year of the 2024-2026 Biennium. From anniversary celebrations to generous bequests, this year's theme, **Sustainability in a Changing World**, is a reminder that a mission is only effective when it can be maintained. It is our goal to ensure that Zonta's programs can continue for as long as we are needed, and it is thanks to your unwavering support and dedication that this goal is becoming a reality. Because of your generosity, the Zonta Foundation for Women raised nearly US\$2.5 million towards our biennial fundraising goal.

Earlier this year, the Foundation kicked off its 40th anniversary celebration. This milestone represents nearly half a century of dedication by Zontians looking to build a better world. Our 40th anniversary giving campaign was launched in honor of this special achievement and asks donors to consider all our success, as well as all we still need to do.

Donations to the anniversary campaign support women and girls, who are the true measure of success in sustainability. Our

programs and scholarships directly impact the lives of women and girls across the globe, expanding their access to education, protecting them from gender-based violence, and inspiring them to continue the cycle, supporting the next generation of girls.

Our endowment funds also exemplify our hope for sustainability. These funds provide security for Zonta's future, investing instead of spending donations, and building a perpetual source of money for the Foundation. This year, we were able to fulfill one of our long-term goals, with the general Endowment Fund surpassing US\$10 million, a testament to our shared vision and perseverance. This amazing milestone is due in part to a generous bequest from a member of the Zonta 1919 Legacy Circle. Her legacy is not just a gift - it is a beacon of hope lighting the path for generations to come. I invite you to read more about this extraordinary contribution later in this report, and to consider joining the Legacy Circle yourself. Together, we can shape a future where every woman and girl can thrive.

Everything that Zonta has been able to achieve during this first year of the biennium is because of you and your commitment to Zonta's mission. It is because of members, partners, Zonta's friends and donors like you that the Zonta Foundation celebrated 40 years, and because of you that we can continue to grow. In this year's annual report, we ask you to look far into the future, and consider what can be done in 10, 50, and even 100 years when we start today.

While we celebrate our progress, we remain ever mindful that the journey is far from over. There are still barriers to dismantle, voices to amplify, and futures to uplift. But with your continued partnership, we are unstoppable. Together, we are not just imagining a better world for women and girls - we are building it. Thank you for standing with us, year after year, dream after dream.

With sincere gratitude,

Salla Tuominen
President 2024-2026
Zonta Foundation for Women

SUSTAINABILITY IN A

Addressing the Climate Risks Facing Women and Girls

Climate change is one of the greatest challenges of our time, and its impacts are not experienced equally. Globally, women and girls undergo disproportionate harm from climate disasters due to unequal access to resources, education, and decision-making positions. These factors limit their ability to adapt while increasing their vulnerability to gender-based violence and economic insecurity.

For Zonta International, addressing climate change is inseparable from advancing gender equality. As part of our mission, we prioritize gender-responsive climate action, advocating for sustainable solutions that strengthen women's and girls' resilience, and ensure equity remains central to global environmental policy and practice.



BANGLADESH: Bangladesh faces extreme vulnerability to climate change due to its low-lying geography and reliance on agriculture. In climate emergencies, such as the frequent floods and rising sea levels, UNICEF's Laaha provides girls in Bangladesh with safe access to mobile phones and online resources as a critical means of survival. Without protection from technology-facilitated gender-based violence and promotion of digital safety, girls will continue to face heightened risks while trying to find the tools and information necessary for their safety and well-being.

SOUTH SUDAN: South Sudan has endured increased and more intense flooding over the past five years. Floods close social services and increase the journey for water and firewood, putting women and girls at greater risk of violence and exploitation. As needs intensify, protection systems begin to unravel. The United Nations Population Fund's (UNFPA) Climate Empower program backs locally led solutions and innovations that keep women and girls in South Sudan safer before, during, and after climate shocks—by pre-positioning hygiene kits prior to disasters, ensuring access to safe spaces and mobile health services, training communities in gender-sensitive disaster preparedness, and supporting livelihoods that reduce dependency during crises.

MADAGASCAR: Early marriage for girls too often becomes a coping strategy when harvests fail and families face impossible choices in Madagascar. This leads to higher rates of adolescent pregnancies, increased health risks, and limited access to skilled care during childbirth. UNFPA programs emphasize that climate policies must integrate the safety and well-being of women and girls as part of the solution—placing gender equality alongside carbon reduction for a truly comprehensive response.

MOZAMBIQUE: While the ever-changing climate has an impact on communities, solutions to the issue such as early and forced marriage and higher domestic responsibilities prevent girls from attending school. Only 11% of girls in Mozambique attend secondary school, and 1% enroll in college. UNFPA programs inspire communities to support initiatives like the local, women-led social enterprise, BAIKE, which produces bicycles from plastic waste to scale operations, helping girls access schools and continuing their education. This creates greater possibilities in their futures.

A CHANGING WORLD



AFGHANISTAN: In August 2025, a 6+ magnitude earthquake and repeated aftershocks devastated eastern Afghanistan where entire valleys were flattened. The earthquake destroyed more than 132 water sources, leaving 84% of communities practicing open defecation and most without soap or handwashing. Women and girls are without sanitation or services for menstruation, pregnancy and childbirth. UNICEF's Laaha aids in promoting the importance of these needs and how to stay safe and access resources in times of crises.

UKRAINE: Warmer temperatures and increased aridity from climate change, alongside the human activity of war, increased the wildfire situation in Ukraine in 2024 to the highest number in more than three decades. Forest fires burnt a total of 965,000 hectares. While services for gender-based violence become harder to get to in times of crises, UNICEF's Laaha provides women and girls safe access to GBV services via their mobile devices.

ECUADOR: With 78% of Ecuador's electricity generated by hydropower, prolonged droughts have led to energy cuts, crippling productivity and affecting daily life. With less work available families turn to desperate measures of forced recruitment into criminal gangs, human trafficking and sexual exploitation. Through UNICEF's Laaha, women and girls can use digital platforms to learn about their human rights and access gender-based violence services they cannot get to physically because of the energy cuts or family situations.

NEPAL: Nepal's location in the Himalayas makes it highly vulnerable to climate impacts, with melting glaciers driving water shortages, flooding and landslides. The Global Programme to End Child Marriage addresses these vulnerabilities by integrating disaster risk reduction and climate change initiatives into their child marriage prevention work. Adolescent girls and boys receive vital knowledge on climate change, while girls are empowered to strengthen their resilience to these challenges—reducing their vulnerability and the risk of child marriage as a harmful coping strategy.

MEET JOYCE ODAME

UNICEF Child Protection Officer with the Global Programme to End Child Marriage in Ghana

Since 2018, Zonta International has supported the UNFPA–UNICEF Global Programme to End Child Marriage, an initiative operating in 12 focus countries in Asia and Africa, including Ghana. Through this partnership, Zonta helps empower girls, strengthen community engagement, and challenge harmful social norms that perpetuate child marriage. By investing in evidence-based programs and youth-led advocacy, Zonta ensures that adolescent girls are not only protected but given the tools and opportunities to shape their own futures away from early and forced child marriage.

“Every girl in Ghana deserves the freedom to dream, learn, and achieve her full potential—without the risk of child marriage cutting her future short,” says Joyce.

As a results-oriented child protection professional with more than 20 years of experience, Joyce has built a career advocating for safe and protective environments for children in families, schools, communities and online. She has led initiatives strengthening child protection systems, training government and NGO frontline staff, and rolling out the Child Protection Community Facilitation Toolkits across all 16 regions and over 180 districts in Ghana, reaching more than 4,000 communities. Joyce also leads efforts on the Child Online Protection Initiative in partnership with the Cyber Security Authority.

At UNICEF, Joyce plays a central role in the UNFPA–UNICEF Global Programme to End Child Marriage, supported by Zonta International. Under this programme, Ghana has seen a decline in child marriage from 19% to 16%. Ghana has also seen an increase of political commitment to eliminate the practice.

Joyce highlights the transformative power of programs like Promoting Adolescent Safe Spaces (PASS), which has reached more than 20,000 girls. One participant, Jemima, transformed from a shy teenager into a confident advocate, running for

school leadership roles and mobilizing peers to speak out against child marriage and teenage pregnancy. “Her journey shows what happens when girls are given safe spaces and supportive mentors,” Joyce explains.

With Joyce’s expertise guiding these interventions and Zonta International’s partnership, UNFPA and UNICEF are scaling up initiatives, strengthening social services, and mobilizing families, faith leaders and youth. Together, they are ensuring that girls across Ghana are not only protected from child marriage but empowered to shape their own futures.



COUNTRIES

Bangladesh | Burkina Faso | Ethiopia | Ghana
India | Mozambique | Nepal | Niger
Sierra Leone | Uganda | Yemen | Zambia

DONORS

Government of Canada—Global Affairs
Government of Italy—Ministry of Foreign Affairs and International Cooperation
Government of the Netherlands Ministry of Foreign Affairs
Norwegian Ministry of Foreign Affairs
Government of the United Kingdom—Foreign, Commonwealth and Development Office
Zonta International

*Note Zonta International is the first and only private sector donor to the programme.

MEET JAMES LABADIA ADAM

UNFPA's Climate Empower Program National Consultant in South Sudan



Zonta International places climate action and gender justice at the heart of its mission. Through the Zonta Says NOW campaign, Zonta calls for urgent action where climate change and gender equality intersect. To turn this commitment into impact, Zonta selected UNFPA's Climate Empower program in Madagascar, Mozambique and South Sudan as one of its 2024-2026 International Service Projects. This partnership ensures women and girls—those most affected by climate shocks—are not only supported but empowered as leaders of resilience and sustainable change.

“The link between climate change, violence, and lack of services is undeniable,” says James. “When livelihoods collapse, the pressure on families grows, and it is women and girls who pay the highest price.”

James' path to this work began with the World Food Programme, where he helped integrate gender into climate action projects. There, he witnessed firsthand how floods and droughts disrupt livelihoods and deepen inequalities. That experience shaped his conviction: climate solutions must center women and girls.

Today, with support from Zonta International, James is leading this effort in South Sudan. Through Climate Empower, he is adapting a global training manual that links sexual and reproductive health and rights (SRHR), gender equality and climate action to realities on the ground. His work takes him into flood-prone Malakal, where displacement drives child marriage, and into rural villages where washed-out crops fuel hunger and domestic violence. He has spoken with chiefs, women leaders, youth and officials, listening to how climate shocks are reshaping communities.

Yet amid these challenges James has also witnessed resilience.

Communities are finding ways to work together—men and women building dykes to hold back floodwaters, families supporting one another to access healthcare, and local leaders intervening to stop harmful practices like forced marriage. These positive social norms, he says, are exactly what Climate Empower is designed to strengthen. These are the social shifts Zonta International is investing in—strengthening health systems, promoting climate-resilient livelihoods, and advancing gender equality. For James, the impact is clear. “This programme is not just about surviving climate change,” he reflects. “It’s about giving women, girls, and entire communities the tools to thrive.”



MEET FARAH HAMMOUD

UNICEF Social Worker and Protection Specialist

Zonta International supports innovative initiatives like UNICEF's Laaha: A Digital Safe Space for Girls. Laaha provides girls with answers to vital questions about safety from gender-based violence, menstrual health, and overall wellbeing, which is especially important for girls from communities with limited resources or communities experiencing crisis or instability. Laaha has been made available in 13 languages across the world including Arabic, Burmese, Dari, English, French, Kurdish, Pashto, Romanian, Russian, Spanish, Swahili, Turkish, and Ukrainian. By supporting programs like Laaha, Zonta advances its core mission of education equality and ending gender-based violence, ensuring girls have the knowledge and support to thrive safely and confidently.

“Laaha enables us to leverage technology to address gender-based violence and reach invisible women and girls wherever they are located. Information is shared without barriers,” says Farah.

For more than a decade, Farah worked directly with refugees, witnessing the urgent need for safe spaces where women and girls could access information and support. Since joining UNICEF in 2014, she has focused on protection, safeguarding, and addressing sexual and gender-based violence. Today, she supports Laaha, the digital safe space that is giving girls the privacy and dignity to ask questions about relationships, safety and health when they would otherwise have nowhere to turn.

Farah has seen Laaha spark profound change. A young woman recently shared that the platform “confirmed

to me that my ideas and feelings matter.” For her, Laaha provided not only guidance on recognizing harmful relationship patterns but also the courage to set boundaries and seek help without the feeling of shame and stigma.

Youth leadership has been key to Laaha's success. Girls are consulted on its design and content, and they introduce it to peers in their own communities. This grassroots spread ensures the platform is both relevant and trusted.

For Farah, the vision is bold: to expand Laaha through schools, health programs, and the youth sector so that it becomes the most trusted global source of information for women and girls. She emphasizes that every small step matters: What may seem slow or minor for us means everything for girls who need it most.



To read more about our international service projects, please visit zonta.org/InternationalServiceProjects.



CHAMPIONING EQUAL ACCESS TO EDUCATION FOR WOMEN AND GIRLS

Zonta International firmly believes that education is a human right and has made education equality one of the four key focus areas in its 2023–2030 strategic plan. Education is central to Zonta's international service projects, global and local advocacy efforts, and annual funding programs. It is a driving force for change—empowering women and girls, improving health outcomes, strengthening families, and building resilient communities. When women are educated and represented in leadership and decision-making on equal footing with men, societies and economies thrive.

Since 1938, thanks to the generosity of donors, the Zonta Foundation for Women has awarded more than US\$16 million to support women in aerospace engineering, space sciences, broader STEM fields, business, and public affairs. Between June 2024 and May 2025 alone, Zonta contributed US\$665,000 to help 103 women and girls pursue their educational and professional aspirations through the Amelia Earhart Fellowship, Jane M. Klausman Women in Business Scholarship, and the Young Women in Public Affairs Award.

Through these efforts, Zonta International continues to open doors, remove barriers, and invest in a future where every woman and girl can achieve her full potential.

To learn more about the current education programs supported by donations to the Zonta Foundation for Women, including the new Zonta Women in Business Leadership Award and Zonta Women in STEM Award, please visit zonta.org/Education.





Amelia Earhart Fellowship

US\$300,000 awarded to 30 women from 17 countries

"Mentors and role models have been invaluable to me as I've pursued aerospace engineering. Seeing women in the roles that I one day hope to be in makes me believe that I can get there too. [...] inspired by role models like Amelia Earhart, I hope to inspire and encourage women to pursue space related education and careers throughout the rest of my life."

Erin Richardson, 2024 Amelia Earhart Fellow (Canada)



Jane M. Klausman Women in Business Scholarship

US\$180,000 awarded to 36 women from 26 countries

"Winning this scholarship means not only recognition of my dedication to advancing women in business but also a powerful encouragement to continue striving towards my academic and professional goals. I am incredibly grateful to Zonta International for this opportunity and for believing in my potential to make a meaningful impact in the business world."

Valentina Buratti, 2024 Jane M. Klausman Women in Business Scholar (Italy)



Young Women in Public Affairs Award*

US\$185,000 awarded to 37 women from 22 countries

"To me, the YWPA award stands as a testament to the progressive culture that I strive to build within my community—affirming the significance of all my efforts in this endeavor and instilling in me the drive to continue."

Vyshalini Rajendran, 2024 YWPA Awardee (Sri Lanka)

*The Young Women in Public Affairs Award was renamed the Zonta Young Women in Leadership Award at the 2024 Zonta International Convention in Brisbane, Australia.

SUPPORT

Zonta Foundation for Women Supporters

We are greatly appreciative to the generous individuals who have supported the Zonta Foundation for Women during the past year. Your gifts have made a significant effect on our ability to build a brighter future for women and girls around the world by expanding access to education, economic opportunities and safe living conditions. We extend our sincere thanks to each one of you for your steadfast commitment to our mission. The following individuals have generously contributed to the Zonta Foundation for Women from 1 June 2024–31 May 2025. We recognize the following donors for their cumulative lifetime gifts to the Foundation.

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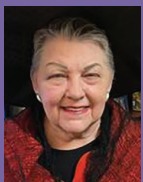
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| Donna K. Conant | Nellie W. Kendrick [†] | Ruth E. Petryna [†] | Zelma Weisfeld [†] |
| Josephine G. Cooke [†] | Charlene and George Kennedy [†] | Carolyn F. Phillips | Lieselotte Weisser [†] |
| Reneé Coppock | Dorothy W. Kilmer [†] | Cindy L. Phillips | Judy White |
| Leonilda Cussotto | Lisa Fraser Kimbrough | Esther Pleha [†] | Julie M. Wiltshire |
| Lila R. Davis | Jean M. King [†] | Diane E. Hodges Popps | Harriette Yeckel [†] |
| Marilyn Day [†] | Pamela M. Knackert | Jane H. Poston [†] | Barbara Yoder |
| E. Elizabeth Derr [†] | Mary F. Knight | Joan M. Punt | Gail Zalewski |
| Kerry A. Dixon | Kristin Marie Koblis | Denise Quarles | |
| Donna Dodgen | Betty Koppus [†] | | [†] Deceased |
| Kathleen Douglass | Betty L. Krueger [†] | | |



Honoring Christine Rommel

This year, we are extremely grateful to recognize a very special bequest from the late Christine “Chris” Rommel, whose planned gift to the Zonta Foundation for Women will carry forward her passion for empowering women and girls.

A proud Zontian for more than 48 years, Chris was a cornerstone of the Zonta Club of North Puget Sound. She guided her club in several leadership roles and lent her expertise internationally through four years on the Zonta International Finance Committee. In 1990, her club recognized her dedication with the Founders Day Award for exceptional service. Yet beyond titles and roles, Chris will be remembered for her unwavering loyalty, her warmth, and her joy in building lasting friendships through Zonta. Even when she could no longer attend meetings in person, she stayed active on her club’s board via Zoom—proof of her enduring devotion.

By including Zonta in her estate plans, Chris extended her lifetime of service into a legacy that will touch future generations of women and girls. Her generosity reflects the very heart of Zonta’s culture of giving: the belief that we can each leave the world better than we found it. We are deeply grateful to Chris for showing us what it means to give back with both conviction and compassion, and we honor her as an enduring example of how a bequest can help sustain Zonta’s mission well into the future.

District, Area and Club Gifts

We extend our heartfelt thanks to the dedicated districts, areas and clubs that have generously supported the Zonta Foundation for Women during the past year. Your collective efforts have brought our mission to build a better world for women and girls to life. It is with great appreciation that we recognize the following districts, areas and clubs for their gifts to the Zonta Foundation for Women between 1 June 2024–31 May 2025.

US\$20,000+

Cheyenne (D12)
District 20

US\$10,000–US\$19,999

Basel (D28)
Billings (D12)
Cape Girardeau (D07)
Dallas (D10)
Denver (D12)
District 31
Glens Falls (D02)
Hillerod (D13)
Kalmar (D21)
Milwaukee (D06)
Muenster (D29)
Newport Harbor (D09)
Paderborn (D29)
Phoenix/East Valley (D09)
Roskilde Area (D13)
St Cloud (D07)

US\$5,000–US\$9,999

The Adirondacks (D02)
Ashtabula Area (D05)
Auburn (D02)
Bad Kissingen-Schweinfurt (D14)
Bangkok II (D17)
Beaudesert Area Inc. (D22)
Bern (D28)
Bielefeld (D29)
Bourg-Macon (D27)
Bremen (D27)
Central Oklahoma (D10)
Columbus, OH (D05)
Corvallis (D08)
Daejeon (D32)
Delemont (D30)
Denver II (D12)
District 26
Dortmund (D29)
Dortmund Phoenix (D29)
Erlangen Area (D14)
Feldbach (D14)

Foothills Club of
Boulder, CO (D12)
Frankfurt am Main (D28)
Goslar (D27)
Greater East Texas (D10)
Heidelberg Kurpfalz (D30)
Herzogenaurach (D14)
Hildesheim (D27)
Hilo (D09)
Houston (D10)
Joliet Area (D06)
Kankakee (D06)
Karlsruhe (D30)
Kitchener-Waterloo (D04)
Lafayette (D10)
Leer-Ostfriesland (D27)
Leverkusen (D29)
Locarno (D30)
Lucerne (D28)
Luebeck (D27)
Mackay Inc. (D22)
Mascoutah Area (D06)

Miami Lakes Area (D11)
Munchen Friedensengel (D14)
Munich I (D14)
North Puget Sound (D08)
Offenburg (D30)
Pforzheim (D30)
Porterville (D09)
The Principality of Monaco (D30)
Sanibel-Captiva (D11)
Santa Clarita Valley (D09)
Stara Zagora (D30)
Taipei Shin (D31)
Uppsala I (D21)
Vaduz (D28)
Warren (D04)
West Hidalgo County (D10)
Wiesbaden (D28)

Districts with all clubs contributing

10

Top 3 districts in total donations

8

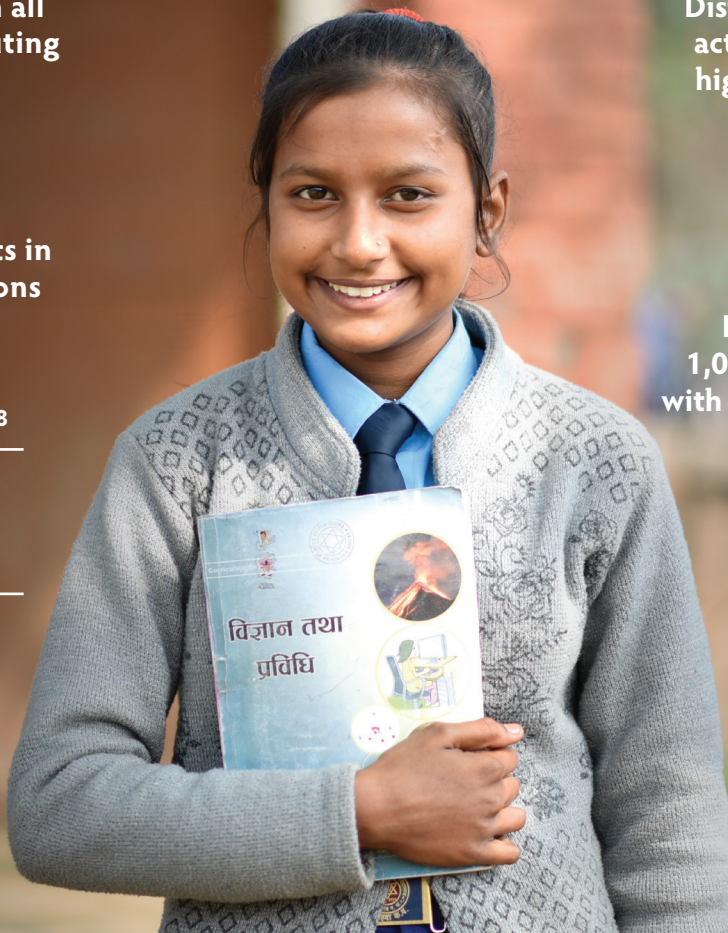
\$1,083,903.28

9

\$342,759.87

10

\$210,481.68



District, with 1,000 or more active club members, with highest weighted increase over last biennium

14

District, with less than 1,000 active club members, with highest weighted increase over last biennium

8

District with most donations per capita

8

Corporation, Foundation and Organization Gifts

Institutional philanthropic support moves us toward a brighter, more equitable future for women and girls. We are deeply appreciative of the generous support provided by our corporate, foundation and organizational partners. We are honored to recognize this diverse tapestry of corporations, foundations and organizations for their gifts to the Zonta Foundation for Women between 1 June 2024–31 May 2025.

CONTRIBUTIONS

Abbott Laboratories
Abbie
Apple, Inc.
Archdiocese of Chicago Council of Catholic Women
Brenckle Family Foundation (Zonta Club of Salt Lake Area)
Civitas Resources
Dun & Bradstreet Do Good Platform
Ficco Bros Management Co
Krasser-Statham Family Charitable Fund
MAH Foundation (Zonta Club of Greater Deerfield Beach)
Microsoft
PayPal Giving Fund
The Sports Locker Inc (District 4)
T-Mobile
The Turner Family Charity Fund

MATCHING GIFTS

Charles Schwab Foundation (Shelly Baumgartner)
The Margaret A. Cargill Foundation Employee Matching Fund
(Tricia Scrivner)
S&P (Noel Oakes)
UBS Matching Gift Program (Veronica Villeneuve)
US Bank (Michelle Wright)
The Walt Disney Company Foundation (Beth Ryan)
Wells Fargo Bank, NA (Deborah Vecchio)



2025 FISCAL YEAR IN REVIEW

The Zonta Foundation for Women ('Foundation') 2025 fiscal year ended on 31 May 2025, the first year of the 2024-2026 Biennium. The 2025 fiscal year reflects strong performance as a result of increased fundraising contributions and effective management of expenditure.

During the 2025 fiscal year, the Foundation launched a fundraising campaign to celebrate the 40th anniversary of the establishment of the Foundation. This campaign, launched in March 2025, has generated significant donations to the Foundation's program and endowment funds. This campaign will continue through the balance of 2025.

The Zonta 1919 Legacy Circle was also the recipient of a significant bequest from the estate of a long-term Zonta member. As a result, the Foundation's endowment fund surpassed the US\$10 million threshold, meaning that more funds are available for distribution to projects and programs in future biennia.

In addition, donors have generously supported our programs through an increase in contributions to our biennial service projects and education programs, reflecting strong donor support of Zonta's mission and causes, especially in the context of pressures on development funding globally.

Expenditure was closely managed, and investment performance continued to improve over the 2024 fiscal year, and prior fiscal years. Overall, the Foundation achieved a surplus of US\$0.9m. The Foundation has strong reserves and continues to be financially sound.

The consolidated financial statements for 31 May 2025 received an unqualified opinion from the audit firm, CliftonLarsonAllen LLP, which confirms that the financial statements present a fair and accurate picture of the organization and comply with generally accepted accounting principles in the United States. These financial statements can be found at https://www.zonta.org/Web/About/Financial_Information/Audited_Financial_Statement.

Financial highlights for the Zonta Foundation for Women

Contributions

- Donor support was strong, with contributions of US\$2.5 million in 2025 for our international service and education programs. This was ahead of budget (\$2.3 million), and consistent with contributions in the 2024 fiscal year (US\$2.6 million), reflecting the commitment of donors to Zonta's mission and causes.
- General endowments grew significantly as a result of the 40th anniversary campaign and a significant bequest from a long-term member of Zonta. Endowment contributions and planned giving for 2025 were US\$1.2 million (2024 US\$0.3 million).
- The Amelia Earhart Endowment was also the recipient of a significant donation with total contributions for 2025 being US\$0.3 million (2024 US\$0.1 million).
- Zonta has retained its GuideStar Platinum rating and met all Better Business Bureau Wise Giving Alliance and Charity Navigator criteria, which are critical to ensuring the confidence of existing and potential donors.

Programs

- Continued support to our partner projects (Global Programme to End Child Marriage, Climate Empower: Community Empowerment and Innovation for Gender-Transformative Climate Action; Laaha: A Virtual Safe Space for Women and Girls), and educational programs of US\$3.9 million (2024 US\$0.8 million).
- 103 (2024 134) educational scholarships, fellowships and awards were provided to women and girls in 40 (2024 33) countries.

Investment performance

- The 2025 fiscal year reflected continued improved investment returns as investment markets performed better than the 2024 fiscal year.
- Our investment advisors have worked closely with Zonta to ensure our funds are invested and managed in line with the board approved investment strategies.
- Investment returns were positive during the 2025 fiscal year with annualized returns across the portfolio ranging from positive 8.5% (2024 positive 8.9%) for the General Endowment and Amelia Earhart Endowment Funds to positive 7.8% (2024 positive 5.8%) for the long-term investment funds. The five-year outlook indicates a positive 6%+ return.
- As a result, the 2025 fiscal year includes investment earnings of US\$1.5 million (compared with investment earnings of US\$1.2 million in 2024).

Zonta continues to maintain a strong overall financial position with enough assets to cover our obligations and to ensure the long-term resilience of the organization.

Respectfully submitted,

Souella M. Cumming
Treasurer/Secretary 2024–2026
Zonta Foundation for Women

¹ The majority of program expenditure occurs in the first year of the biennium.

² Based on data supplied by Zonta's financial advisors, unaudited

³ Based on data supplied by Zonta's financial advisors, unaudited

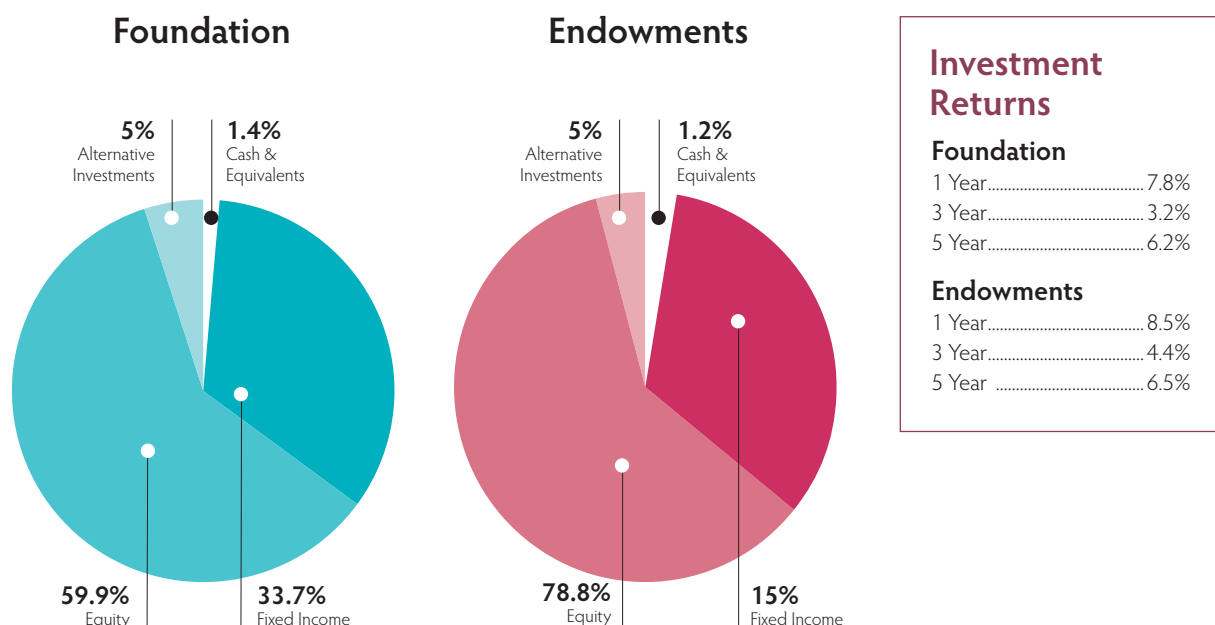
Zonta Foundation for Women

Statement of Financial Position

31 May 2025, 2024 and 2023

	2025 Yr 1, 24–26 Biennium	2024 Yr 2, 22–24 Biennium	2023 Yr 1, 22–24 Biennium
Assets			
Cash and cash equivalents	1,331,883	1,071,549	1,464,420
Other current assets	354,143	231,950	228,628
Investments	20,956,159	18,578,068	16,768,815
Total assets	22,642,185	19,881,567	18,461,863
Liabilities			
Accounts payable and accrued expenses	1,152	20,552	14,755
Due to Zonta International	40,758	5,338	14,571
Deferred revenues	-	3,203	-
Grants payable	1,885,000	-	1,600,000
Total liabilities	1,926,910	29,093	1,629,326
Net Assets			
Without donor restrictions	9,371,112	9,376,597	8,521,542
With donor restrictions	11,344,163	10,475,692	8,310,995
Total net assets	20,715,275	19,852,289	16,832,537

Investments as of 31 May 2025



Charity Ratings



The information contained herein is summarized from the Zonta Foundation for Women financial statements. The audited financial statements can be found on the Zonta International website (www.zonta.org).

Statement of Activities

31 May 2025, 2024 and 2023

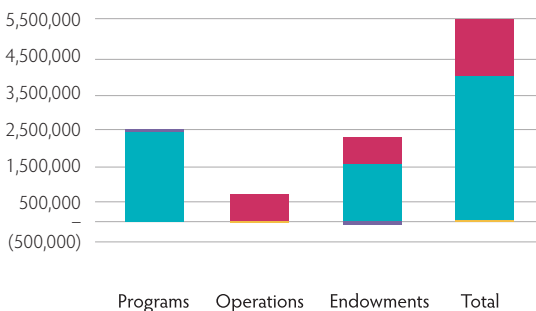
Revenues	2025	2024	2023
	Yr 1, 24–26 Biennium	Yr 2, 22–24 Biennium	Yr 1, 22–24 Biennium
Program contributions	2,497,804	2,569,103	2,126,896
Endowment contributions	1,508,972	425,461	252,974
Investment income, net	1,466,694	1,246,292	(725,876)
Other revenue	(8,577)	2,163	(42,966)
Total revenue	5,464,893	4,243,019	1,611,028
Expenses			
Program expenses	3,906,851	820,000	3,781,500
Management and general	234,966	167,310	156,050
Fundraising	460,276	235,772	213,368
Total expenses	4,602,093	1,223,082	4,150,918
Change in net assets	862,800	3,019,937	(2,539,890)

Detail Statement of Activities

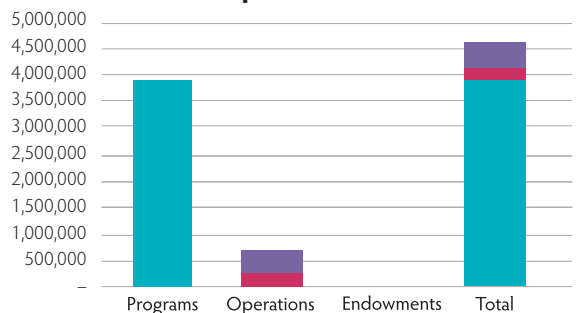
For the Year ended 31 May 2025

Revenues	Programs	Operations	Endowments	Total
Where the Money Comes From				
Contributions	2,497,804		1,508,972	4,006,776
Amelia Earhart Endowment distributions	24,000		(24,000)	
Investment earnings (loss)		691,497	775,197	1,466,694
Foreign Currency Gains (loss)		(8,577)		(8,577)
Total revenue	2,521,804	682,920	2,260,170	5,464,893
Expenses				
Where the Money Goes				
International service and education	3,906,851			3,906,851
Management and general		234,966		234,966
Fundraising		460,276		460,276
Total expenses	3,906,851	695,242	-	4,602,093
Change in net assets	(1,385,048)	(12,322)	2,260,170	862,800
Net assets, 1 June 2024	6,438,762	4,253,409	9,160,304	19,852,475
Net assets, 31 May 2025	5,053,714	4,241,087	11,420,474	20,715,275

Revenues



Expenses



■ Contributions
 ■ Amelia Earhart Endowment distribution

■ Investment earnings (loss)
 ■ Foreign Currency Gains (loss)

■ International service and education

■ Management and general

■ Fundraising

Leadership

Zonta Foundation for Women Board 2024–2026

President

Salla Tuominen
Zonta Club of Helsinki I, Finland

President-Elect

Fernanda Gallo Freschi
Zonta Club of Milano-Sant Ambrogio,
Italy

Vice President

Sandra Venn-Brown
Zonta Club of Stanthorpe Inc, Australia

Treasurer/Secretary

Souella Cumming
Zonta Club of Wellington,
New Zealand

Directors

Margaret Akofio-Sowah
Zonta Club of Accra II, Ghana

Ofelia "Lia" Bautista
Zonta Club of Greater Rizal I,
Philippines

Christine Dersch
Zonta Club of Marburg, Germany

Errick Elavia
Zonta Club of Bombay I, India

Phillippa Jacobs-Lory
Zonta Club of Christchurch-
Canterbury, New Zealand

Ela Pandya
Zonta Club of Porterville, USA

Vivienne Shen
Zonta Club of Hsin Chu, Taiwan

Development Committee 2024–2026

Desirae Kirby, Chair
Zonta Club of Rotorua, New Zealand

Jane Adornetto
Zonta Club of Geelong Inc., Australia

Jacqueline Beaudry
Zonta Club of Milwaukee, USA

Leonilda Cussotto
Zonta Club of Portofino Tigullio
Paradiso, Italy

Monika Geise
Zonta Club of Muenster, Germany

Lalivan Karnchanachari
Zonta Club of Bangkok I, Thailand

Judy Kautz
Zonta Club of Central Oklahoma, USA

Bridget Masters
Zonta e-Club of USA 7, USA

Zonta International Headquarters Staff

Megan Radavich, CAE
Executive Director

Ellen Au
Communications Senior Associate

Jennifer Cruz
Membership Senior Associate

Kate Trusk Edrinn
Communications Manager

Cathy Ferguson
Director of Finance

Martina Gamboa
Programs Senior Coordinator

Neely Goerlinger
Development Associate

Mariah Callis Goodwin
Membership Manager

Yvonne Janvrin
Membership Senior Coordinator

Jaime Little-Harris
Executive Operations Coordinator

Eva Mikos
Development Manager

Amy Park
Communications Associate

Shannon Reilly
Programs & Events Manager

Phyllis Rinck
*Human Resources &
Accounting Senior Coordinator*

THANK YOU

Foundation Ambassadors 2024–2026

We extend our deepest gratitude to our esteemed foundation ambassadors. Their tireless efforts and dedication have been pivotal in the success of the Zonta Foundation for Women. Their commitment inspires us to continue striving to build a better world for women and girls.

District 1

Mary Ann Rubis

District 2

Irene Orton

District 3

Arlene Dooley
Ellen Karo

District 4

Janice Durmis
Sheena Poole

District 5

Anne Marie Smith

District 6

Jeni Royalty

District 7

Tania Hughes-Kremers

District 8

Leatta Dahlhoff

District 9

Farida Lukmanjee

District 10

Paige Kendrick

District 11

Judy White

District 12

Bridget Masters

District 13

Viduta Backieriene
Birgit Lenhard Hansen
Sesselja Sigurdardottir
Mari Ramsten Vangdal

District 14

Kathrin Tatschner
Ursula Werner

District 15

Bea King

District 16

Margaret Curie

District 17

Ofelia Bautista
Ma. Teresa Chan
Vicki Chan
Monvibha Pranchankhadee
Noni Pulhin
Ana Remigio
Odette Wallace

District 18

Defa Ackah
Oluforowa Oladipo
Happy Pasgo
Doris Wunu

District 19

Magdalena Aguilera Marin
Rosa Palma
Graciela Maletti de Smink

District 20

Johanna Ovaska

District 21

Christina Rylander Bergqvist

District 22

Alex Grove
Jennifer Ziesemer

District 23

Eronwy Edwards
Judith Ray

District 24

Kristiane Molloy

District 25

Shaela Banu

District 26

Yuriko Maegawa

District 27

Sandra Cabanes
Regine Deguelle
Josiane Entringer
Ann Naets
Maria-Rosina Uhlenkamp
Hilde Verstraete

District 28

Donatella Bedogni
Annemarie Loosli-Locher
Maike Post

District 29

Lydia Chaillou
Mechthild May-Huegemann
Martine Schilte-Gevaerts

District 30

Christiane Damal
Gabriele Krauch
Donka Petkova-Ilieva
Delphine Rousseau
Monica Tosin

District 31

Heidi Cheng

District 32

Haewon Shin

The Zonta Foundation for Women serves as the fundraising arm of Zonta International and is a registered 501(c)(3) organization in the United States; contributions are tax deductible to the extent allowed by US law (EIN: 36-3396932). Tax deductibility outside of the USA is dependent on local tax regulations.



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ZONTA
FOUNDATION
FOR WOMEN

www.zonta.org

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