



# Smoke Signal

## *Proposed 2008-2010 Biennial Goals from International*

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### Special points of interest:

- Committee Assignments
- High Tea Fundraiser info
- Guide to a Happy Life (invocation from May)
- New Members
- ZI Foundation Fund Raising Goals

### GOVERNANCE

The governance of a non-profit corporation is the responsibility of the Board of Directors who are authorized by state statute to manage the business and affairs of the corporation.

The officers as well as all directors of the Board are fiduciaries subject to discharging their duties in good faith and with that degree of diligence, care and skill which an ordinarily prudent person would exercise under similar circumstances in a like position.

### FINANCIAL

- ◇ Request from Convention to provide adequate and sustainable financial resources through membership dues.
- ◇ Manage the available funds/assets in a professional manner.
- ◇ Present balanced budgets with professional periodic reviews in a simple and transparent reporting system.

### OPERATIONAL

- ◇ Review, update and develop internal and external material (e.g., strategic plans, by-laws, policies, web site, manuals, etc).
- ◇ Adequate resources for effective Headquarters.

### CREDIBILITY AND VISIBILITY

- ◇ Credibility through achievements focused on Zonta International's objectives in service and advocacy.
- ◇ Visibility by issuing fact sheets and outcomes information.
- ◇ Communication with media, donors, governments and other authorities.
- ◇ Publication of achievements and outcomes in external media.

### MEMBERSHIP

- ◇ A total net gain in membership each year.
- ◇ Introduce a more effective district division.

- ◇ Develop resources to encourage clubs to close the revolving doors—retain members.
- ◇ Develop resources to encourage clubs to recruit qualified members with an interest in the global mission of Zonta International.

### UNITED NATIONS (UN)

- ◇ Support the programs and advocacy of the UN for the advancement of women and gender equality.;
- ◇ Follow the process and recommendations of the CEDAW Committee to involve our members in improving the status of women at the country level (CEDAW=Convention on the Elimination of all Forms of Discrimination against Women).
- ◇ Use the Commission on the Status of Women meetings and recommendations to engage more effectively in women's rights globally.
- ◇ Disseminate information from the Zonta International UN Committee observers in Geneva, New York, Paris and Vienna to strengthen members' knowledge of current issues for advancing women's rights.

### LEGISLATIVE AWARENESS & ADVOCACY (LAA)

- ◇ Engage actively in LAA activities to improve the status of women globally.
- ◇ Develop resources to assist clubs and members to be effective advocates in their communities.
- ◇ Report on successful advocacy outcomes through the Zonta International website and to members directly.
- ◇ Promote service projects through linking of outcomes to inform about the status of women, thus emphasizing advocacy through service.

### SERVICE

- ◇ Provide and promote international service projects focused on Zonta International's mission and objectives.
- ◇ Honour our commitment to the UN and its service-providing agencies.
- ◇ Service projects combined with and include

# President Judy June Message...

## Three S's

My theme for the year is a continuation of Nikki's theme, A Kinder, Gentler Zonta, that is based on our mission statement. Our mission statement is:

The members of Zonta Club of Denver are committed to the support and well-being of our community, our club, and ourselves, by improving the status of women and children and upholding the Objects of Zonta International.



Lawyers like to use words in threes—in a deed you don't just "sell" the land, you "grant, sell and convey" it. Perhaps that is why the theme I decided on is "Service, Support and Serenity."

The first S, Service, obviously refers to our efforts to improve the status of women worldwide, including by advocacy. *I enjoyed volunteering at the recent WOW fund-raiser and feeling that I was helping WOW's clients toward success.*

The Service Committee will look for lots of hands-on service projects for next year. If you are short on time, you can support club fund-raisers or just make a gift to our Foundation as your contribution. If you are short on money, too, advocacy may be just the thing for you. Advocacy can be as simple as writing a letter to your state or federal representatives about legislation to improve the lives of women, or just sharing information with people you know. How many Coloradoans do you think are aware that human trafficking happens right here?

Support, the second S, refers to my hope that we will not focus all of our attention on the disadvantaged women "out there," but that we will also remember to support one another. We have a number of ways that we do this already—by sending birthday cards to each member and by sharing news of members' trials and triumphs so we can sit with a friend after surgery, bring food to a funeral, or attend an event at which a member is honored. *I also felt good about working at the WOW event because I was supporting Jennifer Koeller.*

Another way in which I hope we already do and will continue to support each other is by remembering that we all have many demands on our time and that Zonta, although an important priority for all of us, is not anyone's only priority. I hope the board and committee chairs will inspire you to participate in service and other club activities, but that all members will honor one another's personal needs as well.

Finally, the third S, Serenity, reflects back to the word in our mission statement that I think is most often forgotten, "ourselves." We are committed to the support and well-being of our community (the women "out there"), our club (each other), and ourselves. I don't think it is possible to be serene unless you are taking good care of yourself. *I didn't stay to the bitter end at the WOW fund-raiser but left when I*

*was growing weary.*

I have high hopes of our logging record numbers of service hours, growing our membership, and holding two successful fund-raisers during my year as club president. One of the first tasks for the new committees will be to set goals for the year. By making our goals realistic, by focusing on service and advocacy, but also on one another and ourselves, by being kind, and by having fun (one of Sheila Davis's goals that I embrace, too), we can accomplish much of what we set out to achieve, if not everything, and not burn ourselves or other members out.

*Judy McNerny*

## Membership Directory Reminder

New members: please choose a picture of yourself for the membership directory.

Continuing members: how about a new and improved photo? If you want to update the picture in the current directory—now is the time to take it or look for it!

Digital format is preferred, but we can scan a hard copy too if that is easier for you. Please either give a hard copy or email an electronic version of the picture you would like to use to **Nikki Headlee** as soon as you can. The new directory will come out in September, but it takes time to put it together!

2008—2010

## FOUNDATION FUNDRAISING GOALS

Total (excluding the Endowment Fund*)	US\$4,020,000
International Service Fund	1,600,000
ZISVAW Fund	600,000
Rose Fund	800,000
Amelia Earhart Fellowship Fund	650,000
Jane M. Klausman Women in Business Scholarship Fund	150,000
Young Women in Public Affairs Fund	190,000
WHPPI Fund	30,000

\* In addition to the operational fundraising goals for the 2008-2010 Biennium, in celebration of Zonta International's 100<sup>th</sup> Anniversary, the Zonta International Foundation proposes a US\$10 million Endowment Fund by 2018. During the 2006-2008 Biennium, the Foundation Board and Development Committee focused on plans to achieve this goal. The Endowment Fund goal for 2008-2010 Biennium is US\$500,000.

# June General Meeting

When: June 12, 2008  
 5:15 p.m. – Social Hour  
 6:00 p.m. – Dinner

Where: Four Points by Sheraton Denver Southeast  
 I-25 and Hampden  
 Room TBA

Menu:  
 Soup of the Day  
 Caesar Salad  
 Pasta Salad with Grilled Chicken and  
 Vegetables with Pesto Sauce  
 Sliced Fruit Display  
 Spinach Salad with Raspberry Dressing  
 Garlic Bread  
 Cookies and Brownies  
 Seattle's Best Coffee, Decaf Coffee, and  
 Iced Tea

Cost: \$34.00

Greeters: Nikki Headlee  
 Linda Corssmit

Inspirational  
 Moment:

## RESERVATIONS

Please RSVP to Cathy Conley at (303) 691-6926 (home) or (720) 622-0181 (work) and leave a message (or email at [cathryn.conley@ge.com](mailto:cathryn.conley@ge.com)) by noon on Monday, June 9.

Don't forget to call if you are not on the permanent reservation list, or if you are, but will not be able to attend the meeting. Our contract guarantees us only one additional meal over the number we guarantee on Monday afternoon, so if you don't make your reservation on time, you may have to snack from other members' plates! And, as always, we are billed for the number we guarantee, so we have to bill anyone who makes a reservation (or forgets to cancel a permanent reservation) but does not come to the meeting.

## JUNE PROGRAM

*Kathryn Stewart with the Massage Therapy Association.*

Kathryn will speak about Senate Bill 219, passed by the Colorado legislature this year (but not yet signed by Governor Ritter) to require licensing of massage therapists, and the effect the legislation may have on trafficking of women in Colorado.

## Reservations

For each general dinner meeting, please remember to call if you aren't on the permanent reservation list. Our new contract guarantees us only one additional meal over the number we confirm on Monday afternoon, so if you don't make your reservation on time, You may have to snack from other member's plates! And, as always, we are charged for the number we guarantee, so we have to bill anyone who makes a reservation (or forgets to cancel a permanent reservation) but doesn't come to the meeting.



## Permanent Reservation List Update!

- Members who are on the permanent reservation list do not have to call to make a reservation for dinner meetings (but you must call to cancel or be billed for dinner anyway)
- If you plan on coming to every meeting—why not add your name if it is not on the list?
- If you are on the permanent list but tend to forget to call and cancel—why not take your name off the list?
- Be sure to call Joetta Williams or Cathy Conley, Membership Co-Chairs, with your request to be added or deleted!

## Permanent Reservations

Should your name be listed here?

- Carroll Allen
- Evie Ashmore
- Mary Benoit
- Cathy Conley
- Linda Corssmit
- Mindy Craig
- Shelia Davis
- Pam Dumonceau
- Nikki Headlee
- Deb Heckart
- Cynthia Herndon
- Dottie Jenkins
- Jennifer Koeller
- Kate Linscott
- Judy McNerny
- Wendy Moraskie
- Beth Mundell
- Linda Rhea
- Robin Smith
- Dorothy Swindt
- Diane Twining
- Joetta Williams
- Lisa Wright

**Remember to call if you can't come, otherwise you will be billed for the dinner.**



### *1943 Guide to Hiring Women*

*The following is an excerpt from the July 1943 issue of Transportation Magazine. It was written for male supervisors of women in the work force during World War II.*

Eleven Tips on Getting More Efficiency Out of Women Employees: There's no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage has settled that point. The important things now are to select the most efficient women available and how to use them to the best advantage.

Here are eleven helpful tips on the subject from Western Properties:

1. Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious, they need the work or they wouldn't be doing it, they still have the pep and interest to work hard and deal with the public efficiently.
2. When you have to use older women, try to get ones who have worked outside the home at some point in their lives. Older women who have never contacted the public have a hard time adapting themselves, and are inclined to be cantankerous and fussy. It's always well to impress upon older women the importance of friendliness and courtesy.
3. General experience indicates that "husky" girls – those who are just a little on the heavy side – are more even tempered and efficient than their underweight sisters.
4. Retain a physician to give each woman you hire a special examination – one covering female conditions. This step not only protects the property against the possibility of a lawsuit, but reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job.
5. Stress at the outset the importance of time, that a minute or two lost here or there make serious inroads on schedules. Until this point is gotten across, service is likely to be slowed up.
6. Give the female employee a definite day-long schedule of duties so that they'll keep busy without bothering the management for instructions every few minutes. Numerous properties



say that women make excellent workers when they have their jobs cut out for them, but that they lack the initiative in finding work themselves.

7. Whenever possible, let the inside employee change from one job to another at some time during the day. Women are inclined to be less nervous and happier with change.

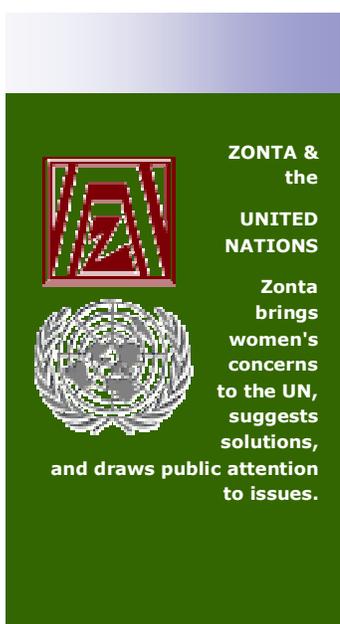
8. Give every girl an adequate number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times a day.

9. Be tactful when issuing instructions or in making criticisms. Women are often sensitive; they can't shrug off harsh words the way men do. Never ridicule a woman – it breaks her spirit and cuts off her efficiency.

10. Be reasonably considerate about using strong language around women. Even though a girl's husband or father may swear vociferously, she'll grow to dislike a place of business where she hears too much of this.

11. Get enough size variety in operator's uniforms so that each girl can have a proper fit. This point can't be stressed too much in keeping women happy.

Reprinted in Savvy and Sage Sept/Oct 2007



### *From Sue Anne Flaherty...*

I am going to go ahead and let my membership lapse for the moment. I haven't been able to attend meetings in a long time, just had a wedding for my eldest daughter in our back yard this weekend, trying to keep two businesses going, my husband is out of town or country 4-5 months each year. I have forgotten what vacations are or how to spell or define sleep. We are just so busy I don't see things changing in the near future. I will, however, continue to support the club, buy raffle tickets from Marjorie, take her to meetings when I can, etc. I enjoy the company and have met some fascinating people in Zonta, but do not believe it is fair to claim to be a member when I am not participating in activities. I hope in a couple of years that that will change and I will renew my membership.

I do miss you all.  
Sue Anne

### *Stay (or get) Connected in the Zonta World...* *By Judy McNerny*

Zonta International has requested that all club members, but **especially the 2008-2010 club officers**, ensure that their Zonta International contact information is up-to-date by going to **Update My Profile** on the Zonta International Web site. You must be registered on the Web site to do this and, if you are, you will find the link to **Update My Profile** in the "Welcome" box, under the menu on the left side of the home page. If you are not yet registered, go to [www.zonta.org](http://www.zonta.org) and click on the "Web Site Navigation Guide" link at the top of the home page on the right side for information on how to register. (If you want to be thorough, the telephone country code for the United States is 1. We must have assigned the codes!) If you need more help, let me know and I will provide it or find the answer to your question!



## HIGH TEA

By Deb Heckart

The Zonta Club of Denver Fundraising Committee will host a High Tea at one of Denver's crown jewels and a

nationally recognized treasure – the 115 year old Brown Palace Hotel where they have a long standing tradition of hosting afternoon tea.

On September 6, 2008, you will be treated like royalty during the leisurely afternoon tea where we will sip premium blended tea while enjoying scones, garden sandwiches and tea pastries. This is no ordinary tea because we will be treated to Devonshire Crème, imported from England, and all food will have been prepared fresh by the hotel's culinary staff.

We encourage all Zontian members to attend with a friend, neighbor or relative while we share a "step back in time" with a presentation by the Brown Palace historian. She will share the facts: like who funded and built the hotel, what the land was initially used for, Presidents and famous people who have stayed there and have rooms named after them, as well as, discuss interesting facts and events that provided character defining moments of this grand palace.

Our fundraising team is sponsoring this as a fun, yet hassle-free, social event that will not require a lot planning or work to host. In future years we may host it in a different location.

This event will be \$65 and include the gratuity. We will have door prizes and will provide gift bags to all attendees.



# A Guide to a Happy Life

- No one will ever get out of this world alive. Resolve therefore to maintain a reasonable sense of values.
- Take care of yourself. Good health is everyone’s major source of wealth. Without it, happiness is almost impossible.
- Resolve to be cheerful and helpful. People will repay you in kind.
- Avoid angry, abrasive persons. They are generally vengeful.
- Avoid zealots. They are generally humorless.
- Resolve to listen more and to talk less. No one ever learns anything by talking.
- Be chary of giving advice. Wise men don’t need it and fools won’t heed it.
- Resolve to be tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and the wrong. Sometime in life you will have been all of these.
- Do not equate money with success. There are many successful moneymakers who are miserable failures as human beings. What counts most about success is how a person achieves it.

By Lloyd Shearer

Presented at May 2008 Meeting as the invocation by Kathy Hyzer

## In Memoriam...



Josephine G. Cooke (1931-2008)  
Zonta International President 1996-1998

"Women's rights are human rights. We, the members of Zonta International, understand that now that we have broken the silence, we must break the cycle."

Past International President (1996-1998) Josephine G. "Josie" Cooke's words are as inspiring today as when she spoke them at a 1998 conference. Josie died 4 March 2008 at the age of 76.

A native of Philadelphia, Pennsylvania (USA), Josie was born 5 May 1931 and at the age of three was diagnosed with rheumatic fever. She was unable to attend school for much of her childhood, but graduated with her class in 1948. She attended Virginia University in Richmond, VA but was diagnosed with sickle-cell anemia at the age of 19 and returned to Philadelphia. Josie was told her life expectancy was 30 years, but with her characteristic tenacity and optimism, she pursued her education and a full family and professional life, despite an illness that was often painful and debilitating.

## Welcome To Our Two Newest Members VOLUNTEER OPPORTUNITY

### Gayle Erickson-Ash

Independent Agent, Aflac  
6868 South Yosemite Court, Suite 2000  
Centennial, Colorado 80112  
(303) 991-2744 (phone)  
(720) 851-6480 (fax)  
Email: [Gayle\\_ericksonash@us.aflac.com](mailto:Gayle_ericksonash@us.aflac.com)  
Home: 6481 Trapper Court  
Parker, Colorado 80134  
[Gerickson\\_ash@msn.com](mailto:Gerickson_ash@msn.com)  
(303) 805-8852  
Birthday: April 1  
Spouse: Tony Ash  
Sponsor: Mary Benoit

### Krystie Rose Millich

4877 S. Nelson St.  
Littleton, CO 80127-1316  
(720) 435-3057 (cell phone)  
Email: [krystierose@msn.com](mailto:krystierose@msn.com)  
Birthday: March 9  
Spouse: Terry Read  
Sponsor: Mary Benoit

If you can help, or know someone who could help, please contact Marisa Escobedo at [MarisaE@excelsiorvc.org](mailto:MarisaE@excelsiorvc.org) or forward this information, whichever is appropriate.

by Judy McNerny

Just a few weeks ago, the girls at Excelsior began wearing their new school uniforms which consist of black pants or shorts and dark blue polo shirts and sweatshirts. Due to our client needs and for safety reasons, we were very limited on the style of pant we were able to order for our girls. This has left A LOT of our clients having to make due with bottoms that don't quite fit. This has been especially true for our smaller girls whom we couldn't find pants small enough and our very petite girls whose bottoms are just too long.

**This request is to see if we have anyone in our volunteer community who has the ability to alter clothing or knows a seamstress/tailor who might be willing to volunteer their time on a monthly basis to help us alter clothing for the girls who need it for their school uniforms.**

Very Sincerely,  
Marisa Escobedo, Volunteer Coordinator

## May 2008 Dinner Meeting Minutes

The Call to Order at 6 p.m. was done by Nikki Headlee for the last time as president of the club followed by the introduction of guests.

Kathy Hyzer presented the Inspirational Moment entitled A Guide to a Happy Life.

Dorothy Swindt and Cathy Conley shared loving memories of long time former member Louise Frolich who recently passed away.

Sheila Davis explained she will be e-mailing the 2008-2010 biennial goals which will be presented and voted on at the international convention in Rotterdam.

Martha Riley a teacher at Eaglecrest taught us about Project Education Sudan. In the Denver area there have been roughly 70 boys called "The Lost Boys of Sudan" for a number of years. Martha and her students have become very interested and active in helping villages in the Sudan because of one of these local boys. Martha has traveled to Africa twice and will go again soon. She shared some of her pictures and explained the conditions and lack of everything from school buildings thru pencils needed to get an education. The attitude regarding education is changing there. People now realize the necessity of it, not only for boys but for girls, also. Students at Eaglecrest have raised over \$16,000 to help these African children with their education. Martha is hoping we can help with their effort. A Walk for Sudan is being organized and will be held on 10/20 in the afternoon. More information can be had by accessing their website at: [www.projecteducationsudan.org](http://www.projecteducationsudan.org).

Nikki asked for approval of the April minutes and they were accepted as written.

A rousing rendition of Happy Birthday was sung by all for our May birthday gals – Cynthia, Susan, Judy Mc and Myrna. There were 22 members and 2 guests plus our speaker in attendance.

Mandy indicated that dues and all expenses for reimbursement need to be submitted to her by the end of the week.

Linda Corssmit reported that even though the year is drawing to a close there are a few projects continuing on into the new year – dinners at the Delores Project, volunteering at the Excelsior fundraiser at the end of May, and etiquette class development for Excelsior. Linda stated that the etiquette class will evolve and could probably be adopted for other groups, such as Women's Bean Project. Through April the number of service hours for the year is 778. May numbers should add quite a bit to that number.

Jacki didn't have anything new to report for fundraising except that all goals for the committee were reached for the year. And

she said Minnie will be taking care of one of the new projects – King Sooper coupon sales.

Julie Bradley will be working in town for awhile and will spell Wendy on getting the Smoke Signal out.

Linda Rhea reported on Advocacy. Under the leadership of Kay Meyer as Area 3 Director, the Colorado legislature adopted a resolution supporting CEDAW. Our Diane Twining will be taking over from Kay. Linda noted the Race for the Cure is the same week-end as the District Conference. Her goal for the race is \$1,000 for the Zonta Area 3 team by July so Zonta will be listed as a top sponsor. She will be getting out more information on this in the near future.

Nikki reported on the presentation of a \$33,155 check to the Metropolitan State College scholarship fund at a reception there last Thursday evening. We currently have 3 women scholarship recipients. And our contributions to that fund have been over \$130,000 since Jacki Sammons came up with the idea a number of years ago.

As chairman of the nominating committee Kathy Hyzer announced Mandy will not continue to be Treasurer in the new year but presented Barb Pellegren for the position and the club approved her nomination.

The members also approved giving \$100 in honor of Louise Frolich to the Metro scholarship fund.

Jacki presided over the installation ceremony of the new officers and directors for the 2008/2009 year. The officers and directors for 2007/2008 did a great job and we all look forward to continued success with the new group.

Linda Rhea honored Nikki Headlee with the Zonta Rock award not only because she has been such an effective president for the last year but for recruiting a significant number of new members and a multitude of other contributions too numerous for this space. We all appreciate Nikki immensely.

Dorothy Swindt bestowed appreciations gifts to Nikki, Judy Mc and Jacki.

Lisa Wright brought the door prize which Deb Heckart won.

All business being concluded the meeting was adjourned.

Respectfully submitted by Carroll Allen, Secretary

Zonta Club of Denver  
PO Box 2665  
Denver, CO 80201

*We're on the Web! Visit us at  
[www.zonta-denver.org](http://www.zonta-denver.org)*

Advancing the Status of Women Worldwide...



 **Zonta Club of Denver**  
Member of Zonta International  
*Advancing the Status of Women Worldwide*

*Upcoming Calendar Events  
Save the date!*

June 7	Retirement Reception for Minnie Lundberg @ Calvary Episcopal Church, 1320 Arapahoe, Golden 2:30—4:00 pm RSVP: <a href="http://kennethkingfoundation.org">kennethkingfoundation.org</a> or 720-266-6146
June 12	General Meeting, Four Points Hotel, 5:30 pm
June 20-27	Rhine Tour—Pre-Int'l Convention
June 27– July 2nd	Zonta International Convention in Rotterdam
July 10	General Meeting, Four Points Hotel, 5:30 pm
Aug 14	General Meeting, Four Points, Hotel, 5:30 pm
Sept 6	High Tea at the Brown Palace (Fundraising Event)
Sept 11	General Meeting
Oct 3—5	District Conference in Colorado Springs

Oct 9	General Meeting
Nov 8	Zonta International Day
Nov 13	General Meeting
Nov 25	International Day for the Elimination of Violence Against Women
Dec 11	Possible Holiday Meeting
Jan 8	General meeting
Feb 12	General Meeting
Mar 12	General Meeting
Apr 9	General Meeting
May 14	General Meeting

