



## Chapter 2

### 1919–1949

#### (a) World history in brief 1919–19491

*from one post-war period, through World War II and another post-war period to the founding of NATO.*

The Great War 1914–1918 had a particularly noticeable impact on the place of women in society in North America and Europe. Women’s services were needed in a wide range of occupations to replace men who had volunteered or been conscripted into the armed forces. Many women, who had hitherto been badly paid domestic servants, discovered that factory work gave them a better income and more freedom, despite long working hours. Education had been opened to women in the last quarter of the 19<sup>th</sup> century, and educated women were ready and willing to be recruited as doctors, scientists, teachers and civil servants.

In 1893, New Zealand had become the first country in the world to give women the right to vote, but they were not given the right to stand for parliament. In 1902, Australia became the first country to give most women the right to vote *and* to stand for parliament. In the years surrounding the Great War, more than 15 countries throughout Western Europe and North America granted women full or partial suffrage. The 19<sup>th</sup> Amendment to the Constitution of the United States (the Susan B. Anthony Amendment) passed the House of Representatives on 21 May 1919 and the Senate two weeks later. It was ratified in August 1920. Associations, politicians and groups who advocated for women’s right to vote used a yellow rose to signify support for the 19<sup>th</sup> amendment. (See Appendix 2.)

The USA did not join the League of Nations when it was established in 1919. However, there was a belief that the Great War was the war that would end all wars. The “Roaring Twenties” lasted until the Wall Street Crash on Black Thursday, 24 October 1929. This destroyed all hope of unlimited economic expansion and was followed by a worldwide depression in the decade preceding World War II. The timing of the Great Depression varied across nations, but in most countries, it started in 1930 and lasted until the late 1930s or mid-1940s. A common experience was that it became very difficult for women to get or retain their jobs during the depression.

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<sup>1</sup> Research compiled by Eva Nielsen

During the 1930s, it became clear that the Great War did not end all wars. The League of Nations was not able to keep peace. Political ideologies as well as geopolitics led to the Spanish Civil War of 1936–1939; the Japanese invaded Manchuria 1932; the Sino-Japanese war lasted from 1937 to 1945; the Winter War between the USSR and Finland was fought from 1939 to 1940; and finally the Second World War raged from 1939 to 1945. Again, the experience of women was that, while their labour was wanted and needed during the war years, they were again met by “back to normal” when the war was over.

In 1945, the world hoped for a new start through the establishment of the United Nations. However, as early as 1946, the Iron Curtain divided Europe into West and East. The Cold War had started, and it was time for the Truman Doctrine which provided military and economic aid to Greece and Turkey, and the Marshall Plan which brought American economic assistance to countries in Western Europe. The decade ended with the signing of the North Atlantic Treaty and the birth of NATO in 1949.

### **(b) The founding of Zonta**

On 16 December 1918, a group of five women attended a Christmas holiday party held by the Kiwanis Club of Buffalo, New York. The Kiwanis Club was an all-male service organization which recruited its members through a strict professional and business classification system, limiting membership in order to secure the strongest pool of varied experience for civic service.

The five women discussed forming a similar club exclusively for executive women and, on 06 February 1919, chartered the first Quota Club – Quota Club I Buffalo, using the Kiwanis Club as a model. Clubs soon followed in other cities and within a few months, total membership numbered more than six hundred. The clubs were different from any other women’s clubs because they were based on classification and open only to women holding executive positions.

With more than a hundred members organized in the Quota Club in Buffalo, Marian de Forest, one of Buffalo’s most outstanding newspaper women, was the first to notice the trend to quantity rather than quality. She asked to have intake halted until the situation was reviewed, but her request was refused.

So, on 02 September 1919, the officers and board of directors of the original Quota club established a new and different club in Buffalo, with Marian de Forest as club president and a focus on quality rather than quantity of members. The Quota clubs in Rochester, Binghamton, Elmira, Syracuse, Erie, Ithaca, Utica and Detroit followed suit, establishing separate clubs based on this principle. The officers of the nine clubs appointed two committees to arrange a convention to be held at the Hotel Statler in Buffalo, New York, on 08 November 1919.

The agenda, a draft constitution and bylaws were sent to the clubs, as well as an invitation to forward suggestions for the name of the organization. Each club would be entitled to two votes. Two delegates from each club were appointed to work on the constitution and bylaws only, and two other delegates to undertake the general business of the Confederation and choose the name (de Langis, pp. 2–5). (For a biography of Marian de Forest, see Appendix 1.)

On 08 November 1919, representatives of the nine clubs met. The constitution and bylaws were adopted and the name Zhonta (later spelled Zonta) was chosen by a process of

elimination and adopted by a near-unanimous vote. The name had been suggested by the Zonta Club of Binghamton. (See Appendix 1.).

The representatives at that first convention formed the Confederation of Zonta Clubs. The first officers of the Confederation were:

- Mary E. Jenkins of the Zonta Club of Syracuse, New York, President
- Genevieve Kraft of the Zonta Club of Buffalo, New York, First Vice-President
- Marian M. Laing of the Zonta Club of Detroit, Michigan, Second Vice-President
- Laura M. Lawrence of the Zonta Club of Rochester, New York, Third Vice-President
- Helen M. Mallory of the Zonta Club of Elmira, New York, Treasurer.

These officers were authorized to divide clubs into Districts, which would be represented by District chairmen who would become members of the board of directors.

On 10 April 1920, the officers:

- decided upon the Districts and arranged District Conferences for the election of District Officers,
- agreed upon gold and mahogany as Zonta colors, and purchased the Zonta insignia, designed by Helen Fuchs Gundlach of Buffalo, and
- instructed Frances E. Brixus, Zonta Club of Binghamton, to publish a magazine to serve as a bulletin of the activities of the clubs.

On 24 October 1920, all club presidents met in Syracuse, New York, and agreed on recommendations that:

- Zonta clubs adopt the specific aim of educational and constructive work for girls and young women,
- the first annual convention<sup>2</sup> be held in Syracuse in May 1921, and
- the services of an executive secretary be secured to take care of the details of the Confederation.

From 20 to 21 May 1921, the first annual convention was held at Syracuse, New York.

- Amendments to the Constitution were adopted rectifying errors and clarifying meanings.
- A decision was taken not to affiliate with other organizations, but to co-operate with them if needed.
- A Code of Ethics, proposed by the Zonta Club of Buffalo, was accepted, and
- Suggestions were made for welfare and girls' work.

On 06 November 1921, papers for incorporation were ready to file, but because they were accidentally burnt, Zonta did not take its place as a corporation until 08 February 1922.

### **(c) Zonta's growth 1919-1949**

#### **(i) Clubs**

1920: At the start of the decade, the Confederation of Zonta clubs had 9 active clubs and 157 members.

During the decade 1920–1929, Zonta chartered 85 new clubs in North America.

During the decade 1920–1929, Zonta lost 3 clubs.

During the decade 1920–1929, Zonta had a net gain of 82 clubs.

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<sup>2</sup> The first biennial convention was held in 1952.

1929: At the end of the decade, the Confederation of Zonta clubs had 91 active clubs. During the decade 1930–1939, Zonta chartered 71 new clubs:

- 64 in North America,
- 4 in the Nordic countries,
- 2 in the European countries, and
- 1 in Australia.

During the decade 1930–1939, Zonta lost 18 clubs:

- 17 in North America, and
- 1 in Australia.

During the decade 1930–1939, Zonta had a net gain of 53 clubs.

1939: At the end of the decade, Zonta International had 144 active clubs.

During the decade 1940–1949, Zonta chartered 72 new clubs:

- 62 in North America,
- 1 in South America,
- 7 in the Nordic countries, and
- 2 in the European countries.

During the decade 1940–1949, Zonta lost 10 clubs in North America.

During the decade 1940–1949, Zonta had a net gain of 62 clubs.

1949: At the end of the decade Zonta International had 206 active clubs and a membership of 7,200; more than ten times the membership of 672 in 1921 (*The Zontian*, Zonta International Directories, District 04 PPT). Growth was evidently on the agenda of the Confederation of Zonta Clubs.

Marian de Forest, Zonta Club of Buffalo, had chaired the Organization and Extension Committee from 1922 to 1924, a period during which the number of clubs almost doubled. She was elected president of the Confederation of Zonta Clubs in 1924 and was among the first members to stress the importance of Zonta's international growth. Shortly before her inauguration as Confederation President, she made a speech in which she said: "I have dreamed of Zonta, our Zonta, stretching out, not alone from sea to sea, but going on and on, until our confederation links the Orient with the Occident, the Old World with the New" (*The Zontian* and *De Langis*).

During Marian de Forest's presidency (1924–1925), Ethel Francis, Zonta Club of Detroit, chaired the Organization and Extension Committee. New clubs were added, and membership grew to approximately 1,600 by May 1925. When Ethel Francis was Zonta President (1925–1926), she recommended a more extensive organization program, which was planned and carried out by Helen Rockwell, Zonta Club of Cleveland, chairman of the Organization and Extension Committee. Data about many of the larger cities were compiled through questionnaires sent to the Chambers of Commerce. Katherine Wallin, a former member of the Detroit club, was engaged as a paid organizer.

Discussions at the 1926 convention in Rochester, New York, emphasized expansion to all parts of the United States and the need for a greater budget allocation for organizing new clubs and strengthening existing clubs. Organization was in focus and no doubt accounts for the interest aroused and for the intensive work in subsequent years. During Louise Gerry's term as President (1926–1928), the first Organization Week was successfully launched. More members were thinking in world terms and there was a growing feeling that Zonta could render more valuable service if it were international.

Gracian Warner, former president of Zonta Club of Chicago, was engaged as a paid organizer. After completing the organization of Denver in 1927, she investigated Spokane, Portland and Tacoma, which were chartered soon after, as well as Colorado Springs and Des Moines which were not chartered until after World War II.

This was also the year when Zonta became international through the organization of the Zonta Clubs of Toronto and Hamilton in Canada. In addition, Dr Rosalie Slaughter Morton, International Relations Committee chairman, told the 1927 convention body in Washington D.C. of contacts made in Sydney and more recent investigation in South Africa. Dr Slaughter Morton stressed the importance of Zonta becoming international and the necessity of becoming such without further delay.

She also spoke against applying the *The Zontian* tax, introduced in 1919, to members in other countries, pointing out that such a tax would be prohibitive. Later in the convention a resolution was adopted making temporary provisions whereby clubs in other countries could pay a club tax of US\$2.50 instead of *The Zontian* tax of US\$5.00, until the Constitution could be amended. The Constitution was amended accordingly in 1928.

The drive for organization continued during the presidency of Katherine B. Sears (1928–1929). She asked clubs to pledge US\$3.00 per member for national extension and US\$10.00 per member for organizing clubs in other countries. With business booming, the individual clubs and the Confederation raised approximately US\$10,000 for organization work. The February 1929 volume of *The Zontian* published a story of organization, focusing on the resources needed: money and personal work. From 01 February, there would be six or more organizers in the field: “at this point we urge the clubs to bend every effort to pay their Organization Week Pledges at the earliest possible date as we shall need every cent for this extensive program”. Zontians were encouraged to send headquarters the names of any prospects in cities where organization work took place.

New clubs were added. In July, immediately after the 1929 convention in Erie, Pennsylvania, three Zontians, Nina B. Price of the Zonta Club of New York, Helen Cleveland of the Zonta Club of Toronto, and Elizabeth J. Lawless of the Zonta Club of Rochester, New York, sailed for Europe, where they contacted women in London, Paris, Geneva, Prague, Vienna and Budapest, spreading the idea of Zonta.

Zonta celebrated its 10<sup>th</sup> anniversary in 1929 and members contributed approximately US\$3,500 for international organization work. By the end of the year, Zonta International had 91 active clubs (*The Zontian*, November 1929).

1930: Clubs in other countries soon became members of the Zonta family and the organization changed its name to Zonta International.

Australia.

Informal efforts to establish the Zonta Club of Sydney in Australia had been begun as early as 1923 by Dr Rosalie Slaughter Morton. The club was finally established in 1928–1929 and chartered as club number 109 on 20 June 1930. It was disbanded within five years and while the exact date of disbandment is not known, the club was mentioned in *The Zontian* for the last time in 1935.

New Zealand.

In *Advancing the Status of Women Worldwide: The History of Zonta International, 1919–1999*, Theresa de Langis mentions a parallel Zonta club in Auckland (p.18 and p. 23). However, the Auckland club was never on the club lists in *The Zontian* (author's research, March 2017).

Austria and Germany.

The Zonta Club of Vienna, Austria, joined Zonta International in 1930 and the Zonta Club of Hamburg, Germany, in 1931. After the Nazis seized power in Germany, the Zonta Club of Hamburg worked underground with no contact with Zonta International for a time. The Zonta Club of Vienna was closed by the Nazis in 1938, when Germany occupied Austria. (For more details see District XIV history.) A club was organized in Salzburg in 1936 by Edith Fisher, Zonta Club of Boston, and Dr Sanchez-Jülg, president of the Zonta Club of Vienna. However, the club was closed by the Nazis before it was chartered as a Zonta club (Zonta Club of Wien Jahresbericht 1969–70).

Organization efforts at no time ceased, but slowed down during the early years of the Great Depression. Due to economic conditions and their attendant problems, members found it necessary to concentrate on their personal and business affairs. Some members lost their positions, while others changed their line of work and had to be reclassified. On the other side of the ledger, new members were admitted, and the clubs became more unified through a better understanding of individual problems and the opportunity to serve one another (*The Zontian*, November 1944).

By 1935, organization work was slowly getting back to normal. Zonta clubs were chartered in the USA and in Denmark (Copenhagen in 1935 and Aalborg in 1937), and in Sweden (Stockholm in 1935 and Gothenburg in 1939).

During the five-year war period from 1940 to 1945, 16 new clubs were added. Among these were one from Iceland (Zonta Club of Reykjavik, chartered 1941) and two from Ontario, Canada, in 1943 (Zonta Club of Kingston – club number 178, and Zonta Club of Brantford Area – club number 179).

The organization work increased after the end of World War II. From 1946 to 1949, new clubs were added: 47 from North America, one from South America, two from Europe and six from the Nordic countries. However, clubs were also lost. At the end of 1949, Zonta International had 206 active clubs.

## **(ii) Early Districts and the 1947 District Plan**

(For more details see *Zonta in North America*.)

At the constituting meeting in Buffalo in 1919, it was decided to group clubs into Districts with a District Chairman and a board. The first Districts were created in 1920 and, as the number of clubs increased, it was decided in 1929 to subdivide Districts into Regions.

Here are the articles on Districts and Regions as worded in the 1935 Bylaws:

- The Board of Directors of Zonta International shall create Districts of clubs and establish the boundaries thereof after consultation with and the consent of the majority of clubs in the proposed Districts. The Board shall have authority to change these boundaries from time to time at the request of a majority of the clubs in the District

affected, if in the judgement of a majority of the Board such change is for the best interest of Zonta International (1935 Constitution and Bylaws, Article V, Section 1).

- The affairs of every District shall be under the immediate control of a District Chairman, assisted by a District Board... (1935 Constitution and Bylaws, Article V, Section 2).
- Following the methods prescribed for the creation of districts, the International Board may subdivide Districts into Regions, when the number of clubs in such Districts renders the division advisable. Every region shall be under the immediate direction of a Regional Chairman, who shall be the executive officer of the region, subject, however to the supervision of her District Chairman (1935 Constitution and Bylaws, Article V, Section 4).

The deciding authority was the Zonta International Board, helped by analyses made by the Organization and Extension Committee and several Re-districting Committees from 1919 to 1947.

1920: The District Plan mentioned three Districts: one in northern New York, one in southern New York, and a western District.

1924: A revised District Plan was adopted. The original three Districts became five, designated A, B, C, D and E. In September, there were 32 Zonta clubs in 11 states, grouped in five Districts.

1929: The District Plan was revised and the designation of the Districts was changed from letters to Roman numerals.

Due to the expansion in Districts I and II and unorganized territory in other Districts, the International Board recommended that a new Plan be considered, and appointed a Re-districting Committee with these members:

- Dora E. Neun, Rochester, New York
- Caroline Stickle, Boston, Massachusetts
- Margaret Boisen, Memphis, Tennessee
- Bertha Allen, Seattle, Washington
- Martha Haskell, Pasadena, California.

1930: The District Plan included:

- District I, Regions A, B and C
- District II, Regions A and B
- District VI
- District VII.

The Districts III, IV and V were not yet established.

The Re-districting Committee report to the convention in 1933 was read by Re-districting Committee chairman, Dora Neun. De Langis included a short synopsis of the Plan in her book, *Advancing the Status of Women Worldwide: The History of Zonta International, 1919–1999*, which recorded Zonta's first 80 years. The Plan is interesting, because it continues the very optimistic tone from 1929, proposing six new Districts. The following points refer to the description by De Langis of the proposed Districts:

- District VIII comprising clubs in Western Europe, France and Spain is mentioned
- District IX comprising clubs in Central Europe, Poland and Italy is mentioned, however, not Austria and Germany
- District X, comprising clubs in Russia and in the Middle Eastern countries of Syria, Palestine, Mesopotamia, Persia and Egypt, is mentioned
- The Nordic Countries are not mentioned.

The ambitious Plan was not adopted at convention; on the contrary, voices were heard speaking against international expansion because of the expenditure. However, the real roadblock for expansion in Europe was the political situation.

When Hitler became German Reich Chancellor in 1933, the initiative to open a Zonta club in Leipzig was dropped and the club in Dresden was never chartered. Very soon, the Zonta Club of Hamburg went underground and the same fate struck the Zonta Club of Vienna shortly after Anschluss in 1938 when Germany occupied Austria. The Nazi occupation forces closed the Vienna club officially and a club in Salzburg which was organized in 1936 was never chartered (Zonta Club of Wien Jahresbericht 1969–70). A Polish club in Warsaw was also organized, but never chartered (District XIV Membership Directory 1975, p. 10). As the Fascists ruled in Italy and the Communists in USSR, no clubs could be organized there. The Spanish Civil War, resulting in a Fascist dictatorship, also made the organizing of Zonta clubs in Spain impossible. In her report to the 1933 convention, Chairman of the International Relations Committee, Nina Price, mentioned the dream of Japanese feminist Baroness Shidzue Ishimoto of starting a Zonta club in Tokyo. However, no Zonta club was started in Tokyo in the 1930s because of the political situation (de Langis p.16).

In 1935 the Zonta Club of Copenhagen, Denmark, and the Zonta Club of Stockholm, Sweden, were organized and chartered, followed by the Zonta Club of Aalborg, Denmark (1937), the Zonta Club of Gothenburg, Sweden (1939) and the Zonta Club of Reykjavik, Iceland (1941). Those clubs were non-districted.

1934: District III was established by division of District I. Re-districting Committee chairman Louise Grace, Detroit, stated that:

with Districts I, III, VI and VII efficiently organized, for another year at least there would be no necessity for re-districting. District II is resting under the threat of a major operation when, as and if organization work in the South and Southwest provides enough clubs to justify the formation of a new district. The first activity of the Re-districting Committee probably will be to consider the allocation of Dallas, Fort Worth, San Antonio, Memphis and St Louis to a new region of District II, which will form the nucleus of the contemplated District V (*The Zontian*, October 1934).

Despite the Depression, the expansion of clubs continued but at a slower pace.

By the end of 1936, there were 126 active Zonta clubs in North America, grouped in seven Districts and three clubs in Europe and Scandinavia (Copenhagen, Stockholm and Vienna) plus the Zonta Club of Hamburg which was underground.

In North America, Districts I, II and III had almost the same number of members, with 35, 33 and 33 clubs respectively; District VI was a tiny District with seven clubs; District VII encompassed 16 clubs; and Districts IV and V were not yet functioning. The Zonta Club of



Honolulu had been districted earlier but was not aligned to any District because of the distance from the mainland.

The clubs in Europe were non-districted, and the Zonta Club of Sydney, after twelve years of isolation, asked to temporarily surrender their charter in 1935, but remained eager to meet any Zonta visitors to Australia (Dr Loomis, Chairman of International Relations Committee, report to District I conference 27-28 April 1935, Zonta Club of Ithaca, New York records #3441, Division of Rare and Manuscript Collections, Cornell University Library). (For more details, see *Zonta in North America* and *Zonta in Australia and New Zealand*.)

Because of the increasing number of clubs, re-districting stayed on the agenda. The 1938 Re-districting Committee was chaired by Edith Schneider, Zonta Club of San Antonio, and members were Mary Wood Davis, Zonta Club of Memphis, and Pearl E. Thomson, Zonta Club of St Louis.

As was to be expected, the establishment in 1935 of the Marian de Forest Fund for extension resulted in better, more stabilized organization work. In particular, the plan of employing experienced, salaried organizers helped materially in the effectiveness of this work. Another factor was a membership ruling under which the names of prospective members were submitted to headquarters for checking. This stimulated membership in some of the established clubs and seemed to offer many advantages (*The Zontian*, November 1944).

District V started functioning in 1940 and District IV in 1943.

Because of the war restrictions, there was no convention in 1945. The International Board held its meeting in June and elections were by mail ballot.

One issue of *The Zontian* in 1945 carried a report from the International Board meeting. The Board had considered plans for extension work in every District and in European and South American countries as well:

A broad program has been outlined, and the Board has the hope that much of it will materialize. Elizabeth Armstrong Judge (Zonta International President 1948–50) was reappointed committee chair for another year.... Various suggestions and requests for re-districting were received from several sources. After some discussion, the whole matter was referred to the Re-districting Committee, which was instructed to make a complete study of the matter of Districts and regions and their present boundaries with a possible complete revision of the same.

The Re-districting Committee developed a new District Plan which was effective from 1947.

1946: Zonta had 154 clubs in North America grouped into seven Districts. The Zonta Club of Honolulu, which since 1936 had been non-districted, was still not aligned to any District, and neither were the five clubs in Denmark, Iceland and Sweden. Zonta International had no contact with the Zonta Club of Hamburg and the Zonta Club of Vienna so soon after the war. The Zonta Club of Hamburg was reactivated in 1951 (in her book on the first German Zonta club, Traute Hoffmann says: "probably 1949") and the Zonta Club of Vienna in 1956.

The years immediately after the war were great extension years for Zonta with 42 new North American clubs chartered during 1947, 1948 and 1949. In the same period clubs were organized and chartered in Sweden, Iceland, Finland, Norway, Switzerland and England. In 1948, South America got its first Zonta Club in Santiago, Chile.

1947: The new District Plan was adopted. With some changes in the District boundaries and several additions, this plan is still (2019) Zonta International's District Plan. In 1947, it encompassed 11 Districts in North America. Some states had clubs in more than one District. For example, there were clubs from Kentucky in Districts V and VI; clubs from New York in Districts II, III and IV; and clubs from Pennsylvania in Districts III and IV. (For more details, see *Zonta in North America*.)

The title District Chairman was replaced by District Governor in 1949.

#### **(d) Zonta's objects**

To understand the organization and its growth it is necessary to look at the objects as well as the structure of the organization described in the Constitution and Bylaws.

The Objects of Zonta are described in the Bylaws, always in Article II. It was the intention from the outset that the objects of both the clubs and the Confederation should be coherent and clear.

1919: The first Constitution and Bylaws were agreed on at the first meeting in Buffalo in on 08 November 1919. At each subsequent annual convention, the International Board and delegates of the clubs discussed their experiences and agreed on additions and amendments to the Constitution and Bylaws, which comprised the articles concerning the Confederation as well as the Standard Club Bylaws.

With a few additions and some changed wording, the Objects of the Confederation of Zonta Clubs were the same from 1919 to 1949. The 1924 edition states the following objects (Bylaws Article II):

- To encourage high ideals and honest business methods
- To standardize and disseminate business principles and practices
- To encourage, promote and supervise the organization of Zonta clubs in all commercial centers of the world
- To study the work of existing Zonta clubs, and their value to their respective members and communities, and to clear the information thus acquired for the benefit of all
- To promote the broad spirit of good fellowship among Zontians and among Zonta clubs.

1923: Zonta International adopted the motto: *Fair and Square, Every Time, Everywhere*.

1931: Reflecting Zonta's new international status, the convention added the following to the objects: "To work for the advancement of understanding, goodwill and peace through a world of fellowship of executive women, women in business and professions united in the Zonta ideal of service".

1935: Married women were particularly hit by the economic depression in the 1930s. The 1935 convention adopted the following additional object: "To improve the legal, economic and professional status of women".

1939: Zonta promoted the theme: Women's Contributions to Social and Economic Change.

1944: The November issue of *The Zontian* published the reviewed edition of the objects of Zonta International. The second object from the older editions was left out; other changes were editorial.

- To encourage high ethical standards in business and the professions
- To improve the legal, political, economic and professional status of women
- To encourage, promote and supervise the organization of Zonta clubs in all commercial centers of the world
- To study the works of the existing Zonta clubs and their value to their respective members and communities and to clear the information thus acquired for the benefit of all
- To promote the broad spirit of fellowship among Zontians and the Zonta clubs
- To work for the advancement and understanding, goodwill and peace through a world fellowship of executive women in business and professions, united in the Zonta ideal of service.

There were no further changes in the objects until 1954.

The Standard Bylaws for Clubs in 1921 underlined that the Objects of Zonta were to be a network for business and professional women, serving their communities (Standard Bylaws for Clubs 1921, Article II Objects):

- To encourage high ethical standards in business and the professions
- To stimulate the desire of each member to be of service
- To promote good fellowship as an opportunity to service and an aid to success
- To quicken the interest of each member in the welfare of her community and to cooperate with others in its civic, social, commercial and industrial development.

This was also emphasized in the Principles (Standard Bylaws for Clubs 1921, Article III): “To demand fair dealings, high ideals, and honest business methods”.

Moreover, it was an object not to let party politics and religion interfere with relationships in the club (Standard Bylaws for Clubs 1921, Article VII): “This organization shall at no time discuss or take a stand in politics and religion”.

### **(e) The organization**

Considering the Constitution and Bylaws, it is obvious that growth was important. However, this was not to be on any terms. In 1919, the founders made it completely clear that members of Zonta should be women in a decision-making capacity in recognized businesses or professions, of good character and good business reputation. It was also clear that the organization should be strongly controlled by the Confederation Board to ensure that all clubs adhered to the same high standards and ideals.

### **(i) Zonta International Board, Foundation Fund and Zonta Day**

The highest authority of the organization was the annual convention. Zontians had a right to debate, but the right to vote was a privilege for Board members and club delegates only.

The convention elected the leadership team composed of:

- The Confederation President (Zonta International President as of 1930)
- Three Vice-Presidents (only two Vice-Presidents as of June 1834)
- The Treasurer

These officers, plus the District Chairmen elected at the annual District Conferences, constituted the Board. From 1921, the organization had an Executive Secretary, who was a member of the Board without voting rights.

The Bylaws adopted at the annual convention in 1926 made the necessary provisions to affiliate clubs in other countries and to extend the number of Board members by including the Presidents of National Units (1926, Article III sec. 8):

The President of every such National Unit shall be ex officio a member of the Board of Directors of this Confederation, but without vote, except upon matters affecting the clubs within her unit. Each National Unit may adopt a constitution for such Unit.

1930: The convention in Seattle, Washington, adopted the name Zonta International and recommended a Foundation Fund which was established in 1931. In September 1930, Zonta International was incorporated under the laws of the State of Illinois. A little later, the name Zonta and the name of the official publication, *The Zontian*, were registered with the Trade Mark Division in Washington D.C.

1932: Zonta Day was celebrated for the first time on 14 March 1932. The next year, 08 November was observed as Zonta Day. Zonta Day has since become an annual observance on 08 November.

### **(ii) International Committees**

From 1922 committees helped the Board to prepare material to be considered by the Board or at the annual convention. Committees working directly with the growth of Zonta were:

- Organization and Extension Committee, chaired 1922–24 by Marian de Forest,
- Classifications Committee, established 1926 by convention decision, and
- International Relations Committee, also established by the 1926 convention, for better contact with clubs in other countries.

1935 saw the birth of the Status of Women Committee and 1948, the Resolutions Committee. The slowing down of committee activity in the fields of status of women, service, public affairs and international relations, which began during the Depression years, continued as late as 1940, indicating the need to conduct a special study of the problem and find a solution. Therefore, a committee coordinator was appointed in 1944 to work with those international committees requiring special preparation, research and continuity of programs (*The Zontian*, November 1944). (For a survey of committees see Appendix 10.)

### **(iii) Clubs, Rules and Regulations**

The rules for organizing clubs which were agreed on in 1919 and 1921 remained almost the same throughout the period, including provision for only one Zonta club in a city, with exception of very big cities. The 1921 edition of the Bylaws Article IV (Section 1) stated:

Only one Zonta club from any city shall be eligible to membership in this Confederation, except that in the city of Greater New York there may be one club in each of the five boroughs; and in cities of more than one million, Districts and boundaries may be created by the Board of Directors, in each of which there may be one Zonta club.

An application to organize a new Zonta club had to be addressed to the Confederation Secretary, who would refer it to the President of the Confederation and to the District Chairman in whose District the proposed club was situated. The District Chairman would

then investigate the application and make a recommendation to the President to consider granting the request. In cases where the District was not organized and, consequently, there was no District Chairman, the application was referred to the nearest organized club for investigation and report.

The District Chairman or another Zonta club, designated by the President of the Confederation, was required to be present at the organizing meeting with costs met by the Confederation, and was required to make a report to the Confederation Secretary (1921 Bylaws Article IV Section 2):

showing that such club has adopted the standard constitution for local clubs, or some conforming in substance thereto; that it has a satisfactory charter membership of not less than thirty in cities of a population of twenty thousand or over and not less than ten in cities or towns of smaller size; that it has duly elected its officers and submits such other data as may be required by the Board of Directors. Upon the approval of such report by the Board of Directors, the petitioning club shall be declared elected and affiliating.

The last step to becoming a Zonta club was (Bylaws Article IV Section 3) to accept in writing the certificate, signed by the President and Secretary of the Confederation. By doing so, the affiliating club accepted to be bound by the Constitution and Bylaws of the Confederation and promised not to change the club bylaws without written consent from the Board of Directors of the Confederation. The club bylaws had to contain uniform provisions on the name and objects of club, principles, membership, amendments and *The Zontian* tax.

The club also accepted responsibility for paying tax and for sending a delegate to the annual convention:

Any affiliating club failing in two consecutive years to send a delegate or delegates to the annual convention of the Confederation shall hereby forfeit its membership in this Confederation unless such club for good and sufficient cause be excused by the Board of Directors of this Confederation.

The Bylaws adopted at the annual convention in 1926 made the necessary provisions to affiliate clubs in other countries:

Such a club may adopt a constitution similar in purpose but not necessarily uniform with the Standard Constitution for Affiliated Clubs, provided that such constitution be approved by a two-thirds vote of all members of the Board of Directors of this Confederation.

When two or more Zonta clubs have been organized in any country outside of North America, they may form themselves into a National Unit which shall be called the Federated Zonta Clubs of (the name of the country in which said unit is formed) or words equivalent thereto in the language of said country.

The 1931 Constitution included a few changes to the procedure described above (Article III Sections 2a and 2b):

Application for authority to organize a Zonta Club shall be submitted to headquarters, with a copy to the International President. Approved application shall be submitted to the Chairman of Organization and Extension.

The Chairman of Organization and Extension shall authorize a Zontian to study the city under discussion. If the report warrants organization, the Chairman shall so authorize.

**(iv) Membership: Categories, Qualifications, Recruitment, Duration of Membership**  
Membership Categories

The membership categories are described in the Standard Constitution for affiliated Clubs 1921 (Article IV):

- There shall be active members and there may be honorary, associate and non-resident members.
- Active membership shall consist of but one woman in each classification of business or professions except the classification of newspaper representatives, which shall be considered non-duplicative, the intent being to provide for an active member from each of the principal newspapers (Section 2).
- Associate membership shall consist of additional representatives from a firm, partnership or a corporation already represented. An associate member shall have no right to vote or right to hold office (Section 3).
- Honorary membership shall consist of women who have distinguished themselves by some unusual service, and who are not eligible for active membership (Section 4).
- Non-resident members shall consist of members who have moved to a city where yet there is no Zonta club and who may retain their membership in the club of their former residence without dues in order that they may transfer without initiation fee to a new club when formed, such membership to continue as long as her former club deem feasible (Section 5).

The 1939 Standard Constitution for Affiliated Zonta Clubs mentions these categories: Active Members, Honorary members and Past Service Members. Associate membership had disappeared.

Active membership and Honorary membership are described in the same words as in 1921:

Past service membership may be granted to any former member of Zonta who has held active membership in any Zonta club for five or more continuous years, provided such member has become ineligible to active membership because of retirement from active business or professional life. The club entertaining a proposal for Past Service membership must deem the one proposed to reside sufficiently near its territorial jurisdiction to make her desirable from the standpoint of interest and attendance. No former active member may be a Past Service Member of more than one club at a given time. If a former member by reason of residence should be eligible in two or more Clubs desiring her as such member, her wishes in the matter shall be controlling. A Past Service Member shall have all the rights and privileges of an active member except that she shall not represent any business or profession classification; nor shall she hold office. The dues of a Past Service member shall be determined by the local club. To be eligible for Past Service Membership the one proposed must have been a Zontian of good standing at the time of the loss of classification through retirement from business or profession.

The club may restrict the number of Past Service Membership to not more than 10 per cent of its total active membership.

Qualifications

Membership Qualifications are described in the Standard Constitution for affiliated Clubs 1921 (Article V):

- Section 1: Any woman of good character and good business reputation
  - engaged as proprietor, partner, corporate officer, or manager of any worthy or recognized business,
  - or holding an important position in an executive capacity with discretionary authority in such business,
  - or acting as a local agent or branch representative of any worthy or recognized business having entire charge of such agency or branch in an executive capacity,
  - or any woman engaged in a worthy and recognized profession, is eligible to active or associate membership.
- Section 2: Active membership in this organization shall be limited to one woman devoting at least 60 per cent of her time to a business or profession doing at least 60 per cent of its total business in the line under which she is given classification.
- Section 3: Associate membership in this organization shall be limited to not more than two women representing the same concern as the active member.
- Section 4: Honorary membership in this organization shall be conferred upon a woman who has distinguished herself by some unusual service, and who is not eligible for active membership.
- Section 5: If a classification be divided, each division shall have one active member and there shall be no associate.

It is worthwhile considering the following two articles in the Standard Constitution for affiliated Clubs 1921:

- Article IX: Official Publication: By accepting membership in this organization, each person so doing voluntarily becomes a subscriber to the official magazine publication of the Confederation of Zonta Clubs.
- Article X: Endorsement of Legislation. This organization shall endorse or oppose, as the case may be, measures which are under consideration by the various legislative branches of the national, state, or municipal governments.

### Recruitment

The Standard Club Bylaws agreed upon in 1929 elaborate on the process of recruiting new members (Article V):

- Section 1. All applications for membership shall be made upon a regulation blank [form], properly filled out, signed by two members of the organization, and accompanied by notes from the two members stating that they personally know the applicant and consider her a desirable member.
- Section 2. The Membership Committee shall pass upon the qualifications and eligibility of the applicants. It shall refer the names approved by them to the Board of Directors for their acceptance or rejection. The names of the applicants for membership accepted by the Board of Directors shall then be posted for 2 weeks. If the applicant meets with the approval of the club, she is considered eligible for membership in said club, but if the applicant's name meets with disapproval, the person shall be considered as rejected for membership in the club. This would not prevent the same person from being considered as an applicant for membership at some later date.
- Section 3. If the Membership Committee finds that an applicant – otherwise eligible for membership – duplicates a classification already represented, it shall place her name on the waiting list.
- Section 4. The name of proposed candidates for Honorary Membership shall be submitted to the Board of Directors in writing, and the election shall be in the same form and manner as prescribed for an active member, but no signed application is required.

- Section 5. Each applicant's name shall be given careful consideration by the Board. Two blackballs shall exclude an applicant from membership and further consideration within the coming year.

#### Duration of Membership

The 1929 standard Club Bylaws give rules for duration of membership (Article VI):

- Section 1. Active membership shall endure for life (unless forfeited as hereinafter provided).
- Section 2. Membership shall terminate when a member severs her connection with the firm, corporation or institution, or abandons the business or profession through which she secured her classification for membership, or when a member joins another organization in which membership is based on similar classification.
- Section 3. Any member who by personal or business conduct violates any of the rules and principles of this organization may be expelled from membership.
- Section 4. Any member failing to pay her dues within 60 days from the date they are due...shall forfeit her membership in the club.
- Section 5. Honorary membership shall endure for life.
- Section 6. The resignation of any member shall be in writing.

The 1939 Standard Bylaws for Clubs repeat the rules for duration of membership for Active Members and add these for Past Service Membership:

Past Service membership shall terminate automatically if and when a Past Service Member reenters active business or professional life or if a change of residence makes it impossible for her to continue her active interest in the affairs of the Club in which she holds membership. Termination of membership by change of residence shall not bar any such member from election to Past Service membership in any other Zonta Club (Article VI, section 7).

During this period, particularly 1940–45, there were signs in many quarters of a growing desire for a change in the basis of membership, without discarding the classification idea. Regardless of this trend, any efforts to broaden the membership basis were defeated by the voting delegates at the conventions at which such amendments were presented (*The Zontian*, November 1944).

#### **(v) Dues and fees**

1919: The semi-annual tax to the Confederation for *The Zontian* was US\$1.00.

1921: *The Zontian* tax increased to US\$1.50 in gold or United States currency (1921 Constitution and Bylaws Article V).

1925: The annual tax for *The Zontian* was raised from US\$3.00 to US\$5.00.

1927: The Constitution was amended providing for a fee of US\$3.00 for clubs outside of North America instead of a tax of US\$5.00 for *The Zontian*.

1928–29: Zonta International President, Katherine Sears, asked each member to celebrate Zonta's 10<sup>th</sup> Anniversary by contributing US\$3.00 for national extension and US\$10.00 for off-continent expansion.



1929: The semi-annual dues to the Confederation were US\$5.00 (including US\$1.00 for *The Zontian*).

1935: The convention in Riverside, California, accepted that a special US\$2.00 tax might be levied by the International Board. However:

a club located outside of North America shall not be subject to any international Tax except the Annual Tax of three dollars payable in United States currency. Every club shall be entitled to receive two copies of every issue of the official publication of Zonta International which shall be sent to the president and the secretary (1935 Constitution and Bylaws Article 9).

There was an initial fee of US\$10.00 per member and a fee of US\$15.00 to be paid by every new club formed in North America upon application for a charter (1935 Constitution and Bylaws Article 9).

Marian de Forest died in 1935. To preserve the memory of her as a driving force in the early growth of Zonta, the organization established the Marian de Forest Memorial Fund for organization and rehabilitation of clubs. This Fund received voluntary donations until 1947 when it became mandatory for all clubs to pay a fee of US\$1.00 for *The Zontian* per year.

1947: The semi-annual dues to Zonta International were US\$6.00, including an annual subscription to *The Zontian*, and club dues were not less than US\$6.00 semi-annually. The charter fee of a new club was US\$5.00.

1947: Bylaws authorized a US\$1.00 District Tax per member to be paid on the first day of September for the expenses of the District and the District officers.

#### **(vi) Headquarters**

When the organization started, the budget did not allow for paid clerical assistance or an office with proper and adequate equipment to allow the work to run smoothly.

In December 1921, the Confederation appointed its first part-time secretary, Clara Hamacher Witt, Zonta Club of Buffalo, who was also chairman of the Business Methods Committee of the Confederation. The chief concern of this committee was revision of the classification list. The secretary devoted the first year mostly to building business systems for the Confederation, helping local clubs to solve classification problems, and doing organization work. The office was at the Hotel Statler, Buffalo, New York. Clara H. Witt was reappointed part-time secretary at the 1923 convention until a successor could be secured (*The Zontian*, November 1929).

In the beginning, a part-time secretary could take care of the general business of the Confederation, classification problems and organization work, but during 1922 the volume of correspondence in all departments increased so much it was impossible even for a full-time secretary to do it all alone. Recommendations were made to divide the duties, so that a classification committee would cooperate with the organization committee and take care of two-thirds of the correspondence. This gave the secretary the needed time for the general business of the Confederation, record-keeping and the unexpected demands on her time that were bound to increase constantly with the growth of the Confederation.

In September 1923, Miss Farley in the office of Confederation President, Harriet Ackroyd, became temporarily the second part-time secretary until March 1924, when Harriet C. Richards became the first full-time secretary. Marian de Forest took care of all organization

work, and Clare H. Witt continued as chair of Business Methods and Classification until the summer 1924 when Winnifred Weldon was appointed her successor (*The Zontian*, November 1929).

As there was no money for office rent, Harriet C. Richards worked out of her own home in Utica with a desk and files in the library and supplies in the attic. From this location Zonta's business was transacted for the next two and a half years.

The difficulties of inadequate quarters, staff and equipment demonstrated the need for an increase in the tax for *The Zontian* and a central office with clerical as well as secretarial help. As a result, the tax was raised from US\$3.00 to US\$5.00 in 1925 and thus the effort to establish a central office began to take form.

In May 1926, Zonta Headquarters moved from Utica to Buffalo, New York. Through the generosity of the Larkin Company, where Confederation President Louise Gerry was employed as personnel director, arrangements were made for a Zonta Office in the Women's Council House, and Secretary Harriet C. Richards moved to Buffalo with all the Zonta equipment. Work had grown, and Louise Gerry arranged for the part-time services of her secretary. There was no charge for this service and the office space was gratis.

At the Board meeting in Fall 1927 it was decided to establish a central office with the result that a permanent Zonta headquarters was opened in January 1928 at the Blum Building, 624 South Michigan, Chicago, Illinois, with executive secretary Harriet C. Richards in charge, assisted for the first time by a paid office secretary.

In 1932, headquarters moved to Buckingham Building 59 East van Buren, Chicago, where it remained until 1979.

#### **(f) Programs, service and advocacy projects**

(Main source: *The Zontian*, November 1944, pp. 8–13)

Some of the earliest service efforts were directed towards international issues. In 1923, the organization passed a resolution endorsing the work of Near East Relief in its efforts to care for 115,000 women and orphan children in Smyrna. In 1925, the Serbian government presented a medal of recognition to outgoing President Marian de Forest for the Confederation's service on behalf of Serbian girls, a program initiated by the charter president of the Zonta Club of New York, Rosalie Slaughter Morton. Sixty Serbian girls, hosted in the homes of Zontians, were admitted into the USA to attend school and thereafter return to their native country to develop and teach American ideals and methods (de Langis, p. 15).

A vocational plan was proposed and discussed at the 1924 convention, and a contest was set up under which each club would present, at the 1925 convention, an outline of service work carried out with, and for, girls during the year. The contest proved to be the beginning of more serious thinking and planning for service programs along the line of girls' work in the community; it aroused greater interest in a national service program.

The Depression years in the 1930s were hard on women. With 10 references in *The Zontian* to the Federal Economy Act 1932, this was evidently a Zonta focus (CAC Business Plan Minutes, April 2014). The United States passed the Married Persons Law 1936 prohibiting more than one member of a married couple to work for the government, most often affecting

wives. Married women were replaced by men to ease unemployment, and women's salaries, already lower than men's, were cut even deeper. Zonta added a new point to its objects in 1935: "to improve the legal, political, economic and professional status of women", and established the Status of Women Committee. In 1936, Zonta passed a resolution demanding the repeal of the Married Persons Law as well as a resolution urging for laws permitting women to serve as jurors in federal courts. In 1937, Zonta forwarded a letter to the wife of the President of the USA, Mrs. Eleanor Roosevelt, asking for her support and defense of business women, married as well as single, in her newspaper column "My Day".

The Amelia Earhart Scholarship (later Fellowship) Fund was inaugurated at the 1938 convention. The focus of the 1938 convention was equality of men and women leading to the 1940 convention's resolution to "continue to guard against discriminatory legislation in respect to the legal and economic status of women" and "to urge Zonta clubs to promote a program stressing the various relationships of women to their occupations" (de Langis p. 9).

The World War II years gave new opportunities for women, who were now told that their patriotic duty was to join the workforce. This did not mean equal pay and equal opportunities. Zonta continued to oppose gender segregation and pay-disparity and the 1944 convention adopted a resolution endorsing the elimination of gender discrimination regarding job opportunities and rates of pay (de Langis, p. 10).

By the 1930s and 1940s, world peace had become the single most important issue for Zonta members. In 1936, Zonta committed itself to "becoming definitely identified in the movement for international peace". "How can women's participation in public affairs contribute to world peace?" was the question in the December 1939 volume of *The Zontian*. In 1940, Zonta International President, Mary Moyers McElroy, adopted a service theme, "Geared for War, Zonta Thinks of Peace", followed in 1942 by President J. Winnifred Hughes's theme, "Zonta Serves that Peace Might Come" and in 1944 by Jessie Ekins's theme, "Building our Defenses in the Atomic Age".

During the war, Zonta International President J. Winnifred Hughes (1942–44) encouraged Zontians to work in support of the United Service Organizations and the Red Cross, and she began a campaign of selling war savings stamps and bonds, for which Zonta eventually received two special commendations from the US Department of the Treasury. Under the leadership of Zonta International President Jessie Ekins (1944–46), Zonta instituted an informal service project to support women's war service in Great Britain.

The need to secure the full and equal participation of women in the construction of the post-war world was a major concern during this period. In 1942, a "Women's Peace Resolution" was adopted:

Whereas, women constituting half of the human race are more interested in conserving life and more given to thinking in terms of human rather than material needs, now; be it resolved, that Zonta International urges the importance of including women as members of the peace conference and hereby authorizes its International Board to present the names of women qualified to represent woman's viewpoints at that conference.

**1945:** The UN Charter was signed at the United Nations Conference on International Organization in San Francisco from 25 April to 26 June 1945. Few of the 850 delegates were women and four of them signed the Charter. (For more details, see Appendix 16, *Zonta International and the UN*).

The United States State Department arranged for a simultaneous Women's Conference, sponsored by fifteen women's organizations; Zonta International was the only service club included. This conference urged women to begin a "campaign of education on peace and its implementation". Supported by International President Ekins, Elizabeth Gist Dozier (Zonta Club of San Fernando Valley, California) and Georgia Boucher attended the conference and reported to their fellow Zontians.

Until this point, Zonta's service programs had been highly informal; they were not mandatory, and most were local service projects. At the 1943 convention, Zonta International President Katherine Maddux and other Zontians began to push for adoption of a single biennial international service project "participated in by every Zonta club wherever it is located". As a result, the first formal international service project, which included support of UN activities, was adopted at the 1946 convention and included in Zonta's policy for 1946-47. The program was called "Action for World Peace", which was also the motto for Zonta International President Louise C. Grace's biennium (1946-48). "Action for World Peace" encouraged Zontians to serve as citizens of their own countries and as citizens of the world to endorse an overall policy that would include factors leading to World Peace.

**1947:** The chair of Zonta's International Relations Committee wrote: "We have pinned our faith on the work of the United Nations, and our interests should center on every stage of their extensive programs". Looking at the purposes of the United Nations, expressed in its Charter, the parallel structure of the two organizations can easily be seen. Peace and security are the primary functions of the UN; other UN goals are the struggle for human rights and understanding, as well as improvement of economic, social, cultural and humanitarian matters; they are all familiar goals to Zontians worldwide.

Zonta viewed the formation of the UN as an unparalleled opportunity for women to serve as diplomats of peace. However, it was recognized that they should not simply influence public policy; they must be trained to take on responsibility through direct representation. Therefore Zonta's educational programs in these years were aimed at preparing women for leadership roles in business, government and diplomatic service.

1948: Zonta Club of Burbank, California, organized the first Z Club at Burbank High School. Soon after, the program was adopted at the international level. Offering leadership opportunities and career mentorship to high school students, Z Clubs stressed the importance of women's participation in public service.

1948: The Zonta International convention created the Resolutions Committee. Called Zonta's Thinking Department, it was empowered to investigate public issues and to prepare position statements in the form of resolutions to be voted on by the general membership.

### **(g) Summing up 1919-1949**

From nine clubs in the United States in the late 1919, Zonta grew to 163 active clubs by the end of 1945: 156 clubs in North America, five clubs in the Nordic countries, and the European clubs (Zonta Club of Vienna and Zonta Club of Hamburg) which were underground.

By the end of 1949, Zonta International counted 206 active clubs: 190 clubs in North America, one club in South America, 11 clubs in the Nordic countries and four in Europe.

The concentration of Zonta clubs in the United States differed very much from State to State. (For more information see *Zonta in North America*.)

After the first experimental years, came a very active period for an organization committed to its mission of changing the world. Members and clubs alike gave enthusiastically of time, office facilities and money, "and the work went forward by leaps and bounds" as reported in *The Zontian* (November 1944, p.10).

A paragraph in the November 1929 issue of *The Zontian* shows how Zonta understood itself and the role the organization wanted to play:

Our tenth anniversary finds Zonta in good health, sound financially – ready to step ahead and take her place in the world, eager to become so necessary to the universe that our counsel will be sought on every vital question – anxious to be so human in our relations that we can earn our right to exist!

It is indeed significant, that throughout the Depression period, Zonta's financial structure remained sound. At a time when many business concerns were closing their doors or were forced to work on borrowed capital, Zonta came through each of these difficult years with an adequate balance.

The theme of Zonta's 20<sup>th</sup> anniversary celebrations in 1939 was: "Woman's Contribution to Social and Economic Change".

The November 1944 issue of *The Zontian* evaluates it this way:

this five-year period, which included the observance of Zonta's 25<sup>th</sup> anniversary, has been a challenging one in view of world conditions, new opportunities and responsibilities that have come to executive women and the difficulty on the part of members to undertake additional club obligations, local and international. ...it is satisfying to see that along with the growth in numbers, awareness developed that an even deeper reason existed for being than fellowship alone. Thus, not only Zonta's material structure but the trend of her service efforts was established in this period.

Celebrating Zonta's 25<sup>th</sup> anniversary, the first International, President Mary E. Jenkins, a Charter Member of the Zonta Club of Syracuse, advised Zonta clubs in these words:

Zonta, to be a dominant force in the world tomorrow, must grow. Stagnation spells death. Zontians must cease to be satisfied with delightful associations and small activities of their local clubs and they must think deeply and with vision. There is strength in numbers and every club must be developed to its full capacity of its locale. Then Zonta International will go forward.

Looking at the growth of Zonta, the result is nothing short of amazing, remembering that transportation and communication were much more difficult and much slower than in the 21<sup>st</sup> century; the Depression was hard and prolonged; and was followed by World War II. Women had to rely on themselves and carry all costs of Zonta International. How was it possible? What made Zonta attractive to these women? The main reasons can be found in the Constitution and Bylaws as well as in the Classification system. What should not be forgotten is the immense work undertaken by individual women using their organizational talent, their time and their money to strengthen the organization because they believed that a strong

organization would be an efficient and effective pressure group in making a better world for women.

Zonta was an organization of high standards and high expectations of its members, who were all well-educated business or professional women in decision-making positions. Moreover, the objects of Zonta were clear: Zonta was a fellowship (a network in modern terms) giving strength to its members while they were working for high ethical standards in business and professions as well as to improve the status of women.

The Zonta women from the first decades wanted to secure their position in the business world, they wanted strong fellowship and professionalism, and they wanted to establish Zonta Clubs in as many city centers as possible, not only in the USA but all over the world – and they wanted a better world for women.

The Zonta motto adopted in 1923 was the trademark of the organization: Fair and Square, Every Time, Everywhere.