

2006 DISTRICT 11 AREA MEETINGS

RETENTION BREAK-OUT SESSIONS

Responses from Attending Zontians

1. HOW CAN WE RECRUIT ZONTIANS WHO WILL STAY IN ZONTA?

- A. Recruit women with professional status
- B. Recruit friends of members who know the prospect personally and professionally.
- C. Recruit through local Chamber of Commerce or other professional organizations.
- D. Make sure each prospective member has a good understanding of what is expected of members, ie. orientation BEFORE becoming a member.
- E. Make all financial commitments clear up front.
- F. Make all time commitments clear up front.
- G. Clarify how the club is run, ie by Robert's Rules of Order/democratically
- H. Have the prospective member attend 2-3 club meetings/events before joining.
- I. Recruit for leadership qualities.
- J. Recruit from other service organizations.
- K. Recruit from church groups / mission groups
- L. Check with your Chamber of Commerce. Visit their new members' luncheon.
- M. Read the business section of the newspaper to find out who recently have been promoted.
- N. Recruit based on what needs your club may have based on your service and money making projects.
- O. Change your meeting times.
- P. Provide information about your club & ZI, similar to a new member orientation.
- Q. Refer prospective Zontians to the ZI web site; follow up to see if they checked it out.
- R. Provide the prospective Zontian with your club's newsletter.
- S. Allow participation with flexibility.
- T. Promote Zonta at synergistic events, professional women's events.
- U. Bring the prospect to a social activity before inviting them to join.
- V. Pair the prospective member with a Zontian who will maintain contact.
- W. Make it clear that Zonta is not a networking organization, but a service organization.
- X. Determine what women want from a club.
- Y. Recruit from organizations that the club supports.
- Z. Recruit men who support women's issues and respect women.
- AA. Keep people who showed interest on email lists for club news.
- BB. Recruit community and government leaders.
- CC. Recruit women with energy.
- DD. During a service project, wear clothing with Zonta emblem and or Zonta jewelry.

2. HOW CAN WE KEEP OUR NEW ZONTIANS?

- A. Put each new Zontian through an orientation immediately!
- B. Assign a mentor/big sister for the first year.
- C. Assign immediately to one or more committees; get a new Zontian busy right away, preferably doing jobs they choose.
- D. Make sure the club has fellowship activities regularly.
- E. Reward attendance, service hours, any major accomplishment, etc.
- F. Recognize new members in your newsletter.
- G. Recognize all members' accomplishments in club newsletter.
- H. Have mechanism for individual input into club goals for each year, ie a strategic planning session where all members are invited.
- I. Have a service project developed and carried out just by newer members.
- J. Find out why members leave with an exit survey, like the one on our website; fix any problems in the club: (get AD involved with problems)
 - a. Meetings extremely long or unorganized
 - b. Lack of direction, goals for club
 - c. Cliques or factions in the club
 - d. Poor leadership
- K. Send new Zontians to the Area Meeting and pay their registration.
- L. Encourage all Zontians to go to the District Conference and ZI Convention.
- M. Keep club members informed of ZI and UN activities to keep focus on international aspect of Zonta.
- N. Change your meeting times if it interferes with attendance for a number of members.
- O. Keep members informed through newsletter, emails, etc.
- P. Send birthday cards to members.
- Q. Have speakers at meetings on topics of interest to members.
- R. Support the Equal Rights Amendment to attract younger members.
- S. Meet in an uplifting environment.
- T. Use the buddy system to meet with new members for happy hour or lunch.
- U. Allow older members who have physical limitations to participate in their own way.
- V. Choose projects that will gain the interest of the majority of members; if possible, have several projects so everyone can be interested in one of them.
- W. The club should be receptive to change.
- X. Assess interests of members periodically.
- Y. Use time management. Keep lunch meetings to an hour. Use committees to do the work, not a membership meeting.
- Z. May need to change time and/or day of meeting.
- AA. Make sure the meeting location is secure and safe.
- BB. Avoid two outings in a month, by scheduling an event on a meeting day.
- CC. Communicate frequently with members.
- DD. Choose the best club board.
- EE. Use promotion and publicity to let the community know who we are.
- FF. Let District and ZI know our work through articles in the Zontian.
- GG. Have intercity communication with other clubs in your area.
- HH. Continue good projects that members are interested in.
- II. The Club President should communicate with the members.
- JJ. Have social gatherings to allow members to develop friendships.
- KK. Don't be subjective; forgive and forget. Maintain good relations with each other.