

Global Link

PUBLISHED BY THE ASSOCIATES OF THE AMERICAN FOREIGN SERVICE WORLDWIDE • WWW.AAFSW.ORG • MAY 2013

UPCOMING EVENTS

Tuesday, May 21
Program with Maureen Bunyan, ABC News 7 reporter, 10 a.m.-12 p.m., Benjamin Franklin Room, Department of State. See page 3 for more information.

Tuesday, June 11
Volunteer Appreciation Lunch at the home of Elaine Neumann.

June, Date TBA
Evening book talk and book signing with Sara Mansfield Taber and Cynthia Helms, authors of new memoirs about their lives as CIA family members. Possible additional event with Tony and Jonna Mendez.

Saturday, June 22
Art, Craft and Small Business Fair, Oakwood Capitol Room, 1-5 p.m.

Please confirm all events on our website, our Facebook page, or via office@aafsw.org before attending.

AAFSW
4001 North Ninth Street
Suite 214
Arlington, VA 22203
Tel: 703-820-5420
Fax: 703-820-5421
office@aafsw.org
www.aafsw.org

Family Member Employment

Improving Employment in Overseas Missions

"I think the Department deserves recognition for addressing the issue of EFM employment at all. Compared to the private sector and some other government agencies, [the] State [Department] has done an admirable job creating positions within embassies and consulates to support Foreign Service spouses." Layla Tarar, FS Spouse currently in Karachi, Pakistan.

As Layla points out, the State Department has done a remarkable job of providing help to spouses seeking employment, especially inside US missions overseas. But, there is room for improvement.

This list of suggestions is not the result of a formal survey. Rather, it is a set of ideas that originated in conversations with family members during the course of researching the current employment situation. It is a starting point for a broader conversation with the Foreign Service community and State Department to move towards change.

Some ideas are already being implemented; some require a closer look, and others are unlikely to gain much traction due to post-specific policies or federal regulations. This list is by no means exhaustive. And, no matter what is currently being offered or can be changed in the future, there is never going to be a perfect solution to satisfy every Eligible Family Member. However, implementing just a few of these measures could make a substantial difference.

Self-advocacy can go a long way toward improving spouses/partners' chances of being employed. Family members seeking work inside US missions abroad are encouraged to take the following steps that might also be considered during bidding:

- ✓ Review the post Family Member Employment Report (FAMER) to get an understanding of the EFM work situation at post (available on the Intranet or from CLO; or email FLOaskEmployment@state.gov).
- ✓ Contact the post Community Liaison Office Coordinator (CLO) the Management section, and/or the Human Resources section before arrival to learn about post hiring policies, and to inquire about employment opportunities. Some posts have a family member employment handbook available on the post intranet site.
- ✓ Review up-to-date information on the Family Liaison Office's Overseas Employment/inside the mission web pages (www.state.gov/m/dghr/flo/c21563.htm).
- ✓ Familiarize themselves with the hiring process, as well as the benefits of a Family Member Appointment (FMA) (www.state.gov/m/dghr/flo/c21653.htm).
- ✓ Attend the CLO briefing upon arrival and schedule a separate appointment with CLO and/or other officers to discuss employment possibilities.

Continued on page 6



From the President's Desk...

Patricia Linderman
president@aafsw.org

In a month of many tragedies, the one that hit many of us closest to home was the attack on April 6 in Afghanistan that claimed the life of second-tour officer Anne Smedinghoff, along with four military and Defense Department colleagues, and injured several others, including Public Diplomacy officer Kelly Hunt, who remains in critical condition as of this writing.

So many details are poignant and heartbreaking. The two women, along with the rest of the team were on their way to deliver books to a school. Anne was only 25 years old, and spent time helping and promoting the Afghan women's soccer team. Kelly has a master's degree in international journalism, and this was her first Foreign Service assignment.

They were aware of the dangers, but they made the trip because they believed in what they were doing, like so many other employees and volunteers around the world. And in spite of terrorism, war, crime and other dangers, Foreign Service employees and family members will not stop trying to make the world a better place, by delivering books to schools and in thousands of other ways.

Wherever you are, please share a moment of silence in remembrance of Anne and our military colleagues killed in Afghanistan. Kelly's family also appreciates your prayers for her recovery.

If you would like to send messages or make donations in Anne's memory and in support of Kelly's recovery, please visit the following pages set up by their families:

- annesmedinghoff.com
- www.facebook.com/KellyHuntsRoadToRecovery
- www.youcaring.com/medical-fundraiser/climbing-for-kelly/52529

AAFSW Board Election

It is time once again to vote for the Officers of the Board of Directors of AAFSW. Each AAFSW member has the right and responsibility to cast his or her ballot in support of the candidates. The positions are uncontested but your vote is vital to the organization. You also have the right to write in the name of someone who you think would make a good officer even if he/she is not on the proposed slate.

View biographies of the candidates on page 10 of this issue or online in the members section at www.aafsw.org.

Please submit your ballot online at www.aafsw.org, or use the ballot on page 11 of this issue. **Votes are due no later than June 1, 2013.**

Art, Craft and Small Business Fair

Calling all talented and entrepreneurial AAFSW members! The 2nd annual Art, Craft and Small Business Fair will be held on **Saturday, June 22, from 1-5 p.m.** at Oakwood Falls Church.

All AAFSW members are invited to exhibit their creative work (whether for sale or just as a hobby) and/or showcase their businesses. If you are not currently in the DC area, we will be happy to display photos, samples, business cards, flyers or other materials, or you may recruit a friend to represent you. The public will be invited to visit the Fair, so take advantage of this opportunity to showcase your work! To ask questions or to sign up as an exhibitor, contact the AAFSW office at office@aafsw.org or (703) 820-5420.

Last year's participants included Janine Bland (a jewelry maker featured in the Washington Post), as well as other artists, photographers, a cake decorator, real estate agents, book authors, life coaches, a documentary producer, and more. This will also be a networking event, where spouses and partners can learn from each other about developing and maintaining a successful business or creative outlet in our mobile lifestyle. Hope to see you there, as an overseas exhibitor or in person!

AAFSW Program News

May Program: A Talk with Maureen Bunyan

AAFSW cordially invites you to join us on **Tuesday, May 21, at 10:00 a.m.** for an informative presentation featuring Maureen Bunyan, a veteran television news broadcaster and a primary anchor for ABC7/WJLA-TV in Washington, DC. Ms. Bunyan anchors the 6 p.m. weeknight newscasts.



Named a "Washingtonian of the Year" in 1992, Ms. Bunyan has an extensive record of service to the community. She is a founder and board member of the International Women's Media Foundation, which serves women in the media in 100 countries. She is a founder of the National Association of Black Journalists. She also serves on the National Advisory Board of the Casey Journalism Center on Children & Families; the Girl Scout Council of the Nation's Capital Women's Advisory Board, the Advisory Committee of Women in Film & Video and is a board member of Women of Washington.

In recognition of her significant contributions to broadcasting for over 40 years, Ms. Bunyan has been inducted into the "Hall of Fame" of the Washington Chapter of the Society of Professional Journalists, "The Silver Circle" of the National Academy of Television Arts and Sciences (NATAS) and the Broadcast Pioneers Club of Washington. She has been awarded seven local Emmys, and the "Ted Yates Award," given by NATAS to Washington, DC news

broadcasters who are leaders in the profession. She was named "Journalist of the Year" by the National Association of Black Journalists. She received the annual "Immigrant Achievement Award" from the American Immigration Law Foundation in 2002.

Ms. Bunyan attended the University of Wisconsin-Milwaukee, Columbia University School of Journalism and holds a Master's Degree from Harvard University Graduate School of Education. She was born in Aruba and grew up in Southeast Wisconsin. She is of Guyanese descent.

The program will take place at the Benjamin Franklin Diplomatic Reception Room on the 8th floor at the State Department. Please use the coupon below to reserve your seat, or reserve and pay online at www.aafsw.org. We look forward to seeing you.

Sheila Switzer
AAFSW Program Chair
programs@aafsm.org

May 21, 2013: A Talk with Maureen Bunyan

Please reply no later than Tuesday, May 14, 2013. The event takes place on Tuesday, May 21 from 10:00 a.m. to 12 noon at the Department of State (C Street Entrance.) The cost for this event is \$15 per person for members and guests. Send this form with payment to:

AAFSW Reservations
4001 North Ninth Street, Suite 214
Arlington, Virginia 22203
You may also reserve and pay online in the members-only section at www.aafsm.org.

May 21 Program

Name (as you wish it to appear on the name tag)

Date of Birth and Passport or Driver's License Number

Telephone

Name of guest(s), D.O.B.'s and Passport or Driver's License Numbers

Happy Hour Fun for All

Our most recent Happy Hour at Oakwood Falls Church was both informative and fun! In attendance were old and new officers, specialists and spouses/partners, representatives from AAFSW, the Overseas Briefing Center, and the Family Liaison Office, and even a former Ambassador!

Keep your eyes peeled on Livelines and our Facebook page for the next event which is coming up soon. We hope you'll join us for some more fun and good conversation regardless of where you are in your career!

Dave Pernal
AAFSW Happy Hour Coordinator
happyhour@aafsw.org



Photos courtesy of LMK Studios
lmkstudios.wordpress.com

AAFSW Hosts “Argo” Heroes

On Wednesday, April 3, nearly 250 AAFSW members and guests enjoyed a unique opportunity to learn the true story behind the Oscar-winning “Argo” movie. Retired CIA officer Tony Mendez, the mastermind of the secret mission to rescue six diplomats and family members from Tehran in January, 1980, spoke to the group, along with his wife and colleague Jonna Mendez and AAFSW member Kathleen Stafford, one of the rescued embassy staffers.



If you weren't able to attend, you can read the whole story and view more photos on our website www.aafsw.org/2013/aafsw-hosts-argo-heroes.

Many thanks to Sheila Switzer for organizing this extremely successful program. Barbara Reieux, Debbi Miller, Lucy Whitley, Carmen Geis, Jen Dinoia and many others also provided crucial support. Special thanks to Peter Dinoia, who stayed in the lobby during the program to guide late-coming guests and ensure security, and to our new volunteer photographer Lindsay King! And of course, we are extremely grateful to Tony, Jonna and Kathleen for generously sharing their experiences and memories.

Thank you to the many family members and Government employees who provided valuable input to this article. When I started asking questions about Eligible Family Member (EFM) employment, it was my hope that this series of articles would spark a conversation. I am delighted to report that AAFSW has started an online working group on EFM employment issues to tackle some of the suggestions discussed here, among others. If you are interested in sharing your thoughts, please feel free to contact me at nicole@aafsw.org. And, don't forget to visit the updated AAFSW spousal employment page for more resources!

Reach Out & Share Information

✓ Missions should reach out to family members upon their arrival at post (or better yet, contact them earlier), to assess their skills, and to find out whether they are seeking employment. This could be part of the standard welcome communication between the incoming family members and the CLO and/or HR, MGMT. CLO could then use this information as a basis to advocate on behalf of family members (e.g., circulate newcomers' resumés around relevant departments).

Current Status: CLOs provide employment information as part of the standard welcome process but the level of support varies depending on the size and needs at post (larger posts may even have a dedicated HR staff member who concentrates on family member employment). CLOs are encouraged to review their arrival communication packets to ensure accurate information is sent to spouses/partners with questions related to employment and connect them to appropriate offices.

✓ Create an organized “boilerplate” employment brochure including an overview of available programs, resources, and contacts, for posts to email to family members either before or upon arrival. This can also be included on the post website to allow for timely updates. The overview of programs can be created by the Family Liaison Office (FLO); posts can tailor the information to their situations.

Current Status: A FLO brochure providing an overview of EFM employment and training options is in production (to be released this spring in print to all CLOs and posted to the FLO internet site). Some posts already provide tailored employment materials.

Tap into the Wealth of Family Members' Expertise

✓ Take advantage of family members' skills and areas of expertise. EFMs come from a number of professions and backgrounds so why not make use of those resources by hiring family members on an individual appointment or contract basis in areas of their specialty if matching needs arise within the mission. An example would be to develop an “EFM Professional Corps” database or to require HR/CLO to interview new EFMs upon arrival and create employment profiles to be shared regularly with section heads and/or post on the post Intranet site. CLO could also send an earlier “employment questionnaire” to EFMs to determine capabilities and interests.

Current Status: Sending an “employment questionnaire” to determine interests is a best practice for CLO or HR at many posts. Contract work may be a more flexible way to utilize the skills of specific EFMs. Some centrally-funded hiring programs, like the Extended Professional Associates Program (EPAP), do pre-qualify candidates for writing and job area skills.

Security Clearances

✓ Family member security clearances should be portable and stay with the person not with the job, as is currently the case. There are an increasing number of instances in which positions remain unfilled for many months while family member applicants (especially foreign-born spouses) await security clearance.

✓ After seven years of marriage to a US-direct hire officer, spouses should be offered a secret clearance concurrent with the resubmission of the Officer's clearance. This would require minimal additional work for the investigator and would pre-clear a pool of potential staff at post making them much more quickly available when needed.

Comments: The AAFSW EFM working group will be looking into these ideas and report back.

More Flexibility & Support for Family Member Positions

✓ Split some full-time positions into multiple part-time positions. With gaps during transfer season being an ongoing issue at overseas posts, having two part-time EFMs covering a single position would benefit the mission as well as the employees. This could be an especially useful measure for Community Liaison

Office Coordinator (CLO) positions, which often remain unfilled during the time of year when a CLO is needed most.

Current Status: This is already happening at some posts, but is always subject to post policy and based on the needs of the mission. Family members can raise this possibility with CLO and HR at post.

✓ Allow EFMS to apply for more positions before arrival at post. Spouses/partners rarely get a chance to work the entire duration of the tour since it takes many months to secure a position. Provide EFMs the opportunity to apply for more jobs inside the mission before they arrive at post.

Current Status: This is being done by most, but not all, posts. EFMs are encouraged to apply early and before arrival at post when a desired position opens up (check CLO newsletter, inquire with HR/MGMT/CLO; review post employment policy).

✓ Fund family member positions centrally. Family members are generally paid out of the post budget (with the exception of Expanded Professional Associates Program, Consular Associate, Professional Adjudication Specialist Program, and Professional Associate Program). When budgets get tight, family positions are usually the first eliminated. .

Current Status: Expanding the number of positions covered by such programs is a goal worth pursuing. The value of these programs to bureaus has been established, family member interest (and qualifications) is clear – but budget limitations limit progress. Centrally funded positions are also subject to budget constraints.

✓ Set realistic job qualifications. Language and education requirements for family member positions often exceed the level actually needed carrying out the work. Requiring 4/4 level language skills for support positions in which fluency in the local language is not actually needed is one common example of this practice. The MGMT section should review that job and language requirements match and should take EFM feedback into account.

Current Status: The policy is to match requirements to actual post needs, but some EFMs in the field believe this is not always the case. CLOs are encouraged to monitor community concerns and convey these to MGMT, as appropriate.

✓ Simplify the job application process. Applying to positions inside the mission is burdensome with many standardized forms and confusing acronyms/program names. Streamlining the application process would benefit both applicants and management at post.

Current status: Hiring procedures are government-wide and cannot be changed, but some steps may be taken to make things easier for family members (e.g., being able to save information when filling out online PDF application forms).

✓ Provide more training for EFMs taking on EPAP positions. Family members in EPAP positions are working essentially as entry-level officers but often lack advanced training necessary for their work.

Current status: This is being done if post budgets allow (individual posts pay for training EPAP positions). HR and EPAP hiring officers are encouraged to consider training options especially when the EFM is already in the Washington, DC area and/or explore distance training options.

✓ Train and inform employees (both inside and outside the State Department) about the benefits of hiring family members. DC employees, especially, need to be trained in understanding Executive Order 12721 (EFMs who have worked 52 weeks or longer in an “appropriate funded position” abroad, are eligible for non-competitive appointments to the Civil Service upon return to the US). Within the State Department, this training should take place in the HR tradecraft course, at MGT conferences, and other courses that cover family member hiring.

Current status: This is being done (although more efforts would be useful). FLO provides information on its website that can be presented to the employer (www.state.gov/m/dghr/flo/c21651.htm).

For More Information

Family Member Employment: Information and Resources: www.aafsw.org/articles-advice/fs-spouse-workingvolunteering/family-member-employment.

Nicole Schaefer-McDaniel grew up in Germany and the US. A social scientist by training, she was finally convinced to try life in the Foreign Service community. Currently posted to Vienna, Austria, she blogs about life abroad and raising two little world travelers at kidswithdiplomaticimmunity.wordpress.com.



Commentary: One Spouse's Decision

Shortly after our arrival in Warsaw, I gazed out the window at yet another dreary, gray, sub-freezing day. I looked down at my 11-month-old son, happily playing with the contents of the welcome kit, and wondered how I was going to make it through the long, Polish winter—let alone two years—as a stay-at-home mom.

I didn't exactly miss my previous job; working long hours as an attorney in DC had caused me to miss more evenings and weekends with my family than I cared to count. But I did miss the intellectual challenge, the adult conversation, and the structure of paid work. Since my previous employer was unwilling to let me telecommute, none of my leads in Warsaw's private sector had panned out, and I had no ideas for starting a home-based business, working inside the Mission seemed like my only chance for paid work. I was not excited by this possibility as I knew that most positions were primarily secretarial.

Luckily, I landed what turned out to be a very fulfilling job filling a temporary vacancy as Assistant Cultural Affairs Officer. It was a great opportunity, although like any job it did come with some negatives. Did I resent the fact that although my business card said "Deputy Cultural Attaché" and I had all of the duties of an Assistant Cultural Affairs Officer, my title for HR purposes was "Cultural Affairs Assistant"? Absolutely. Did I complain endlessly to my husband about the Mission's refusal to give me a security clearance despite the fact that a clearance was given to the short-term intern in our section? Definitely. Did I resent the fact that my salary was less than I made right out of college – when I had two fewer graduate degrees and no work experience? Obviously.

In the end, however, the benefits of the job far outweighed the negatives as I ...

- Gained new skills and honed old ones
- Gained an appreciation for Poland and its people through learning about the country and its history, traveling to urban and rural areas throughout Poland, and meeting Poles both inside and outside the Mission
- Maintained my resumé without significant gaps in my work history
- Gained the respect of officers and local staff in the Mission
- Maintained an identity separate from my spouse.

I realize that my situation was a bit unusual in that I filled an officer position that was temporarily vacant

in the Embassy. Although I didn't have a background in public affairs, I was able to learn on the job while drawing on my writing skills and ability to coordinate and execute projects. I wrote press releases, speeches, and cables instead of research memoranda and legal briefs. I worked with FSOs and Polish staff instead of partners and paralegals. In the end it was my ability to think critically and to communicate with others that mattered rather than the specific jobs I had held in the past.

Upon leaving post, one of my supervisors told me that the section had been hesitant to hire a spouse to fill the vacancy, "since you never know what you're going to get with a spouse." I was shocked to hear this comment. Although my husband had only been in the Foreign Service for two tours, I had already met dozens of spouses and partners of FSOs who had left professional careers in order to become "trailing spouses." FSOs are diverse in many respects, but tend to be well-educated, intelligent, and ambitious; it should be no surprise that the majority of FSOs have spouses who share those traits. If those inside the Mission are worried about the quality of the spouses they hire, perhaps they should examine the responsibilities and duties of the positions they offer to them. It should surprise no one that spouses with professional training and backgrounds are not exactly clamoring to fill positions as administrative assistants.

I would argue that while there may be some spouses who would prefer to have jobs where little challenging work is expected, most FS spouses would like to work in jobs where they are able to build on skills they already have and develop new ones. If spouses who are interested in and qualified for professional-level Mission jobs are respected as professionals and given real responsibility, I believe they will rise to the challenge and give the State Department real value in exchange for the middling salaries they are paid (we'll save salaries as a topic for another day).

For dual professional couples, the easiest way the Department can help in this area is to make at least some professional-level jobs available at most Missions. Such jobs would require applicants who can demonstrate the ability to think analytically, write well, and work well as part of a team. The EPAP program has successfully created entry-level officer positions for family members, although many Missions (like Warsaw) do not have any EPAP positions and in general the demand for these positions is far greater than the supply.

State might also consider funding project-based positions for spouses that match their experience with Mission needs. In my case, once the permanent ACAO arrived at post, I focused almost entirely on programs that supported the Mission goal of the empowerment of Polish women. Other examples might include hiring a spouse with a background in social media to increase the Mission's social media presence, or hiring a spouse with a legal or management background to help support an OIG inspection.

I was disappointed when the Embassy did not maintain my position after I left, as I had thought my contribution would convince the section that a permanent spouse job was a good investment. Unfortunately, Mission-funded positions for family members are often the first to get the ax in uncertain budgetary environments (how I wish State would consider the long-term cost of hiring and training new FSOs to replace those who leave due to unhappy spouses who can't find meaningful work!).

We're now posted back to Washington, DC. I'd like for my husband to be able to continue this career he loves, but like many spouses I'm not willing to sacrifice my career for 20-30 years just so he can. For now, I've found a great job in DC and am not inclined to leave it to be a fingerprinter or a security escort. I very much hope that State will make some changes to spousal employment in the next couple of years, as I would love the opportunity to live abroad again. I'm just not willing to give up my professional life to do so.



Anne Wilder is married to a Foreign Service Officer and has lived in Australia, Brazil, Poland, and Spain. She attempts to balance her time between her two young children and her job as an attorney specializing in higher education law.

New Online Course From The Transition Center

So, you're new to the Foreign Service. You have many questions and anxieties about housing, bidding, and the diplomatic community. You're worried about assignments and even about culture shock. Take a deep breath and relax.

Realities of Foreign Service Life is a new product from Foreign Service Institute's Transition Center and is specifically created to help you ease into this lifestyle. It is a FREE distance learning resource and can be accessed from anywhere at any time. It requires no registration, tuition fees, or passwords. The best part is that there are no time constraints, and, since there is no set path or order to follow, you can jump from slide to slide and repeat as many as you want to fit your needs. Another perk of this resource is that regardless of whether you're headed to or already overseas, it's for everyone – employees, family members, and members of household.

Whether you're married, married with children, or single, the material is designed with your needs in mind. The topics covered include preparing for the physical and psychological transition, housing, safety, security, culture shock, and children's education including special needs.

The purpose of "Realities" is to help familiarize new and even prospective members of the USG foreign affairs community with the challenges and opportunities of living an internationally mobile lifestyle. The resource contains videos of various community members sharing their own experiences, lessons learned, and best practices which will help ease the anxieties you have, and answer your questions.

Additionally, "Realities" provides resources available to you overseas and in Washington DC, and helps you identify offices, organizations, and associations as well as tested and proven best practices for managing the Foreign Service lifestyle.

Your future life experience in the Foreign Service will be clearer through this resource. Use it to get your questions answered, be prepared, and be equipped to be part of the diplomatic community!

Check it out at: www.state.gov/m/fsi/tc/c57361.htm.

*Archana Dbeer
Transition Center Training Coordinator
AAFSW Member*

AAFSW Board Candidates

President

Patricia Linderman was elected President of AAFSW when she returned from a posting in Guayaquil, Ecuador, in July, 2011. With a master's degree in German literature, she works as a freelance writer, editor, translator, and language teacher. Among many other projects, she has co-edited AAFSW's "Realities of Foreign Service Life" books, co-authored the book "The Expert Expat" (with Second Vice President candidate Melissa Hess) and translated speeches for the President of Chile. She is also literary editor of Tales from a Small Planet, www.talesmag.com, home of the "Real Post Reports."

Patricia's husband is a State Department Consular Officer, and they have two sons, aged 17 and 20. As AAFSW President, with outgoing First Vice President Jen Dinoia and the rest of the team, she has worked to expand AAFSW's membership, visibility and services to the community through initiatives such as happy hours, panel discussions, a new e-book series, an Arts, Crafts and Small Business Fair, a new spouse/partner employment committee, and more. With time for one more 2-year term before serving overseas again, she would like to put more AAFSW online services in place, including a housing marketplace, a DC-area neighborhood network, a spouse/partner business database, and worldwide online participation in DC-area events.

First Vice President

Lara Center has served as AAFSW's SOSA coordinator since February of 2012. She has a MPA and MA in Museum Studies. While posted in Luxembourg, she worked as a volunteer outreach and education specialist for the National Museum of Military History. As a result of her volunteer work in Luxembourg, she was awarded the 2009 SOSA award for the EUR Bureau. She is the spouse of a consular officer, mother of two young children and has been posted in Guadalajara, Caracas, Luxembourg, and Washington, DC.

Second Vice President

Melissa Hess has served as Lead Crisis Specialist in Crisis Management Training (CMT) School of Leadership and Management at FSI and since 2005. She recently returned to FSI after serving 15 months in Iraq on a civil service excursion tour—first, as the Political Officer for the Babil

Provincial Reconstruction Team for a year and then on a temporary assignment as the Public Diplomacy Officer for the new U.S. Consulate General in Basrah. Prior to her work in CMT, she was a member of the State Department's Family Liaison Office, where she coordinated the Strategic Networking Assistance Program, a global employment program for Foreign Service spouses.

Melissa is co-author of the book, *The Expert Expatriate: Your Guide to Successful Relocation Abroad* and co-editor of *Realities of Foreign Service Life*, Vol. 1 and Vol. 2. In 1998, she created the first website for Foreign Service spouses. The site was purchased by the Associates of the American Foreign Service Worldwide (AAFSW) in 1999 and became the organization's official website. She holds a master's degree in Education. A Foreign Service spouse for 22 years, she accompanied her husband on assignments to Nigeria, Russia, Algeria, Egypt, and Ukraine.

Treasurer

Lucy Whitley has been an AAFSW member since 1986 and has served as the Treasurer or Book Operations Treasurer for the last ten years. She is the widow of FSO Philip Savitz, and the mother of Adam, a college student. Her abbreviated Foreign Service career took her to Barbados, Austria, and Germany. She hopes to continue to contribute to the future of the AAFSW by maintaining its financial stability and working with at least two other members to take over treasurer's duties so that she can start doing something else! Join us—it's fun!

Assistant Treasurer

Carmen Geis, a native of Mexico, has accompanied her Foreign Service Officer husband to Belgrade, Brussels, Buenos Aires (where she was CLO), Asuncion, Tampa, and Washington, DC. Carmen recently retired from her job at the Department of State and volunteers with her neighborhood civic association, the AAFSW BookRoom and at the AAFSW office.

Secretary

We are still looking for a volunteer in the DC area to take notes at monthly Board meetings and serve on the decision-making team. Could it be you, or someone you know? A candidate returning to DC this summer could start in September. Contact office@aafsw.org if you might be interested!

Classified Advertising

AAFSW now offers free classified advertisements to its members. The *Global Link* is sent by mail and electronically to our members and to Community Liaison Offices worldwide for a sizable total monthly readership.

Do you have a business or service that you would like to advertise to the Foreign Service community? Send a brief notice (100 words or less) to office@aafsw.org for approval with the subject line AD FOR GLOBAL LINK. If you have a business website, it can be hyperlinked in the electronic version of the newsletter, so please include your URL. Advertisements will run on a space-available basis for one month at a time and will rotate in order of receipt.

We also accept classified advertising for real estate rentals and sales, as well as sales of other items (cars etc.) on our website, www.aafsw.org. View or submit ads on the website. Not a member of AAFSW? Join now! Apply online at our website: <http://www.aafsw.org/aafsw/membership.htm>.



As part of our mission to connect the Foreign Service community at home and abroad, AAFSW regularly posts up-to-date news about our own activities and events on Facebook. We also use the page to share photos, videos, and other items that we are not able to include in the *Global Link*, and to highlight interesting or outstanding blog posts by members of our community.

So, what's not to "Like?" Become a fan of AAFSW on Facebook today by clicking the Like button on the front page of our website, www.aafsw.org, or going directly to www.facebook.com/aafsw. We thank you for your support!

Welcome To Our New And Returning Members

Luis Azurduy
Ana Patricia Baide
Clayton Bond
Anna Maria Colom
Margarita Copher
Laura E. Coughlin
Monica Lynn Davis
Christine DeSilva
Marcela DuBose
Selam Emiru
Steven Feinstein
Coleta Garcia
Jennifer Green
Stephen C. Harris
Rolanda S. Hirsch
Daniel J. Hoffman
Heidi J. Inder

Mari Jenefsky-Titus
Joan E. Kane
Catherine Kannenberg
Cameron Khosrowshahi
Caroline Sara Kim
Modest F. Kwapinski
Kim Michelle Long
Carlos Lopez
Michael J. Martin
Melody McGrath
Gillian Kay Mochizuki
Jennifer Odum
Dean M. Philip
William M. Smit
Mary Beth Stock
Julius N. Tsai
Jeffrey M. Weinschenker

Thank you to these generous donors

James and Susan Baker

Real Post Reports/Real School Reports Relaunched

Tales from a Small Planet, a website run by Foreign Service spouses, is now more user-friendly and no longer requires registration. The site, at www.talesmag.com, features user-submitted reports about posts and schools all over the world, as well as essays, stories and humor about living abroad.

AAFSW Board Election Ballot

PRESIDENT

- Patricia Linderman
 Write-In _____

FIRST VICE PRESIDENT:

- Lara Center
 Write-In _____

SECOND VICE-PRESIDENT

- Melissa Hess
 Write-In _____

SECRETARY

- Write-In _____

TREASURER

- Lucy Whitley
 Write-In _____

ASSISTANT TREASURER

- Carmen Geis
 Write-In _____

Send your completed ballot no later than June 1, 2013 to:

AAFSW Election
4001 North Ninth Street, Suite 214
Arlington, Virginia 22203

You may also vote online in the members-only section at www.aafsw.org.

AAFSW BOARD

Honorary President

Lisa Carty

President

Patricia Linderman
703-635-3827
president@aafsw.org

1st Vice-President

Jennifer Dinola
925-549-1198
vicepresident1@aafsw.org

2nd Vice-President

Alicia Wilkinson
703-356-9233
vicepresident2@aafsw.org

Board Secretary

Margaret Teich
703-250-5099
secretary@aafsw.org

Membership

Debbi Miller
703-470-6160
membership@aafsw.org

Programs

Sheila Switzer
703-569-8867
programs@aafsw.org

Public Relations

Lesley Dorman
202-484-3497
publicrelations@aafsw.org

Treasurer

Lucy Whitley
703-536-2183
treasurer@aafsw.org

Assistant Treasurer

Carmen Geis
703-503-9117
treasurer2@aafsw.org

Forum

Ann La Porta
202-248-4246
Judy Felt
703-370-1414
forum@aafsw.org

Art & BookFair

Judy Felt
703-370-1414
bookfair@aafsw.org

Housing

Lesley Dorman
202-484-3497
housing@aafsw.org

SOSA

Lara L. Center
sosa@aafsw.org

President Emerita

Faye Barnes
540-972-3754
emerita@aafsw.org

STAFF/SERVICES

AAFSW Office

Barbara Reioux
4001 North Ninth Street
Suite 214
Arlington, VA, 22203
703-820-5420
Fax: 703-820-5421
office@aafsw.org

Book Room

Main State
Room B-816
Brian Neumann
202-223-5796
bookroom@aafsw.org

Housing Desk

Employee Services Center
Main State, Room 1252
202-647-3573
202-647-3086
housing@aafsw.org

Content Manager

Kelly Bembry Midura
703-651-2078
newsletter@aafsw.org

Webmaster

Sean P. McKee
webmaster@aafsw.org

OTHER CONTACTS

AFSA Liaison

Patty Ryan
202-966-7696
Ann La Porta
202-248-4246
afsarep@aafsw.org

Archivist

Vacant
archives@aafsw.org

CLO Alumni Association

Donna Ayerst
703-759-1124
clogroup@aafsw.org

Evacuee Support

Ann La Porta
202-248-4246
evacuee@aafsw.org

Foreign-Born Spouses Group

Ana Luisa Gallardo
fbspouses@aafsw.org
FBS State Liaison
Sheila Switzer
703-569-8867
programs@aafsw.org

Facebook Moderator

Kelly Bembry Midura
703-651-2078
facebook@aafsw.org

French Group

Christel McDonald
Tel: 703-525-9755
frenchchair@aafsw.org

AAFSW
4001 North Ninth St.
Suite 214
Arlington, VA
22203



May 2013

PLACE
STAMP
HERE