Global Link

Published by the Associates of the American Foreign Service Worldwide •www.aafsw.org•March 2011

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Our new directory will be issued soon in downloadable PDF format. If you would like a printed copy of the directory to be mailed to you, please contact the office by email or phone with your name and street address.

Global Link is provided to the U.S. Foreign Service community as a service of the Associates of the American Foreign Service Worldwide. Your membership fees support this newsletter along with other AAFSW services. Please visit us at www.aafsw.org to learn more—and join today!

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

Interview with Rebecca Grappo

International Education Consultant and Foreign Service Spouse

How long have you been in the Foreign Service, and where have you been posted?

"We've" been in the FS almost 26 years now. I say "we" because as you know, this is a family affair! Our first assignment was Nicaragua, then Portugal, Washington, Jordan, Oman, Washington, then my husband did two years unaccompanied in Saudi Arabia, then we went back to Oman, then he went to Baghdad and I went to Dubai, and now we are in Jerusalem.

During that time, we raised three children who are now in their twenties. So we, too, have had our share of adventures and seen the benefits of raising Third Culture Kids. However, we have also faced many of the same challenges that other FS families face: dealing with learning differences; finding the right international school; whether to send a child to boarding school; applying to college from overseas; and lots of other transitions and separations.

What inspired you to start your business, and what were the first steps that you took toward establishing yourself as a consultant?

When I worked as the Education and Youth officer in the Family Liaison Office at State, I thought I had the best job in the world. However, I knew that one day, we would go overseas, and no one would ever hire me again to do that unique job again. So if I wanted to do the work I loved, then I'd have to recreate it myself. I was inspired by the educational consultants I had met through school

tours and conferences. I thought: if they can do it, I can do it!

So I started thinking about how I would develop my business. I didn't have a physical hometown like all of my colleagues who are in private practice. But, though I may not have the traditional hometown practice, I do have a "hometown." It's just spread out all over the world! I took a disadvantage, and turned it into a major advantage by specializing in the expatriate community.



Rebecca Grappo is the founder of RNG International Educational Consultants, LLC, and has helped hundreds of students find the right boarding school, therapeutic school, or university. She has given numerous presentations on TCKs for groups around the United States and abroad, and contributed articles to publications and websites. Her own website, <u>www.rebec-</u> cagrappo.com, has a wonderful resource list if you would like to read more about Third Culture Kids, or find out if she can help you and your family.



From the President's Desk

Is our winter weather getting you down? These last two Washington-area winters have certainly been a challenge for all of us.

AAFSW has also had its share of challenges, with the most recent being a flood at the Department of State that also affected our BookRoom space. Fortunately we did not sustain too much damage, and this has been resolved.

We hosted a lively Forum on January 29th. A report on that event will be in the next issue of *Global Link*.

Currently, AAFSW is recruiting for Board and committee positions. We are looking for a new President, 1st Vice-President, Recording Secretary, Treasurer, and Assistant Treasurer. In addition we are seeking a SOSA Chair, Housing Office Chair, an Evacuation/Medevac Support Chair and a Legislative Liaison. That is quite a list of opportunities! Lisa Wilkinson, our 2nd Vice President is coordinating the nominating committee and she would be more than delighted to hear from you! Don't be shy! Volunteer and make a difference! Contact Lisa through office@aafsw.org.

We are delighted to introduce our new office manager, Barbara Reioux. Barbara has been an AAFSW member for many years and has worked as a Foreign Service secretary, a Community Liaison Office Coordinator (CLO), a writer, and a dedicated volunteer. She is married to John Naland, former American Foreign Service Association President and they have two children.

I would also like to draw your attention to an exciting conference being held in Washington on March 17-19. <u>Families in Global Transition</u> (FIGT) supports internationally mobile families. This year, their annual conference is being held at the Sheraton National Hotel in Arlington to be close to the internationally mobile diplomatic, NGO, and military sectors. The current President of FIGT is Peggy Love, a former Community Liaison Office Coordinator, who developed and ran a successful relocation service "Full Circle International" in McLean, VA for many years.

Becky Grappo, an AAFSW member and educational consultant has attended and addressed this conference several times and she is helping to plan it this year. She indicated that if you are interested in the issues that face globally nomadic families, this conference will present a line-up of "superstars" in the field who will offer presentations on raising and educating kids, expat spouse issues, cultural adjustments, employment concerns from an human resources perspective, and many other topics.

The conference includes great keynote speakers, panels on trailing spouses and adult Third Culture Kids, fantastic workshops, and plenty of time for discussion and networking. You might recognize some of these big names:

- Ruth Van Reken, a legend in the field of Third Culture Kids
- Jo Parfitt, internationally known for her writing and entrepreneurial programs
- Anne Copeland, founder of the Interchange Institute, will be opening keynote speaker
- Tina Quick, author of <u>The Global Nomads' Guide</u> to University Transition
- Jo Ann Huskey Grady, FS spouse, cross cultural trainer and educator, contributor to <u>Realities of</u> <u>Foreign Service Life</u> and author of <u>The Unofficial</u> <u>Diplomat</u>, will be the closing keynote speaker

Early bird registration ended Feb 1, but it is possible to register for just one day if it fits your schedule or budget better. Check out information on the conference at their website at http://www.figt.org.

Wishing for the first signs of spring!

Faye Barnes

AAFSW President

president@aafsw.org

Cairo Evacuation

This just in: AAFSW is currently helping support evacuees from U.S. Embassy Cairo who are arriving in the Washington, D.C. area. AAFSW member Ann LaPorta is organizing volunteers to meet families at the airport and provide other logistical support to evacuees. More details in the next issue of *Global Link*, on our <u>website</u>, and on our <u>Facebook page</u>.

AAFSW Program Highlights

We cordially invite you to join us for our third commemoration of Women's History Month, co-sponsored by the Women's National Democratic Club. Our panel discussion entitled "Empowering Women" will be held on Tuesday, March 15, 2011 at 10:30 a.m. at the Women's National Democratic Club building, located at 1526 New Hampshire Avenue, NW, Washington, DC 20036. (Refreshments will be served starting at 9:30 a.m.)

The AAFSW/ WNDC panel will feature:

Ms. Rosemary Segero, President and CEO of the non-profit group Hope for Tomorrow. Born in Kenya, Ms Segero's family is from the Kakamega District where her father, Jeremiah Segero, a Senior Chief, was among the African leaders awarded a Golden Medal by Queen Elizabeth II on her 1959 visit to Kenya. Protecting women from violence was a priority for Chief Segero during his leadership in the District, and after his death in 1985, his widow Diana Segero, a prominent elder in the community, continued his mission: to empower women through education and training. She took part in the international women's conference held in Nairobi in 1985.

Rosemary Segero followed in her parents' footsteps after a personal tragedy, the violent death of her son Bob, strengthened her resolve to help others. She moved to the United States, and in 2006 founded the Washington, DC, branch of Hope For Tomorrow, a NGO, 501(c)(3) organization dedicated to eliminating poverty and the social consequences attributed to poverty, such as HIV/AIDS, violence against women and children, and human trafficking. HFT utilizes e-education, the vast information technology resources of the Washington area -- cell phones, computers, satellites, video conferencing -- to realize its goals. Mrs. Segero is strongly motivated by hopes that, through her work, no parent will experience the pain and suffering she endured with the loss of her son.

Eleanor Smeal is a feminist activist, political analyst, lobbyist, and grassroots organizer. Smeal is also the president and founder of the Feminist Majority Foundation and has twice served as president of the National Organization for Women (NOW).

Ms. Smeal has appeared frequently on television and radio and testified before Congress on women's issues. As one of the major leaders of the modern day feminist movement, Smeal has organized numerous events around and given speeches on feminism, equality, and human rights as they pertain to people in and outside of the United States.

Dr. Marilyn Sephocle is the President of Women Ambassadors' Foundation and is on the faculty of Howard University.

In addition to the program, you will also have the opportunity to tour the historic WNDC building. For 83 years, WNDC has been located in a DuPont Circle mansion. The landmark building is also a museum with beautifully appointed rooms decorated with antiques and political memorabilia. Designed by Washington architect Harvey Page, and built in 1892-94 for a descendant of the noted Adams family of Massachusetts, the house is a unique transition between Victorian and Arts and Crafts architecture. The building is on the National Register of Historic Places, and features a noted Arts and Crafts fover and stairwell (one of Washington's finest in the Craftsman style), an elaborate plaster ceiling in the former music room, and the Eleanor Roosevelt Library. The WNDC Women's History Month art exhibition can be viewed on the second floor. Works are on loan from local artists through March, and AAFSW members and their guests are urged to arrive early to tour the show and the building before the program.

Refreshments will be served at 9:30 a.m. For an optional informal lunch following the program, please add \$15 per person to the \$15 cost of the program.

For more information and to reserve and pay for your place online, please visit our <u>website</u>, call 703-820-5420, or email <u>office@aafsw.org</u> no later than **Tuesday, March 8, 2011**.

Getting there: street parking is scarce. There is a public garage located on New Hampshire Avenue, across from the Club. On Metro, take the Red Line to Dupont Circle, exit toward Q street, turn right on Q and walk 1 1/2 blocks to WNDC.

Sheila Switzer

AAFSW Program Chairperson

programs@aafsw.org

AAFSW will also host a discussion of parenting in the Foreign Service on Saturday, March 26, 2011. See page 5 of this issue for details.

Rebecca Grappo, from page 1.

In designing my practice, I started thinking about what made my phone ring and my inbox overflow at the Family Liaison Office: parents needing guidance on how to navigate their way through the challenges of raising and educating children overseas. And I saw a common theme: how can we help ALL our children - high-achieving and under-achieving - to reach their potential in this highly mobile international lifestyle?

I also decided that if I was going to do this, I was going to do it correctly by getting my credentials (certifications, training, and professional memberships) in place before launching. I got my teacher training through FAST TRAIN when it was a pilot program between the Office of Overseas Schools and George Mason University. It took me over a year to lay the foundation. But it was worth it because it has helped me to grow a huge and wonderful network, and one opportunity or contact just keeps leading to another.

I have a very versatile portfolio, and many times there is cross-over between the students. I'm prepared to handle any challenge. Some families come to me for special needs school placement, others for boarding school advice, still others for college, and sometimes all three over the course of a few years. I work hard to be informed in all areas, and last year visited almost 80 boarding schools, therapeutic programs, and colleges. I have a full roster of students in each category. I love it all.

How, practically speaking, does your virtual business work? For example, how do you primarily communicate with clients? How do you manage during transitional periods, e.g. home leave and transfers?

One of the people who inspired me was Thomas Friedman in his book *The World is Flat.* He talked about virtual communication anywhere in the world at a time (just a few years ago) that people were starting to imagine the possibilities. I had built a strong rapport with my families around the world while working in Washington D.C., so I knew that I could do that again by using all the same means of electronic communication - and it was primitive even 4-5 years ago compared to today.

I keep in touch with students, families and other clients via email, online video conferencing through tools like Skype, Google Chat, iChat, GotoMeeting, etc. I also meet kids on their terms – that includes using BBM (Blackberry Messenger), SMS (texting), on line chats, or even the old-fashioned telephone! As long as I have a wireless connection, my laptop

or iPad, and my Blackberry, I'm available to my clients, no matter where they or I might be. I also keep appointments on a calendar, and I treat an appointment via Skype as seriously as I would if we were meeting in person. I also have some clients that I meet up with in New York, Washington, or elsewhere. And I even have some clients who walk through the door and meet me in my office!

Keeping in touch with everyone during a Foreign Service transition is absolutely workable. I try not to ever let on what is going on in my personal life. People don't want excuses - they want results. I've moved internationally 3 times since I started my practice, and I travel a lot. The good news is that I can, and do, work wherever I am. (The bad news is that I have to work wherever I am!)

How (if at all) has the State Department supported your venture, and what do you think would be the best or simplest ways that State could support entrepreneurs such as yourself?

I am grateful for several very important stepping stones of support that I have had along the way. Back when I was in graduate school, AAFSW had a low-interest loan for FS spouses. I used that to finish my degree, and I was able to pay it back when I got my first paycheck upon being employed overseas. It wasn't a massive amount, but my husband was an entry-level officer at the time and I was a stay-at-home mom with three small children, so it really made a difference.

The second thing that really helped me was attending an e-entrepreneur class offered by FLO. I don't remember the details of the class, except for the trainer saying that having your own business is like giving birth to a baby. It can take over your life. She was right! And taking the class made me more confident that I could do this.

Thirdly, I received a Cox Foundation grant after I launched. One has to demonstrate a serious plan and put in 25% of their own funds in order to receive a grant, which I think is fair. That grant helped me to pay for online courses.

Lastly, I will always be grateful to the mentoring, cheerleading, and support I received from all of my dear friends and colleagues from my time in FLO!

What do I think FLO could do to support other spouses? I think that the landscape is always evolving, and what works for one does not always work for another. But I really love the concept of the Cox Foundation grants - show a serious plan, invest in it yourself, and then some financial support can come your way. To me, it's equitable - no matter where you

are in the world, the chance to get assistance is based on the spouse's own initiative.

I would also like to see a change in transportation allowances so that there could be a professional weight allowance for spouses. Having a portable career can be heavy, and no one should have to choose between shipping household and family essentials and the tools necessary to sustain one's professional career. This would be very real and tangible support that any professional spouse could benefit from.

What advice would you give other FS spouses who want to set themselves up professionally as consultants of one kind or another?

Here are my tips for launching your own business, whatever it is:

Find your passion. I know that sounds cliche, but you will probably work harder than you ever have in your life. If you love it, it won't feel so much like work.

Prepare yourself and be as professional and thorough as possible when laying the foundation for what you want to do.

Find your own cheerleaders and mentors who will encourage you and support you.

Be courageous. This is not always easy, but you can't doubt yourself. If you don't believe in yourself, no one else will, either.

Network like crazy. Not only do you need to learn from others who are more experienced, but you need that professional contact in your field. And through my networks, I have an entire new group of friends, too, who support me personally and professionally. So even though I may move, my support network remains stable.

Commit to yourself and realize that you will have to be the toughest boss you have ever had. There are going to be some things you'll have to say no to because you have to work. Not everyone will understand that, but you will need to hang tough.

Check your ego at the door. You will make mistakes. Some people won't like you or will be critical. Not everyone will buy your product or service. You just can't take it personally (easier said than done!)

That said, put yourself out there all the time. If you don't promote yourself, don't expect it to happen by itself.

Be sure you have your spouse's and family's, support. That instructor was right - this is like having another child in the family. I always say when my

youngest left home for college, I had another baby: my business. My children were awesome in encouraging me, and I'm grateful to them. But I never, ever, could have done this without the constant support, patience, and understanding of my husband. I can't even begin to describe how incredible he has been.

Would I do it all again? Absolutely, in a heartbeat. I'm living the dream. I get to work with families around the world doing something I love, have personal freedom, financial remuneration, and the satisfaction of serving others while seeing my "baby" grow.

Finally, If you could change one thing about the current system of educational support at State to make it more workable for families, what would it be?

If there is one change I would like to see, it would be an addition to the supplemental educational allowance. This would be for post-secondary counseling services for both college-bound and non-college bound students if there are no quality American post-secondary counseling services at the school. This is a service normally offered in an American public school, but students who are in places like Canada or Australia, or in other international schools that are not American, often do not have access. I believe it is critical for all students to have professional guidance when forming post-secondary vocational or educational plans.

Calling all Parents, Teens and Pre-teens

Becky Grappo, Educational Consultant and Third Culture Kid expert will present a discussion for all members of the Foreign Service community on transition and education concerns for the globally mobile FS child. The discussion will be held on Saturday, March 26th, at 10:00 a.m., location to be announced soon.

Please call or email the AAFSW office at office@aafsw.org or call 703 820-5420 to reserve your place. Don't miss the chance to learn from this experienced education professional!

Interesting Statistics from the Family Liaison Office

Family Member Population Overseas

Population	Family Members	Family Members %
Female:	8227	79%
Male:	2242	21%
Total	10469	100%

Employment Status of Family Members Overseas

Employment Status	Family Members	Family Members %
Working Inside the Mission	2687	26%
Working Outside the Mission	1331	13%
Not working	6451	61%
Total	10469	100%

Geographic Distribution of Family Member Employment

Bureau	Family Members at Post	Working Inside Mission %	Working Outside Mis- sion %	Total Family Members at Post Working %
African Affairs	1402	33%	14%	47%
East Asian Pacific Affairs	2001	24%	11%	35%
European Affairs	3078	19%	14%	33%
Near Eastern Affairs	1186	27%	16%	43%
South Central Asian Affairs	490	43%	14%	57%
Western Hemisphere Affairs	2312	27%	10%	37%
Total	10469	26%	13%	39%

Top Ten Inside the Mission Job Titles

	Top Tell Illaide the Mission dob Titles					
Rank	Title	Employed Under Title	% of Total Employed Inside Mission			
1	CLO	254	9%			
2	Escort (Courier-Escort , Security Escort, GSO Escort)	215	8%			
3	Admin Assistant (Admin Clerk, Clerk)	213	8%			
4	Consular Assistant	192	7%			
5	OMS (OMS On Call, Secretary, Admin Secy, HR Secy)	151	6%			
6	Professional Associate	77	3%			
7	Consular Associate	67	2%			
8	GSO Assistant	67	2%			
9	Nurse (Nurse Practioner, On-Call Nurse)	63	2%			
10	HR Assistant	56	2%			
	Total	1355	50%			

Read the full Family Member Employment report on this page at the FLO website: http://www.state.gov/documents/organization/147233.pd.f

Contests for Foreign Service Kids and Teens

Deadlines are approaching for several contests and awards sponsored by the Foreign Service Youth Foundation.

Community Service Contest sponsored by Clements International

This award honors U.S. Foreign Service youth who have demonstrated outstanding volunteer efforts at home or abroad either in community service or in service to their peers while facing the challenges of growing up in an internationally mobile lifestyle. Two winners each will receive a \$1,500 U.S. savings bond. The entry deadline is April 30, 2011.

Art Contest sponsored by SDFCU

This contest challenges kids and teens to create art in any flat medium based on a given theme. The 2011 theme is "An American in ..." Nine winners (three in each of three age categories) will receive cash prizes ranging from \$100 to \$500. The deadline for entries is April 30, 2011.

Essay Contest Sponsored by McGrath Real Estate Services

This contest challenges middle and high school students to answer a topic question in 1,000 words or fewer. (Please see the FSYF website for this year's topic.) Four winners (two in each middle and high school) will receive cash prizes ranging from \$100 to \$750. The deadline for entry is April 30, 2011.

Kid Vid Contest

This contest, organized by the FSI Transition Center-Overseas Briefing Center, challenges Foreign Service youth ages 10-18 to produce a DVD about life at an overseas post from a kid's perspective. \$1,000 in prize money will be divided among all winners.

Please note that this contest is only open to FS youth currently living overseas. The deadline for entries for the Kid Vid Contest is <u>April 15, 2011.</u>

Environment Project, Sponsored by Center for Cultural Interchange (CCI) in partnership with its environmental and social initiative, Greenheart.

Participate in our exciting new contest. Foreign Service youth are invited to make an impact by addressing environmental concerns in their host community.

The 2011 project is: Imagine every day is Earth Day! Create an Earth Day themed event in your host community. Plan it at your school, local community center, or as an outdoor event in a nature setting. Invite one local environment expert to speak about environmental issues to the community. Send a summary (no more than 500 words) about your project along with five photos of the event. Three winners will receive a cash prize of \$500. The deadline for entries is April 30, 2011.

For more information about these contests, visit the FSYF website at http://fsyf.org/contestsawards.html or email fsyf@fsyf.org.

AAFSW 50th Anniversary Performance DVD

"You've Come a Long Way (while going a long way), Baby!"

Those who attended the June 2010 performance of the AAFSW 50th Anniversary Musical Play will remember the overwhelming audience response. AAFSW was so inspired by the rave reception given to this original play with musical parodies (written, edited, and performed entirely by Foreign Service volunteers) that we undertook to make a DVD of the show.

If you saw the live performance, here is your chance to relive the joy and have a great memento of that uplifting day. If you did not get to see the live performance, you will certainly want to purchase a DVD, which presents 50 years of Foreign Service history (and AAFSW advocacy and accomplishments) from the spouse point of view! You will love the songs: "The answer my friend, is hidden in the FAM" (Blowin' in the Wind); "Welcome to the Oakwood Corporate Apartments" (Hotel California); "Wake me up when the packout ends" (Wake Me Up When September Ends); "CLO, you're always running here and there" (Ben by Michael Jackson); "Your life's a challenge on a hardship tour...you're dutiful" (You're Beautiful); "We roam the world, we take our children" (We Are The World); and an original rap song about "Da Internet", and more!

The cost of production was underwritten by the Cox Foundation (whom we thank profusely), so the low price of \$7.00 represents the cost to AAFSW to reproduce and mail out the DVD to you. Place your order today at http://www.aafsw.org/dvd.htm!

OFFICERS

Honorary President Lisa Carty

President Faye Barnes president@aafsw.org

Presidents Emeritae

Mette Beecroft Terri L. Williams Judy Felt emerita@aafsw.org

1st Vice-President

Elaine Neumann Tel: 703-920-5773 vicepresident1@aafsw. org

2nd Vice-President

Alicia Wilkinson vicepresident2@aafsw. org

Board Secretary

Barbara Ratigan Tel: 703-536-2015 secretary@aafsw.org

Treasurer

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

Assistant Treasurer

Anna Dworken treasurer2@aafsw.org

Membership

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

Programs

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

Public Relations

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

Forum

Judy Felt Ann La Porta Tel: 703-370-1414 forum@aafsw.org

Art&BookFair

Mette Beecroft Tel: 301-320-7698 Fax: 301-320-0963 bookfair@aafsw.org

ADMINISTRATION & SERVICES

AAFSW Office

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

Creative Director (Newsletter and Website)

Kelly Bembry Midura Tel: 703-860-6723 webmaster@aafsw.org

Housing Desk

Employee Services Center Main State, Room 1252 Tel: 202-647-3573 Tel: 202-647-3086 Lesley Dorman Tel: 202-484-3497 housing@aafsw.org

Book Room

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

Livelines Moderator

Jen Dinoia livelines@aafsw.org

COMMITTEE CHAIRS

AFSA Liaison

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

Art Corner

Dianne Bodeen Marian Rondon artcorner@aafsw.org

CLO Alumni Association Coordinator

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

Evacuation Support Group

TBA

Perez

Foreign-Born Spouses Group

Elizabeth Sachero-

703-774-7448 Graciela Huffman Tel: 703-721-0513 FBS State Liaison Sheila Switzer Tel: 703-569-8867 fbspouses@aafsw.org

French Group

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

FSYF Liaison

Donna Scharpf (202) 558-2060 fsyf@aafsw.org

Legislative Liaison

TBA

congressrep@aafsw.org

Oral History

Jewell Fenzi Tel: 202-347-0726 oralhistory@aafsw.org Playgroup Coordinator Katerina Meade playgroup@aafsw.org

Post Representatives

Scholarships

Carolyn Connell Tel: 703-241-2422 scholarship@aafsw.org

Senior Living

Marguerite Anderson Tel: 301-652-5433 seniorliving@aafsw.org

SOSA

Cathy Salvaterra Tel: 703-538-1133 sosa@aafsw.org

State Liaison

Mette Beecroft Tel: 301-320-7698 Fax: 301-320-0963 staterep@aafsw.org

Women in Transition

Nancy Longmyer Tel: 703-532-4694 <u>divorce@aafsw.org</u>

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

March 2011

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