

GLOBAL LINK

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AAFSW SCHOLARSHIPS FOR YOUR FOREIGN SERVICE TEENS

Since the 1960s, AAFSW has raised funds to aid college-bound young people from the Foreign Service community. In FY2006, AAFSW will give \$11,500 to the AFSA Scholarship Program through generous AAFSW member donations and BOOKFAIR proceeds. This money will be awarded to undergraduate college students as need-based Financial Aid Scholarships ranging from \$1,000-\$2,000 and to one high school senior as a \$1,500 Academic Merit Award. All winners must be children of either AAFSW or AFSA members.

Jocelyn V. Rodearmel, a Sophomore at Brigham Young University and a winner of a 2005/2006 AAFSW Financial Aid Scholarship, had this to say about growing up in the Foreign Service and AAFSW's support: "My father has been a Foreign Service Officer since I was six years old, and we have been all over the world as a result... While I didn't really appreciate moving around when I was young, I have come to realize what a unique and interesting experience it actually was. I feel I have become

a very well rounded person, in part because of my Foreign Service experiences. I have learned to accept change quickly, to accept and respect other cultures and ways of life, and to get along with people from all over the world... I'd like to thank AAFSW again for the generous award and assure you that it is appreciated and that the education it is helping to fund will be put to good use."

College scholarship applications for the 2006/2007 school year are available as of November 1, 2005 via the AFSA Scholarship Program web page (www.afsa.org/scholar/index.cfm) or by contacting 1-800-704-2372 ext. 504. Awards range from \$1,000 to \$3,000. The application deadline is February 6, 2006. Only tax-dependent children of Foreign Service employees (active-duty, retired, or deceased) are eligible to apply for the Financial Aid Scholarships, Academic Merit Awards, or the Art Merit Award. Contact Lori Dec, AFSA Scholarship Director, at 202-944-5504 or dec@afsa.org for more information.

SHOP ONLINE TO SUPPORT AAFSW

As the holiday season approaches, please remember that your Amazon.com purchases can help AAFSW. Simply go to www.aafsw.org, click on the Amazon.com icon on the home page or throughout our website, and then shop as usual. That effortless click allows AAFSW to earn a commission on your purchase at no cost to you.

Link to Amazon.com through the AAFSW website every time you shop. And tell your friends and family! This small action earns AAFSW several hundred dollars a year to support our services and activities. Thanks for helping out!

SOSA CELEBRATION DECEMBER 6

On December 6, 2005, AAFSW will honor the winners of the 2005 Secretary of State's Award for Outstanding Volunteerism Abroad. We are proud to have Director General of the Foreign Service, Ambassador W. Robert Pearson, present the awards to this year's remarkable winners, who will be flown to Washington, D.C. from their posts abroad for this auspicious event.

This year's winners are sure to possess the same selflessness and dedication that past SOSA winners have exhibited. Volunteerism is a key tenet of AAFSW—and the driving force behind

the organization—and we are proud of our involvement with SOSA since 1990. Read more about SOSA at <http://www.aafsw.org/aafsw/awards.htm#sosa>.

The Vienna-Falls Chorus of Sweet Adelines International will open the SOSA award ceremony. This talented chorus is back by popular demand to sing holiday favorites and celebrate the season of giving. All AAFSW members and their guests are invited to attend this exciting event. Details and RSVP form are on page 7. See you there!



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A WARM WELCOME TO OUR NEW AND RETURNING MEMBERS

Angela L. Atherton
 Rose-Anne Bartholomew
 Sarah Chandler
 Lisa Sperry Feldman
 Lillowtie Gultry
 Yvonne A. Gurney
 Melody Istrati
 Erika K. Sauer
 Alison M. Thompson
 Gayle Vandenberg

THANK YOU TO OUR GENEROUS DONORS

Rose-Anne Bartholomew
 Christiane Déroche
 Nancy Horan
 Margaret Pearson
 Erika Sauer

WELCOME NEW FLO DIRECTOR

A AFSW welcomes the new Director of the Family Liaison Office, Ann DeLong Greenberg, who took office in September 2005. We look forward to working with her and continuing our close relationship with the entire FLO team. Out-going Director and AAFSW member, Faye Barnes, wrote this about her successor in whom she has every confidence:

“...Ann is a Foreign Service spouse with almost 15 years of living and working overseas. She is a visionary who brings a wealth of management, training, and team leadership experience to the office. Like most spouses, she has had a varied employment history, but has been successful in locating employment and volunteer opportunities wherever she landed.

Most recently she worked as a Local Employment Advisor for SNAP in San Salvador, expanding the program to provide regional services to Nicaragua, Guatemala, and Honduras. She also served as the President of the Employees Association in Salvador. Ann has been a career civil service employee, employed by the EPA where she had a successful career before donning her Foreign Service spouse hat; she has been a freelance consultant; she worked as a USAID contractor; and as the director of a law office in Vilnius, Lithuania.”

Ann can be contacted through the FLO at 202-647-1076 (phone), 202-647-1670 (fax) or at GreenbergAD@state.gov.

MAKE THE MOST OF OPEN SEASON

Paula S. Jakub, RHU

Now is your annual opportunity to review and update your insurance coverage. Open Season runs from November 14 through December 12, 2005. The effective date of a change in health plan and premiums is the first day of your first full pay period in January 2006.

Federal Employees Health Benefits (FEHB) Program enrollees who have Self Only coverage will pay an average of \$5.30 more bi-weekly, while those with Family coverage will pay an average of \$12.79 more bi-weekly. Still, the Government pays on average 72% of the premiums—not a bad deal for the excellent, comprehensive benefits available in the FEHB Program.

Some things to look for in some of the 2006 FEHB Plans:

- Increased emphasis on care management and disease management programs
- Some tightening of Preauthorization

rules (especially on drugs) and some elective surgeries

- Addition of Specialty Pharmacy benefits and/or requirements. (very expensive “miracle drugs” used to treat a range of conditions from hemophilia to asthma)

Since plans vary in the changes, it is important to know what your particular plan is doing for 2006. As in previous years, we encourage you to read carefully “Changes to this Plan in Section 2 How we change for 2006” when you receive your 2006 plan brochure.

Do not rely on premium costs alone to make your health plan decision. Things like extra deductibles and plan allowances for services, especially overseas, could end up costing you extra money. Customer service and global coverage are of paramount importance for employees and their families serving in foreign countries. For employees assigned to

foreign posts, take the time to review your plan’s Preferred Provider (PPO) Network benefits and rules BEFORE you return to the U.S. on Home Leave or TDY.

For more details, read the extended version of Paula’s article on www.aafsw.org. Paula S. Jakub is Vice President of the American Foreign Service Protective Association, www.afspa.org.

HEALTH PLAN	2006 BI-WEEKLY EMPLOYEE PREMIUM	
	Self Only	Self and Family
BCBS Standard	\$58.07	\$135.59
FSBP	\$49.68	\$135.01
GEHA Standard	\$33.28	\$75.62
GEHA High	\$94.40	\$192.30
Mail Handlers Standard	\$46.26	\$103.29
Mail Handlers High	\$157.02	\$308.69

CENTRAL AMERICA: FIGHTING POVERTY WITH EDUCATION

Marian Rondon, AAFSW Member

On September 20, AAFSW members and guests met in the 8th floor Diplomatic Rooms of Main State to hear Dr. Kenneth L. Hoadley, President of Zamorano University, speak with great energy about the complexities of combating poverty in the rural areas of Central and South America. Using an excellent PowerPoint presentation, he demonstrated how rural areas of Latin America cannot compete for world market shares against countries that have greater productivity per worker and per hectare, especially for traditional crops such as corn, coffee, and beans. Unless Latin America can solve its problems with productivity, the cycle of poverty will be exacerbated as the area suffers decreased exportations, increased importation of food and feed, increased migration to urban centers, and increased emigration to the U.S. Interestingly, Dr. Hoadley stated that the money earned by Central Americans working in the U.S. and remitted to their families at home constitutes Central America's number one source of foreign

revenue, outstripping commerce, industry, foreign aid, and loans.

According to Dr. Hoadley, many solutions to the rural sector's problems may be found at Zamorano University, a privately funded university located near Tegucigalpa, the capital of Honduras. Founded in 1942 as an agricultural school, Zamorano has developed into a university of 850 students. Women are fully integrated into the curriculum and make up 30% of the student body. This year, seven of the eight top students awarded academic prizes were women. The cost of an education at Zamorano is \$13,000 per student per year, however 80% of the students are on partial or full scholarship.

Zamorano's mission is to make the rural sector competitive by developing a corps of graduates who return to their communities trained not only in cutting-edge agricultural techniques but also in processing and marketing agro-industrial products, protecting and developing the environment, managing the financial and business side of agriculture, and identifying and



Mary Ellen Flather, Director of Development and D.C. contact; Dr. Kenneth Hoadley, President of Zamorano University; and Judy Felt, AAFSW President

applying science to keep these businesses at the top of the game. The students also return home with less tangible core talents such as entrepreneurship, independent thinking, integrity, teamwork, and tolerance. Employers actively seek graduates of Zamorano because of this reputation. Many of the school's graduates are currently leaders of industry and government throughout Latin America.

Dr. Hoadley's presentation was infused with his passion for Zamorano. All in the audience came away cheering that his team wins and wins big!

ORDER NEW MEMBERSHIP DIRECTORY

AAFSW is updating its membership directory for publication in the Members Only section of the AAFSW website in December 2005. We will mail for free a directory to any member who requests a printed copy. Order yours today by filling out the form and sending it no later than **December 10** to AAFSW at the address listed. You may also fax it to 703-820-5421 or send an email with the following information to office@aafsw.org.

Yes, please send me a copy of **AAFSW's free membership directory**.

Name

Address

City

State

Zip

Please clip or copy this coupon and mail or fax to:

**AAFSW, 5555 Columbia Pike, Suite 208
Arlington, VA 22204-3117**

Treasurer's Report

HELP WANTED

Book Operations Treasurer

AAFSW seeks a D.C.-area resident to serve as Book Operations Treasurer. Responsibilities include collecting receipts, depositing, and accounting for all revenue generated by BOOKFAIR and BookRoom and serving as a member of the Finance Committee. No experience is necessary. For more information and to apply, please contact Lucy Whitley at treasurer@aafsw.org or 703 536 2183."

SOSA Chairperson

Ginny Taylor, our hardworking Chairperson for the Secretary of State's Award for Outstanding Volunteerism Abroad (SOSA), will be leaving us next year. Many changes are in the wind for AAFSW's most prestigious award and you can play a role in taking SOSA to new heights. No experience necessary. Please contact Ginny at 202-944-2386 or sosa@aafsw.org.

The budget presented is for AAFSW's 2006 fiscal year, which runs from July 1, 2005 through June 30, 2006. The actual income and expense numbers for 2005 and 2004 are based on AAFSW's Profit and Loss Statement and on the financial statements prepared by Ribis, Jones and Maresca, P.A., certified public accountants. The Oral History Project monies and the AAFSW Secretary of State's Award for Outstanding Volunteerism Abroad (SOSA) funds are accounted for separately and are not included in the budget but are reported below.

FISCAL YEAR 2005

Income in FY2005 decreased from the previous fiscal year by approximately \$8,300 while expenses increased by about \$700. Income from the BookRoom decreased significantly. Membership dues arrived later than usual this year, accounting for a decrease in 2005 that should be reversed in FY2006. Most other sources of income held fairly steady. The increase in 8th Floor Program fees was offset by the increase in the cost of these programs. The realignment of duties for the newsletter editor and the replacement of the website editor position with the position of Media Director did not significantly change the expenses for the newsletter and the website. Overall, income in FY2005 exceeded expenses by approximately \$2,400.

FISCAL YEAR 2006

While the budget for 2006 is based on the 2005 and 2004 income and expense numbers, income for 2006 is estimated conservatively and expenses are estimated on the high side. The budget also includes funds that may or may not be needed, i.e., for capital improvements such as a new computer. By working to increase income and by watching our expenses closely, we hope to close the budget gap by the end of the 2006 fiscal year.

AAFSW'S CONTRIBUTION TO THE

AAFSW/AFSA scholarship program will be a total of \$11,500: \$8,500 plus designated scholarship donations of \$3,000 between April 1, 2004 and March 31, 2005.

INVESTMENTS

As of June 30, 2005, AAFSW had investments of \$196,299. These investments had a net unrealized gain of \$7,819 for the fiscal year. The dividends and interest from these investments are not re-invested but are used in the operation of the organization.

In 2005, we changed financial advisers. Our investment adviser is now David Urovsky at Raymond James.

SOSA AND ORAL HISTORY PROJECT

As of June 30, 2005, the SOSA fund totaled \$62,213. During the year, SOSA received donations, grants, and raffle proceeds totaling \$17,923. This included a much appreciated \$10,000 donation from the Green Foundation. There were no awards this year due to a change in the awards presentation date from May to December. This December, up to six awards of \$2,500 each will be given to recognize outstanding volunteers at posts abroad.

As of June 30, 2005, funds held by AAFSW for the Oral History Project were \$4,408.

FINANCE COMMITTEE

The Finance Committee met four times during the year. The committee members are Patty Ryan, Terry Walsh, Lucy Whitley, and new members Dianne Bodeen, Joan Sitnik Walsh, and Elaine Neumann, Chair. We welcome our new members who replace retiring members Louise Juergens and Barbara Ratigan. Louise and Barbara each brought wisdom and diligence to this committee and will be missed.

QUESTIONS

If you have any questions or concerns about the budget, would like a computer print-out of the Profit and Loss statement, or would like to look at a copy of the audit, please call Lucy Whitley at 703-536-2183 or email treasurer@aafsw.org. I would also appreciate calls from anyone wishing to attend a Finance Committee meeting.

Respectfully submitted,

Lucy M. Whitley, Treasurer

2006 Budget

Fiscal Year Ending June 30	Budget 2006	Actual 2005	Budget 2005	Actual 2004
INCOME				
Advertising on Web	200	624		
Amazon.com program	600	796	300	596
BOOKFAIR	75,000	80,243	75,000	82,748
BookRoom	25,000	24,288	30,000	30,427
Contributions to scholarships headquarters, memorials	1,900	4,909	4,000	3,156
Dividends & Interest	4,400	4,704	4,400	4,442
Membership dues	25,000	19,510	20,000	22,555
Program fees - 8th Floor	5,500	5,335	4,000	3,345
Realities of FS Life - sales and royalties	2,550	3,453	1,800	4,836
Miscellaneous		83	100	130
Total Income in US\$	140,150	143,945	139,600	152,235
EXPENSES				
Advertising-on-Web commissions	80	154		
Audit	3,600	3,450	3,500	3,350
BOOKFAIR inc.sales tax, charge fees	28,000	24,161	24,000	23,673
BookRoom inc.sales tax, charge fees	3,300	3,424	4,000	3,334
Capital Improvements	1,000	830	2,000	124
Donations				
Scholarships - \$8,500 + donations	11,500	9,647	9,647	9,500
FS Community	3,000	2,500	3,000	3,334
Send a Kid to Camp	750	590	500	590
Employer's Payroll Expenses	3,830	3,641	3,780	3,830
General				
Annual Dues	350	375	395	295
Bank Fees	120	79	150	99
Board Allowance	500	600	500	219
Public Relations	200	339		
President's Allowance	500		500	275
Headquarter Allowance - move	2,000		2,000	
Insurance - Health	4,000	4,015	4,050	3,280
Insurance - WorkComp, Liability, Director's	3,800	3,645	3,900	3,643
Membership				
Newsletter editor, printing, mailing, etc.	11,000	9,052	12,000	10,684
Mailings, brochures, charge fees, etc.	1,400	950	3,000	1,900
Website editor, webmistress, etc.	3,460	3,836	6,500	6,409
Media Director	6,000	5,500		
Office Rent	10,354	11,707	11,812	11,496
Other Office Expenses - telephone, supplies, etc.	2,300	2,113	2,500	2,104
Programs - 8th Floor	7,200	6,746	4,800	4,165
Program Support				
SOSA, A-100 PostToast, Playgroup, etc.	1,000	223	1,500	623
Realities of FS Life expenses				
publishing, purchases, and promotion	2,000	15	1,300	2,216
Salaries	45,500	43,950	45,008	45,675
Total Expenses in US\$	156,744	141,542	150,342	140,818

DEBATE STORMS ON LIVELINES WHAT DO YOU THINK?

Leslie Ashby, Media Director

A heated debate occurred on Livelines, AAFSW's email discussion group, in mid September when AAFSW asked Liveliners their opinion on limiting Livelines access to only AAFSW members. Currently, anyone in any branch of the FS and those on the hiring roster can join Livelines free of charge; over 1,400 people use it today. The AAFSW Membership Committee and Board discussed controlling access as a way to raise funds for scholarships and other activities, but wanted additional input from Liveliners. And input they got! Some were for limiting access; others against it; all held strongly to their positions whether AAFSW members or not. Briefly, debaters offered these points:

PRO LIMITING ACCESS

- Obligation to support community created by AAFSW and in which all Liveliners participate; currently a lot of "freeloaders"
- Show of appreciation for Livelines service
- Address ineffectiveness of AAFSW appeals on Livelines for financial support and/or joining AAFSW
- Livelines is unique and high-quality service (moderators, contributors, etc.)
- AAFSW "giving away for free" best service; potential fundraiser
- \$40 membership fee affordable
- AAFSW has legal right to restrict Livelines access as it chooses (opinion upheld by AAFSW's legal consultant)

CON LIMITING ACCESS

- AAFSW's mission is to create sense of community and esprit de corps in

- FS; Livelines achieves this goal
- Fear quality and effectiveness of Livelines would be reduced
- Someone else would start a new Yahoo! group to recreate the free service, and many would abandon original Livelines
- Fear FS recruits and newbies would not be able to access Livelines
- AAFSW would sabotage good recruiting/marketing tool
- \$40 membership fee too expensive
- Potential legal complications if restricting Livelines access constitutes "reselling" Yahoo! services

Debaters also offered AAFSW some constructive criticism and ideas on membership structure and marketing efforts. It seems many were unaware of AAFSW or, as one Liveliner admitted, confused AAFSW with AFSA (we do have similar acronyms).

IDEAS ON MEMBERSHIP AND LIVELINES STRUCTURE

- Offer free access to pre-hires
- Reduce membership fees
- Offer "overseas" and "D.C." membership plans
- Enhance Livelines services (better archives search, multiple log-ins, etc.)
- Keep Livelines as is, but create "spin-off" discussion groups (for professional networking or other specific topics)

IDEAS TO MARKET AAFSW

- Market AAFSW more aggressively on Livelines
- Speak directly to new-hires during training

- Periodically contact spouses at post and in D.C. via direct mail
- Market AAFSW more to other FS agencies (not just State)
- Coordinate more with other organizations that also support FS community
- Use Livelines to gauge FS public opinion and identify new advocacy issues
- AAFSW needs self-evaluation as many do not find current benefits compelling enough to join (now that FLO exists, why AAFSW?)

At this point, the Board will not make any changes to Livelines. However, they—like the Livelines community—remains quite split on the issue. While the Board is grateful for Liveliners' feedback, they know these views do not represent the entire AAFSW membership. If you are not on Livelines or missed this debate, the Board would like to hear your opinion. Do you think Livelines access should be limited? How can AAFSW enhance its image, raise new funds, and excite new members and volunteers? What membership benefits do you appreciate the most or find lacking?

Send your thoughts to editor@aaafsw.org or contact the main office. With your permission, we will include them in a future issue of the Global Link. Also, if you would like a more detailed report of the Livelines discussion, please email editor@aaafsw.org. The complete discussion can be viewed on the Livelines archives at <http://groups.yahoo.com/group/livelines/> starting with message # 17266.

CELEBRATE SOSA WINNERS WITH HOLIDAY CHEER

Join us on **December 6, 2005** in the Benjamin Franklin Room of the Diplomatic Reception Rooms of Main State where the Director General of the Foreign Service, Ambassador W. Robert Pearson, will present the **Secretary of State's Awards for Outstanding Volunteerism Abroad** to this year's remarkable winners. Meet these very special people and their families, and learn how they have volunteered their time and energy to help those around them at post.

This year's SOSA's winners truly represent the best spirit of America. They were selected from a field of 30 applicants nominated from all six geographical regions. This tremendous response shows just how active and altruistic our diplomatic community can be. The six winners will be awarded a generous prize package made possible by AAFSW fund raising efforts, donations, and a sizeable contribution from the Green Family Foundation, which was founded by Ambassador Steven J. Green and his wife, Dorothea, in 1991 to support groups and individuals working for social change. This year, SOSA winners will receive \$2,500, a certificate signed by Secretary of State Condoleezza Rice, a lapel pin, and a trip to Washington, D.C. for this festive occasion.

To open the award ceremony, we are also fortunate to have a return visit from those

enthusiastic, talented, and sequined singers from the **Vienna-Falls Chorus of Sweet Adelines International**. Their program will include a song from the "Affinity" quartet featuring our own Debbi Miller, AAFSW Office Manager, on the tenor part!

Sweet Adelines International is a worldwide organization of women singers committed to advancing the musical art form of barbershop harmony through education and performance. Vienna-Falls is just one chapter of this extensive and joyful organization, and they are committed to "musical excellence and personal growth in a friendly, loving atmosphere." These amateur songbirds have performed at the White House, Blair House, Wolf Trap, the Mormon Temple Visitors Center, for Washington Nationals and D.C. United games, at special 9/11 memorial celebrations, in parades, and at many festivals.*

You surely will want to bring several guests to this celebration of American volunteerism abroad and merry music, so sign up early. Our new favorite caterer will again be providing delicious food to add to the festive feeling. There is no better way to start the holiday season and celebrate the spirit of giving!

**Vienna-Falls is also presenting a dinner revue called "A Taste of Harmony" on November 19, 2005. Tickets may remain. Call 703-242-SING (242-7464) today!*

FA-LA-LA-LA-LA OVER THE PHONE!

As you get into the holiday spirit, remember that Vienna-Falls offers a unique holiday gift-giving opportunity: singing Christmas cards delivered LIVE by telephone!

For \$5.00 per local call (long distance is \$6.00), your loved ones will be greeted in beautiful four-part harmony with a song of your choice (from an extensive list) sung by one of Vienna-Falls' many talented quartets.

This might be a nice gift to give from overseas, as you can include a personalized verbal message. At the very least, a singing phone call would be a delightful surprise.

Please call 703-242-SING (242-7464) or email dcfandeef@aol.com to place an order. The deadline is November 30, and calls will be made during the first weekend in December.

DECEMBER 6 PROGRAM

SOSA Award Ceremony and Vienna-Falls Chorus of Sweet Adelines International

PLEASE REPLY NO LATER THAN TUESDAY NOVEMBER 29, 2005.

Coffee & tea at 10:00am, program begins 10:30am on the 8th floor Diplomatic Reception Rooms, Main State (Please use the C Street entrance of the State Department.)

Please send form and a check made out to AAFSW for \$15 per person to:

AAFSW Reservations, 5555 Columbia Pike, Suite 208, Arlington, VA 22204-3117

DECEMBER 6 PROGRAM

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

Social Security Number

Telephone

Name of guest(s) and SSN(s)

Contact AAFSW

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NOVEMBER 2005

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