

U.S. DEPARTMENT OF STATE

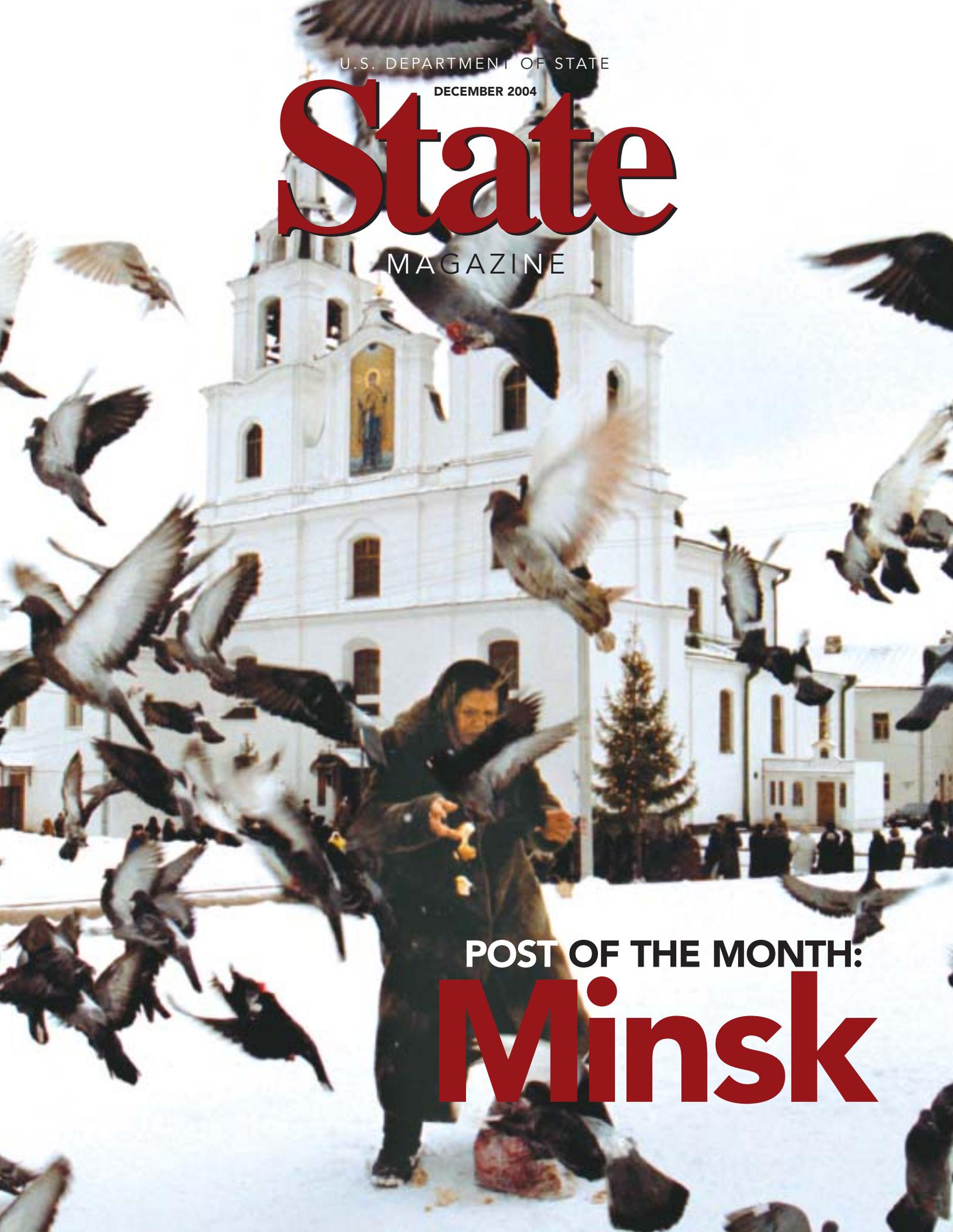
DECEMBER 2004

# State

MAGAZINE

POST OF THE MONTH:

# Minsk





*In early October, a strong Saharan wind brought an infestation of locusts of biblical proportions to Mauritania.*

## IN OUR NEXT ISSUE: Locusts Swarm in Mauritania

### State

MAGAZINE

Paul Koscak  
ACTING EDITOR-IN-CHIEF

Dave Krecke  
WRITER/EDITOR

Bill Palmer  
WRITER/EDITOR

David L. Johnston  
ART DIRECTOR

---

#### ADVISORY BOARD MEMBERS

Teddy B. Taylor  
EXECUTIVE SECRETARY

Larry Baer  
Anna Borg  
Kelly Clements  
Pam Holliday  
Joe Johnson  
Pat Patierno

*State Magazine* (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, D.C., and at additional mailing locations. Send changes of address to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. You may also e-mail address changes to [statemagazine@state.gov](mailto:statemagazine@state.gov).

*State Magazine* is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

*State Magazine* is available by subscription through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (telephone [202] 512-1800) or on the web at <http://bookstore.gpo.gov>.

For details on submitting articles to *State Magazine*, request our guidelines, "Getting Your Story Told," by e-mail at [statemagazine@state.gov](mailto:statemagazine@state.gov); download them from our web site at [www.state.gov](http://www.state.gov); or send your request in writing to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. The magazine's phone number is (202) 663-1700.

**Deadlines:** Dec. 15 for February issue.  
Jan. 15 for March issue.

*First responders demonstrate what would happen in an emergency.*

# 24

## CRISIS MANAGEMENT

NUMBER 485

- 10 POST OF THE MONTH: MINSK**  
Reaching out to Belarusians in a political climate as grim as the country's winters.
- 16 OFFICE OF THE MONTH: INTERGOVERNMENTAL AFFAIRS**  
They work closely with states and local governments, now international players.
- 20 FROM REFUGEE TO FSO**  
A new Foreign Service officer tells his family's story of living the American dream.
- 22 CLIENTS COMPETE FOR DEPARTMENT BUSINESS**  
OBO levels the playing field for vendors on Industry Day.
- 24 CRISIS MANAGEMENT**  
The Department prepares for crises at home and abroad.
- 33 ANNIS SANDVOS: PROFILE OF A RETIREE**  
She helped bring the Temple of Dendur to the Met.
- 34 FAREWELL TO WASHINGTON IN RANGOON**  
Historic homes of Washington Park yield to security concerns in Burmese capital.
- 36 DRIBBLE, DUNK AND DIALOGUE**  
Student athletes tour the globe making friends and conducting basketball clinics.
- 38 A LEGACY OF GRATITUDE**  
A consular officer's thoughtful service to a wealthy heiress pays dividends.

- 2** From the Secretary
- 3** Letters to the Editor
- 4** In the News
- 9** Direct from the D.G.
- 40** Education and Training
- 41** State of the Arts
- 42** People Like You
- 44** Our Town
- 45** Appointments
- 46** Personnel Actions
- 47** Obituaries

### ON THE COVER

A woman feeds pigeons in the snow in front of an Eastern Orthodox cathedral in Minsk, Belarus. *Photo by Reuters, Inc.*

---

## FROM THE SECRETARY

SECRETARY COLIN L. POWELL



# Looking Back, Moving Forward

As this year passes into history and we prepare for yet another new beginning, our thoughts turn to both taking stock of the past and resolving to meet the challenges of the future. As we do, we give thanks for the many blessings we enjoy.

We give thanks this season for the joys of friends and family, and we think of the many members of our extended State Department family working overseas, separated from their loved ones. Many are serving at dangerous posts, risking their lives for America's principles and promise. In this season, we remember our colleague Ed Seitz, whose loss we suffered this October. Our thoughts and prayers go out to the entire Seitz family during this first holiday season since Ed's passing.

The tragedies we have experienced in the past year remind us of how sacred life is and of how essential the cause of liberty is to the well-being of people everywhere. Freedom, democracy and human rights are not just American principles; they are universal aspirations. We Americans, who enjoy such good fortune, have a unique responsibility to help others share in these blessings.

In this season of giving thanks for friends and family, we do well to remind ourselves that American diplomacy is ultimately about enriching the lives of human beings. Strengthening democracy around the world enables people to flourish. Not only do we strive to advance the cause of freedom, we also seek to create opportunities for people to be safe and healthy, well-educated and prosperous. We know that Americans are safer when others live in safety. We are more prosperous when others enjoy prosperity.

Over this past year, the men and women of the State Department have helped America contribute to the global future of freedom and democracy. We have made remarkable strides to advance these universal goals. In Afghanistan, a nation so recently stifled by tyranny has found renewed hope in free and fair elections. What a difference a couple of years can make.

The remarkable accomplishment of the Afghan people stands as an inspiration for the Iraqi people. We have faced many difficult challenges in Iraq this year. But we have also helped millions of Iraqis open new and hopeful chapters in their lives. With Iraq's elections just around the corner, America and its many coalition allies will do everything possible to help the Iraqi people realize the democratic future they desire and deserve.

Because of your hard work and dedication, America is reaching out and touching the lives of people in every region of the world. Our new Millennium Challenge Corporation is negotiating its first contracts with 16 developing countries that are committed to building opportunities for their citizens. Our Emergency Plan for AIDS Relief is helping to extend the lives of millions of infected people, enabling them to share this time of thanksgiving with those they love.

As this year draws to a close, we take pride in the fact that our great State Department family, which stretches all around the world, is larger, stronger and better connected than it was last year. And thanks to your commitment and sacrifice, we can also say confidently that there is more good and greater justice in our world than last year. It is our hope, and our challenge, that in another year's time, we will look back with the same sense of accomplishment and progress.

This holiday season, Alma and I count ourselves wonderfully fortunate for the opportunity to work with all of you and your families. You always welcome us into your hearts with such warmth and kindness. We are honored and grateful to serve alongside such a dedicated group of men and women.

From the Powell family to yours, we wish all of you happiness, health, safety and prosperity in the new year to come. ■

**Diplomacy Center  
Raises Questions**

October's article about the diplomacy center conveyed the one-sided view



that has given the center momentum for a number of years and did little to help our employees understand how they will be affected. While there may be merit to a museum that gives Americans a deeper understanding of diplomacy, this doesn't mean that it should be in Main State, where space is severely constrained. Here's what the article ignored:

How many employees that perform core diplomatic and consular functions are located outside of Main State? How many of them could be brought

into Main State if the center were located somewhere else?

What about security? Will employees be able to enter and exit the area and would security hinder the center's ability to reach the public and to achieve its goals?

What will happen if we return to the budget stringency of the 1990s? Will the center be closed, leaving its space in Main State unused, or will the Department provide staff and other resources to support the center?

As far as I am aware, these issues were not factored into the decision to locate the diplomacy center in Main State and no

effort was made to take employees' views into account.

**Catherine W. Brown**  
*Legal Adviser's Office*

**Lamps with Zap**

I was happy to read in October's issue that the Department has finally decided to replace the 110-volt lamp with a lamp designed for 220-volt environments. Hopefully, this will prevent anyone from being injured like I was when I arrived at post in April.

When I turned off my bedside lamp, I received a nerve-damaging shock. I have continual tingling and pain in my hand and arm and I can no longer grip things tightly or hold objects more than a few minutes.

What bothers me most about this accident is the post doctor said I was the third or fourth person who had been badly shocked by lamps. This means my accident was preventable. To my post's credit, the general services officer immediately notified all staff about the lamps and started a program to convert the switches. I imagine these modifications work, but I for one will never use a Department-supplied 110-volt lamp in a 220-volt country again—even with modifications.

**Rachel Sunden**  
*Mumbai*

**What's in a Name?**

The surname of the late Romanian dictator, Nicolae Ceaușescu, is often misspelled. Your article on page 32 of October's *State Magazine* manages to get his first name wrong as well.

**Jonathan Rickert**  
*Program Officer, Romania*

**FROM THE EDITOR**

What's your risk factor? That might be a fair question for candidates seeking Foreign Service careers since most Foreign Service employees with more than 15 years of service have experienced a crisis, according to a recent survey. Gain some insight on what's being done to equip our employees for these new global challenges.

It's not Shangri-la, but it's close. That's why Rangoon's Washington Park housing compound, a lush 14-acre sanctuary of trees, flowers and wildlife on a lake, will surely be missed when the land is developed for a new embassy, set to open by 2007.

Overseas Buildings Operations once again gave the business community the VIP treatment in its quest for the best. Industry Day is the office's annual business outreach event that draws hundreds of potential contractors raring to roll up their sleeves and close a contract with the Department. Now in its third year, the occasion draws

hundreds of companies—from sole proprietors to major engineering firms.

When city, county or state officials want to make an international connection, there's an office just for them. Anything from sister-city formalities to finding a foreign trade partner are just some of the services offered by Intergovernmental Affairs.

Take the quiz! Imagine more than 1,000 energetic teenagers rooting for their favorite team—not on the playing field but in an auditorium before an audience as three groups of high school students challenged each other to answer questions about Africa. Try your luck with some of the same questions.

# Fallen HEROES

## Commitment, Service Mark DS Agent's Legacy

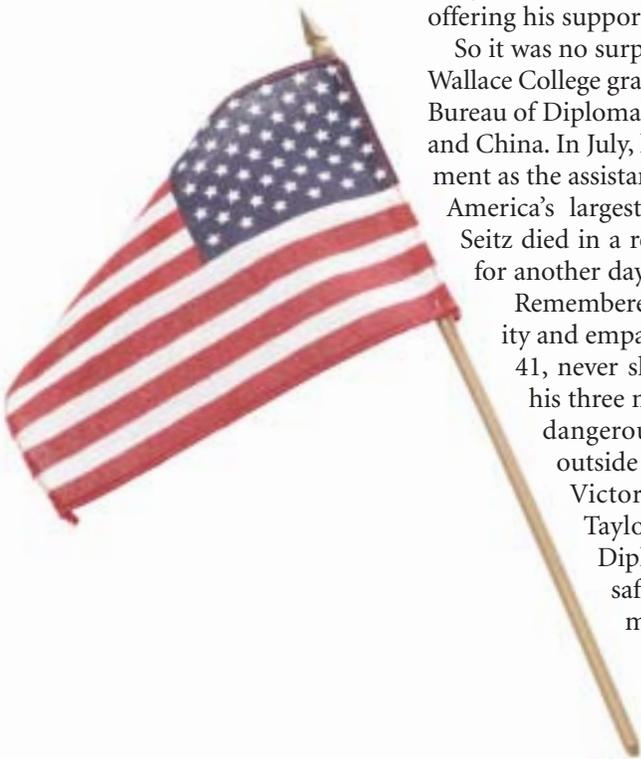
Ed Seitz always served. Raised in Cleveland, he served his city with pride as a police officer, just like his father and brother. Service was also his style—helping others and always offering his support and concern to those around him, say his family and friends.

So it was no surprise that service and police work on a grander scale lured the Baldwin-Wallace College graduate to the State Department. In 1989 he became a special agent in the Bureau of Diplomatic Security, expanding his beat to Detroit and Chicago and then Yemen and China. In July, he joined his colleagues in Baghdad on the cutting edge of law enforcement as the assistant regional security officer in America's largest embassy. In October, Mr. Seitz died in a rocket attack while preparing for another day of lifelong service.

Remembered for his enormous generosity and empathy toward others, Mr. Seitz, 41, never shied from challenges during his three months in Iraq, accepting the dangerous assignment of working outside the Green Zone at Camp Victory, according to Francis Taylor, assistant secretary for Diplomatic Security. "He performed magnificently to keep Americans safe," said Mr. Taylor. "Ed was a career law enforcement officer and epitomized the best of our bureau."

"He was 100 percent into the government and 100 percent into doing what he wanted to do to defeat terrorism," his brother, Billy Seitz, remarked. "That's what he did. That's what he gave his life for."

His wife, Joyce, his parents and a brother survive Mr. Seitz.



PHOTOGRAPH: (OPPOSITE PAGE) STAFF SGT. LEEANN SUNN-WAGNER, U.S. AIR FORCE

# SUICIDE BOMBERS, ROCKET KILL FIVE IN IRAQ

A Diplomatic Security agent and four contractors died in separate attacks, marking the first Department fatalities in the Iraq conflict. Edward Seitz, 41, died Oct. 23 when a rocket slammed into the trailer he lived in at Camp Victory, northeast of Baghdad at the international airport.

On Oct. 14, four of the bureau's security contractors were among five who perished when a suicide bomber detonated a bomb inside Baghdad's heavily fortified Green Zone. Killed in the blast that tore through a café and bazaar were John

The Green Zone attack is believed to be the work of suicide bombers who infiltrated the heavily protected area, marking an alarming development in the insurgency. Witnesses saw two men carrying large bags into the zone just before the explosion. According to Cox News Service, it's feared that some Iraqis inside the fortified perimeter are becoming sympathetic to the terrorists.

"These heinous acts will not deter us from our mission in Iraq," said Francis Taylor, assistant secretary for Diplomatic Security. "We made a commitment to the Iraqi people and that commitment remains strong. Rest assured, we will use every means available to pursue these terrorists vigorously and bring them to justice.

"Ed was a career law enforcement officer and epitomized the best of our bureau," he continued. "He will be remembered as a man of enormous generosity, one who was always thinking of others first."

Secretary Powell praised Mr. Seitz as "a brave American, dedicated to his country and to a brighter future for the people of Iraq. He died in the service of his country and for the cause of liberty and freedom for others. There is no more noble sacrifice."

Mr. Taylor called the contractors "friends, comrades and partners in protection" who train to Department standards and work under Diplomatic Security supervision as



*U.S. soldiers examine the debris from two explosions that ripped through the International Zone market place and Green Zone Cafe in Baghdad, Oct. 14, killing four Department contractors.*

Pinsonneault, 39, of North Branch, Minn.; Steve Osborne, 40, of Kennesaw, Ga.; Eric Miner, 44, of South Windham, Conn.; and Ferdinand Ilbabo, 36, of Mesa, Ariz. The four men, employees of Virginia-based DynCorp, were contractors for Diplomatic Security and were the first State Department fatalities in Iraq.

Several State Department and Foreign Service National employees were among the 20 wounded in that attack.

Mr. Seitz, a 16-year Department veteran who was married, served in Washington, D.C., Chicago, Detroit, China and Yemen and in July became the assistant regional security officer at the U.S. Embassy in Baghdad. An Ohio native, Mr. Seitz was a Cleveland police officer before joining the Bureau of Diplomatic Security.

part of "our larger State Department family."

He said demands in Iraq, Israel and Afghanistan have forced the bureau to augment its agents with private security forces from companies such as DynCorp that "have worked shoulder-to-shoulder with us in some of the most dangerous places in the world."

The deaths were not the first time contractors lost their lives protecting embassy officials. A year ago, John Branchizio, Mark Parson and John Linde Jr. were killed by a roadside bomb in Gaza while escorting a U.S. team traveling to interview Palestinians for Fulbright scholarships.

In May 2003, Brett Thorpe, another DynCorp worker, died suddenly of a heart attack while protecting President Hamid Karzai in Afghanistan.

## Secretary Powell Honored for Promoting Global Engagement

The U.S. Global Leadership Campaign, a coalition of more than 350 U.S. businesses and nongovernmental organizations, honored Secretary Colin Powell for enhancing the U.S. international affairs budget and promoting American global engagement at an Oct. 14 tribute dinner in Washington.

James Owens, CEO of Caterpillar, said, “Secretary Powell has been a powerful voice in support of international programs.” Peter Bell, president of CARE, added, “At the end of the day, there is no more effective way to ensure that the United States engages consistently with our global partners in the pursuit of a better, safer world than through robust support for the international affairs budget.”

Mr. Owens and Mr. Bell presented the Secretary with the organization’s U.S. Global Leadership Award. Ted Koppel of ABC News served as master of ceremonies.

In his keynote address, Secretary Powell said, “The Global Leadership Campaign’s passionate advocacy for a strong international affairs budget helps to ensure that the men and women of American diplomacy have the resources we need to advance the course and the cause of freedom and hope around the world. A healthy international affairs budget is a prerequisite for everything that we do in the Department.”

The Campaign’s president, George Ingram, highlighted the role of the international affairs budget in “strengthening our security and prosperity, supporting humanitarian efforts and investing in people to create a more stable world.”

More information on the Campaign is available at [www.usgloballeadership.org](http://www.usgloballeadership.org).



*Caterpillar CEO James Owens and CARE President Peter Bell flank Secretary Powell after presenting him with the U.S. Global Leadership Award.*

## Employee Lands BIG Job

Darlene Young, a computer specialist in the Office of International Information Programs, was elected president of Blacks in Government. A 24-year federal employee, Ms. Young earned a degree in computer information systems from the University of the District of Columbia and now designs, configures and installs computer systems throughout the world.

She’s been a member of Blacks in Government since 1997. Founded in 1975 at the former Department of Health, Education and Welfare, the Washington-based organization works to promote opportunities and professionalism among black government employees while advocating against racism. Its approximately 10,000 members are represented throughout the government.

Ms. Young is also a member of the NAACP, the National Council of Negro Women and the American Institute of Parliamentarians.



PHOTOGRAPH: (TOP): LARRY S. GLENN

## High Schoolers Compete in Africa Quiz

Main State is usually a quiet place, but on Sept. 17 more than 1,000 enthusiastic teenagers swooped in to participate in an all-day “Teach Africa” seminar, hosted by the Africa Society and the Department.

One of the day’s highlights was a special “Africa Edition” of *It’s Academic*, a televised high school quiz program. The overflow audience cheered wildly as three teams of students representing Maryland, Virginia and the District of Columbia competed in answering questions about Africa’s history, geography, literature and culture.

The team from Virginia won—barely—as all three teams proved very knowledgeable. Afterwards, Secretary Powell addressed the students, telling them that a great future awaited them in the Foreign Service—provided they keep studying.

**Here are some of the questions the students answered correctly. Can you do as well?**

1. In the early 19th century, what military leader united the Zulu nation?
2. Swahili is the most widespread of what “B”-initialed language group, whose variations are spoken throughout much of Africa?
3. In 1999, what leader succeeded Nelson Mandela to become president of South Africa?
4. What West African nation surrounds Gambia on three sides?
5. The medieval kingdom of Benin was famous for its beautiful sculptures, made of what metallic alloy formed from copper and tin?
6. Traditionally, before he could join the ranks of warriors, a boy of what “M”-initialed East African tribe had to kill a lion while armed only with a spear?
7. The Kingdom of Songhai included what fabled “T”-initialed city on the Niger River?
8. In the 13th century, Sundiata Keita established a great African empire, with what same name as the modern country whose capital is Bamako?

**Answers:** 1-Shaka; 2-Bantu; 3-Thabo Mbeki; 4-Senegal; 5-bronze; 6-Maasai; 7-Timbuktu; 8-Mali.

## FOREIGN SERVICE CHILDREN CAN APPLY FOR YALE SCHOLARSHIPS

Several scholarships and fellowships will be available in academic year 2005–2006 for children and grandchildren of Foreign Service officers, active or retired, for study at the Hotchkiss School and Yale University.

These Dreyfus Awards, sponsored by the Diplomatic and Consular Officers Retired Bacon House Foundation, are made possible by a bequest from the late Ambassador Louis G. Dreyfus Jr.

Hotchkiss will seek to select one enrolled student for a \$5,000 scholarship. Applicants should contact the Director of Financial Aid, The Hotchkiss School, Lakeville, CT 06039-0800, providing evidence of a parent or grandparent’s Foreign Service status.

Awards to Yale students, based on merit, will be made by the foundation in consultation with Yale. Aspirants may apply for the award at the time of their application to Yale. Awards to undergraduates may be up to \$5,000.

Awards to graduate and professional students may be up to \$10,000. There is no restriction as to field of study, but preference will be given to students pursuing a master’s degree in foreign affairs.

To apply, a copy of the parent’s or grandparent’s most recent Foreign Service appointment or promotion document, full contact information, a resume, the student’s most recent transcript and a one-page statement of the student’s academic goals, work experience, awards and nonacademic achievements should be sent to DACOR Bacon House Foundation, Attn: William C. Hamilton, 1801 F Street NW, Washington, DC 20006. Applicants for graduate fellowships should include a page outlining career goals.

The deadline for applications is March 15, 2005. For more information, contact Sherry Barndollar Rock at [prog.coord@dacorbacon.org](mailto:prog.coord@dacorbacon.org).

## AFSA Calls for Award Nominations

The American Foreign Service Association is asking for help in honoring those willing to take a stand for what they believe is right. AFSA's tradition of recognizing and rewarding constructive dissent and risk taking marks its 37th anniversary this year with awards that publicly salute individuals who have promoted critical and constructive solutions to foreign policy, management issues, consular policies or any area that affects the work of the Foreign Service.

Foreign Service employees put their lives at risk volunteering for dangerous assignments and acting with courage and dedication. AFSA wants to honor those who have demonstrated courage and risk taking in other ways: by daring to challenge the system from within, by questioning the status quo or by willingly taking an unpopular stand. Employees can help keep the tradition of intellectual honesty and vigorous debate alive by nominating someone for this year's constructive dissent awards.

Information about AFSA's constructive dissent and exemplary performance awards, including nominating procedures, guidelines and forms, can be found on the AFSA web site, [www.afsa.org/awards](http://www.afsa.org/awards), or by contacting Barbara Berger, coordinator of professional issues, at [berger@afsa.org](mailto:berger@afsa.org) or (202) 338-4045, ext. 521.

The official call for nominations is in the December issue of the *Foreign Service Journal*. The deadline for submitting nominations is Feb. 25, 2005.

## Employee Profile Effort Builds Momentum

Candy, crackers and pretzels seemed to be as much a draw as the program designed to create a database of employee skills and talents the Department may use when the next global crisis erupts.

But the goodies and other handouts were quickly overshadowed by the demonstrations on using the new Employee Profile Plus system that documents skills and talents not shown on an employee's record. The Sept. 15 gathering in the Harry S Truman exhibit hall also featured exhibits by divisions seeking specialized skills.

Modeled after a NASA workforce planning system that identifies skill gaps, EP + seeks to improve the Department's ability to respond anywhere in the world by drawing on a ready reserve of employee skills. Managers can use the information to recruit teams for special projects while employees can market themselves throughout the Department.

"NASA gave us the framework," said Dave Dlouhy, a special assistant in the Bureau of Human Resources who developed the program for the Department.

As the program grows, the skill bank may include family members, Foreign Service Nationals and employees from other agencies, according to Marc Grossman, undersecretary for political affairs. The program can capture information such as a Microsoft certification that wouldn't show up on an employee's record, he explained.

"We need to know more than what's in your bio," said Secretary Colin Powell, who endorsed the program at an information session just before the exhibit hall promotion began.

"You want to be there when a problem comes along," he said. "You want to be there for your country, for your Department."



*The Employee Profile Plus program in action.*



## Specialists Key to Diplomatic Success

Without our Foreign Service specialists, the Department would not be able to carry out its mission of creating a more secure, democratic and prosperous world.

These professionals provide important technical, support and adminis-

trative services at our posts overseas, in Washington, D.C., and elsewhere in the United States. In addition to their specialties, they also bring to the Department other professional experiences that not only enhance our workforce but also bring fresh perspectives to many familiar tasks.

In 2001, we were short 300 specialists. But thanks to the extraordinary efforts of Secretary Powell and support from Congress we hired 286 specialists. They joined the Foreign Service after 9/11 knowing what a dangerous and unpredictable place the world has become. I continue to be impressed by their courage, competence and unquenchable spirit of service.

Many specialists have volunteered for difficult assignments in Afghanistan and Iraq and other nations. Sadly, we recently lost one of our special agents assigned to our Embassy in Baghdad. Edward Seitz, tragically killed in a rocket attack, was the first American Foreign Service employee to die in Iraq.

Our office management specialists, information management specialists and technicians have successfully and eagerly taken on new challenges and responsibilities. Here are some examples.

When a communications tower went down during the crisis in Haiti last spring, Meredith Hiemstra, an information management specialist, put on rappelling and climbing gear and scaled the tower, literally risking life and limb. Because of her efforts, the system was working the next day.

I was heartened, but not surprised, when our office management specialists in Iraq donated more than 300 DVDs and two DVD players to the Baghdad hospital, providing our soldiers with some well-deserved entertainment. This generous gift was a great way to say we're all working together in the fight against terrorism.

Supporting our work in Iraq is Steve Garrett. This financial management officer set up a support center in Amman to assist our employees in Baghdad. Steve and Foreign Service National employees Wagih Ibrahim, Gulam Dalal and Pervaiz Ansari built the center from scratch to handle complicated budgets, allotment accounting, obligations, disbursements,

voucher audits and payroll. Our new arrivals in Baghdad could focus entirely on their work thanks to our team in Jordan.

Facility manager Santiago Rich was one of our first employees in Baghdad to assess our facilities for a possible interim embassy. Other facility managers, such as William Burnside and Toby Kinnett, provided immediate assistance to the U.S. Embassy in Grenada during the aftermath of Hurricane Ivan—conducting damage assessments, assessing emergency power requirements, carrying out emergency repairs to the chancery roof, inspecting for safety and working to restore basic services.

Also helping out in the aftermath of the hurricane were Diplomatic Security agents Daniel Baker and Tommy Jones and Walter Szczesniak, our information systems officer, who worked around the clock cleaning up the chancery. They went far beyond the call of duty in serving the Department.

And let's not forget our dedicated couriers who fly the sometimes-unfriendly skies performing a tough job with long and inconvenient hours to support us.

Our general services officers ensure that we have housing, office supplies and equipment as well as seeing that our household effects and cars are shipped safely and promptly. Our financial managers plan our budgets and pay the bills at our embassies. At Ciudad Juarez, for example, Robert Loveless and James Moreth, the financial manager's, transformed the post's housing pool in less than two years, converting run-down residences with water and gas leaks and dilapidated furniture into modern homes with brand-new furnishings.

Our regional human resource specialists based at hubs in Fort Lauderdale and Frankfurt tirelessly service our overseas employees. We rely on their professionalism and organizational skills as they spend long weeks on the road servicing our posts, especially posts without resident U.S. citizen human resource officers.

Our medical specialists—physicians, psychiatrists, nurses, physician assistants and medical technologists—manage post medical programs. They provide primary and urgent care as well as ongoing daily health needs. Often, they save lives in austere settings with little or no local resources. Our medical technologists ensure that the local labs used by our embassies are reliable and safe.

Finally, our public diplomacy specialists comprise a small, sometimes little-known cadre. They offer the Department valuable services as information resource officers, regional English language officers and printers.

We must continue to work as a team to meet our foreign policy goals of promoting global stability, saving lives, opening markets and strengthening democracy around the world. Our Foreign Service specialists do just that. ■

*Winter rooftops in Minsk's historic Upper Town.*



POST OF THE MONTH



# Belarus

AT THE CROSSROADS OF EUROPE



*Above: An autumn scene in Gorky Park, Minsk. Below: Ambassador Krol honors the memory of American humanitarian worker Ruth Waller at her gravesite.*

It's a glorious summer day in Minsk as teenagers stroll hand in hand along the embankment of the Svislach River, which meanders through the capital city of Belarus. It seems everyone is outdoors taking advantage of the beautiful weather. On a stage set up in one of Minsk's many large parks, colorfully costumed folk dancers perform. Elsewhere, a brass ensemble plays a lively polka, with older couples wheeling around in front of them. Farther along the river walkway, a group of women sits around the remains of a picnic, singing to the accompaniment of a guitar. In the distance, it is possible to hear the rhythmic beat of pop music.

This typical summer scene reflects the rich cultural diversity in the ancient country of Belarus, a place few Americans know or could find on a map. Long a crossroads for many different cultures—Belarusian, Russian, Polish, Ukrainian, Lithuanian, Jewish and Tartar—the country today stands at its own historic crossroads. Belarus emerged as an independent state in 1991 for the first time in its long history, after centuries of incorporation into one empire or another, the last being the Soviet Union. Because of the deep imprint of the Soviet past on its European roots, Belarus is undergoing a difficult process of self-identification and change. Working at the U.S. Embassy in Minsk offers a challenging

opportunity to witness and assist the Belarusian people in this historic process.

Belarus, sitting astride the main routes between east and west, has been one of Europe's principal battlegrounds. Mongol horsemen, Swedes, Poles, Russians, Napoleon and two world wars passed over Belarusian territory. By the end



PHOTOGRAPHS: (TOP): TOM TANNER; (BOTTOM): ALEXEI SOLOMAKHA

of the Second World War, Belarus had been decimated, with a third of its population killed. Belarus also suffered drastically from the Chernobyl nuclear catastrophe, which spread nuclear fallout over a wide area, ruining prime agricultural land for centuries and affecting the health of generations of its people.

Relations between the American and Belarusian people go back a long way, to well before the establishment of formal diplomatic relations in 1992. Many older people fondly remember the humanitarian assistance the United States provided immediately after the Second World War. A young American woman who worked for the United Nations, Ruth Waller, lies buried in Minsk's central cemetery, having succumbed to disease while working with refugees in 1946. Embassy employees gathered at Ruth's grave this year to commemorate her mission of compassion.

Belarus has made important contributions to U.S. culture and history. Irving Berlin was born in Mogilev, now a regional capital of Belarus. Issur Danielovitch, better known as actor Kirk Douglas, is the son of Belarusian Jewish immigrants who left at the turn of the century when the country was still part of Tsarist Russia. Thousands of other immigrants came from the lively Jewish communities that dominated Belarusian towns and cities before the Nazi Holocaust wiped them out.

Perhaps the most famous Belarusian in American history is American Revolutionary war hero Tadeusz Kosciuszko, who fought alongside George Washington and was a close friend of Thomas Jefferson. He is considered the father of the U.S. Army Corps of Engineers, having designed the fortifications that led to victory at Saratoga and the fort that later became the Military Academy at West Point. U.S. Embassy financial support to restore Kosciuszko's birthplace as a national monument came to fruition on September 23 when Ambassador George Krol and embassy colleagues traveled to the small town of Kosovo in the Brest region for the home's official opening.

Belarus is also associated with a tragedy in U.S. history. President John F. Kennedy's assassin, Lee Harvey Oswald, lived and worked in Minsk and married a local girl, Marina, before returning to the United States.

The embassy staff has grown considerably from the original seven Americans who opened the embassy at the Hotel Belarus in 1992. Now, almost 40 Americans and nearly 300 local staff work in a beautiful but cramped compound in the center of Minsk. The public diplomacy section is in Minsk's historic "Upper Town," which is being restored.

U.S. relations with the government of Belarus have long been strained because of its actions to curb democratic freedoms. Despite this challenging environment, the embassy, which is composed of many entry-level officers, assists Belarusians in their efforts to build civil society. The embassy facilitates the delivery of substantial humanitarian aid; for example, the defense attaché's office works with the European Command to renovate hospitals and other facilities. The public affairs section is setting up "American Corners" in libraries and administering educational and cultural

## AT A GLANCE



**Country name:** Belarus

**Capital:** Minsk

**Government:** Republic

**Independence:** August 25, 1991 (from the Soviet Union)

**Population:** 10.3 million

**Religions:** Eastern Orthodox, Roman Catholic, Protestant, Jewish and Muslim

**Languages:** Belarusian and Russian

**Land mass:** 207,600 square miles

**Approximate size:** Slightly smaller than Kansas

**Currency:** Belarusian ruble (BYR/BYB)

**Population below poverty line:** 22 percent

**Export commodities:** Machinery and equipment, mineral products, chemicals and metals

**Export partners:** Russia (57.2%), Germany (4.7%) and France (3.9%)

**Literacy rate:** 99.6 percent

SOURCE: CIA World Factbook 2003



*Above: Traditional Belarusian dancers celebrate the opening of the Tadeusz Kosciuszko Museum at his birthplace in the Brest region. Below: The reconstructed city hall and Roman Catholic Cathedral of the Virgin Mary on Freedom Square in Minsk. Opposite Page: Embassy employees Georgiy Sevruck, left, Evgeniy Evtushenko and Alexander Kurs prepare a traditional Belarusian “shashlyk” or barbecue for the 4th of July reception.*

exchanges and one of the largest democracy commissions in the region.

Although the political climate can be grim and the winters long and cold, Belarus and Minsk surprise visitors with their beauty, cleanliness, cultural riches and friendly people. In the spring, wildflowers bloom in abundance along backcountry roads. Forests of white birch trees provide a backdrop for campers and fishing enthusiasts at Belarus’ thousands of pristine lakes and rivers. Minsk offers world-class, affordable opera, ballet, popular music and symphony concerts. Belarus’ rich traditions in folk music and dance are celebrated at performances and festivals.

Although Belarus may not have prospered economically as much as its Baltic neighbors, and the Soviet accent remains strong, Minsk offers many European-style amenities. Thanks to improving conditions, it is becoming a post for young families.

Minsk and Belarus, like the American mission, are young and growing. Although the challenges of representing the United States are great, so are the rewards. The embassy is supporting democratic development. And Belarus offers

countless small treasures to those willing to find them—whether speaking to students about America or persuading one of Europe’s last indigenous bison to pose for a picture. ■

*Several embassy authors collaborated on this essay.*



PHOTOGRAPHS: (TOP): ALEXEI SOLOMAKHA; (BOTTOM): ALEXANDER KRUGLIAKOV; (OPPOSITE PAGE): DIAN McDONALD



## Embassy Renovation Unearths Piece of Minsk History

Located in a quiet section of the city, Embassy Minsk has entrances on Starovilenskaya and Kommunistichnaya streets. The chancery is a stately house that was once the home of the Red Army commander of the Belarusian military district. It is situated between the Russian embassy and the future home of the German ambassador. During the past few years, thanks to the hard work of the general services section, the grounds have been transformed from a utilitarian compound into a garden spot, replete with immaculate lawns, flowerbeds and pathways leading from the chancery to the annex behind it.

The consular section on the north end of the compound is under renovation. Expected to be finished in the spring of 2005, it will provide a comfortable and pleasant environment for consular section staff to serve the growing number of Belarusian visa applicants.

During the renovation, workers unearthed an old water pump. Cast in 1874, the pump was one of only ten produced by a well-known Minsk manufacturer. Historians who came to the construction area to see it showed Ambassador Krol a microcosm of the city's history through the layers of soil exposed during construction. There are levels of earth charred from fires and street cobblestones that date back centuries. The embassy is planning to donate the pump to city historians for restoration and display.



*The old pump excavated from the embassy grounds.*



*Minnesota Gov. Tim Pawlenty poses with Iraqis on a Baghdad street during a study mission by six U.S. governors to Iraq and Jordan in February.*

# OFFICE OF INTERGOVERNMENTAL AFFAIRS

## Working with U.S. States and Cities on Foreign Affairs

By David Freudenwald

As globalization continues to erode any remaining barriers between domestic and foreign policy, the Department's work overseas is ever more relevant to government officials at the state and local level. But where does a mayor in Minnesota go for information to create a new sister city partnership with a community in Iraq? Or who should a lieutenant governor from the Midwest contact to arrange a meeting with the U.S. ambassador during his trade mission to Japan? And what if Maryland Gov. Robert Ehrlich wants to help a Baltimore-area entrepreneur complete a multimillion-dollar sale of equipment to an Egyptian businessman whose visa application is delayed?

As the Department's primary point of contact for 55 state and territorial governors, 7,000 state legislators, about 1,100 metro area mayors and officials from more than 37,000 units of local government, the Office of Intergovernmental Affairs handles these and similar inquiries daily. A part of the Bureau of Public Affairs since 1988, the office educates state and local officials about how U.S. foreign policy benefits their constituents. The office also coordinates with these officials on issues such as trade and economic development, U.S. borders with Canada and Mexico, exchange programs and community-based international partnerships.

Although the U.S. Constitution assigns to the President the power to conduct foreign policy, increasing globalization and economic interdependence have fostered international cooperation at all levels of government. As a result, state, territorial and local governments have a vested interest in U.S. foreign policy. Whether it is an international trade agreement with local implications, an effort to lure foreign investment and tourists or the possibility of establishing a new sister city partnership, governors, mayors and state legislators have their own perspectives on international issues and want to influence the foreign policy process to the benefit of their constituents.

Trade policy is a particular concern. State and local officials want exporters in their jurisdictions to have free and fair access to markets overseas. They also want to preserve their authority over local issues that international trade agreements may preempt. The IGA team works closely with international trade policy experts who serve governors and large urban jurisdictions as well as the Department's experts in the relevant regional or functional bureau.

Communities that border Canada and Mexico have special concerns. While state and local governments support enhanced security measures, officials are acutely aware of constituent complaints about traffic delays and the resulting economic impact at busy border crossings. In such cases, the IGA staff serves as the Department's main interlocutor with the state governments and ensures that their views are incorporated into the policy formulation process.

For instance, IGA has been involved with U.S. federal and state proposals to build an outlet to relieve flooding at North Dakota's Devils Lake that have raised environmental con-



*Florida Gov. Jeb Bush along with Florida business leaders worked with the Office of Intergovernmental Affairs to develop more trade with Canada.*

cerns in Canada. Sam Witten, the Department's deputy legal adviser, praised the office's "timely and accurate communications with multiple state authorities in connection with sometimes contentious construction proposals at Devils Lake."

The Department stays informed about the broad range of international activities going on at the subnational level. State legislatures and city councils pass hundreds of resolutions and other legislation with an international focus each year. In 2002, the states maintained 240 overseas trade offices. Some, like California, have even created standing committees to deal with international trade.

Such international activities have prompted debates over federalism and foreign affairs. For example, in 2000 the U.S. Supreme Court struck down a Massachusetts law that would have denied state contracts to companies doing business in Burma. In 2003, the Court ruled that California's statute requiring insurance companies to disclose Holocaust-era business interfered with the federal government's control over foreign policy.

*Right: Ambassador Randall Tobias addresses the U.S. Conference of Mayors in Boston in June about President Bush's Emergency Plan for AIDS Relief. Below left: Patricia Harrison represented the Bureau of Educational and Cultural Affairs at the National Conference of State Legislatures. Below Right: A 15-person delegation from the Islamic Society of North America, which included U.S. state and local elected officials, visits Camp Zamzam in Darfur, Sudan, in August.*



While most state and local bills and resolutions avoid constitutional concerns, the office monitors this legislation because it often attracts the attention of foreign governments. For instance, the Vietnamese government in Hanoi has expressed its dismay over resolutions passed in Colorado, Louisiana, Virginia and several dozen city and county councils in areas with large Vietnamese-American communities. These measures have proclaimed the former flag of the Republic of Vietnam as the “heritage flag” of the Vietnamese-American community. Working with the Vietnam desk and the legal adviser’s office, the IGA staff informs state and local

officials about U.S. relations with the current Socialist Republic of Vietnam.

One of the office’s core services is to assist governors, mayors and state legislators with overseas travel by coordinating with embassies and consulates. For instance, in August 2003 the staff worked with posts in South Africa, Namibia, Swaziland and Uganda to assist the U.S. Conference of Mayors with a study mission focused on HIV/AIDS in those countries. Following his recent trade mission to Singapore, Maryland Governor Robert Ehrlich said IGA “is a key partner in Maryland’s outreach to the international community.



*Secretary Powell meets state law makers from throughout the country at a Benjamin Franklin room reception.*

We rely on their expertise as we expand our economic and cultural ties globally.”

The office provides one-stop shopping for state and local officials seeking to cut through the bureaucratic red tape that can complicate requests involving multiple offices and bureaus. It handles inquiries from state and local officials and provides information about sister city relationships, grant competitions and protocol issues related to receiving foreign delegations. Chicago Mayor Richard M. Daley recently thanked the office for its support of Chicago’s sister city relationships.

State and local leaders are important to U.S. foreign policy for a number of reasons. Given the leadership role they play at home, they shape the foreign policy views of their constituents and their elected officials in Congress. In addition, today’s mayors and governors may become tomorrow’s chairman of the Senate Foreign Relations Committee or president of the United States. Or they may join the Department. Newly appointed U.S. Ambassador to Poland Victor Ashe is the former mayor of Knoxville, Tenn., and Assistant Secretary for Oceans and International Environmental and Scientific Affairs John Turner is a 19-year veteran of the Wyoming state legislature.

The office’s close cooperation with the major national

associations of state and local elected officials, such as the National Governors Association and the U.S. Conference of Mayors, is a force multiplier in its effort to improve domestic understanding of foreign affairs. The office reaches more than 50,000 officials each year by participating in about 30 conferences run by these organizations. Recently, U.S. Global AIDS Coordinator Randall Tobias delivered remarks about HIV/AIDS before the Conference of Mayors.

Intergovernmental Affairs works closely with other offices of the Public Affairs bureau on outreach efforts such as roundtable discussions, presentations before city council hearings and media opportunities. Much of this activity is chronicled in the office’s quarterly newsletter, which is posted on the Department web site and distributed to state and local leaders.

Increasing interdependence and globalization suggest that the role of state and local governments in international affairs will continue to grow. Contact Inter-governmental Affairs at (202) 647-5358 or [paiga@state.gov](mailto:paiga@state.gov) to let them know how you are already working with state and local officials and find out how IGA can help. ■

---

*The author is an intergovernmental affairs officer in the Bureau of Public Affairs.*

# An Afghan Refugee's Journey to Diplomacy

By Fahez Nadi

*Left: Afghan-born Fahez Nadi, a new Foreign Service officer, strolls through Washington, D.C. Below: Two-year-old Fahez sits on his uncle's lap in his mother's family home in Kabul.*



**O**ur drive from Kabul to Herat in 1976 was long and arduous. I recall being cuddled by my mother as we waited for the border police to return our papers. Documents affixed with an exit stamp proved we weren't in trouble and could continue our journey into Iran.

Now with our stamped passports, my mother knew that we were free from my country of birth and moving on to a better life. That moment is a fragment of a journey permanently etched into my four-year-old memory as my family desperately sought a place to live in peace. For me it's a journey that became an ongoing adventure.

I was born in 1972 in Kabul, Afghanistan. My father was a civil engineer who passed away when I was only a year old.

My mother and brother worked diligently, saving barely enough to fulfill our initial American dream: the purchase of our first home in 1988. That year offered another great milestone—my mother and I became U.S. citizens. In 1990, now 17, I entered St. John's University in Jamaica, New York. But I postponed my studies and enlisted in the Navy, deciding it was time for me to give back to the great country that had given us so much. The Navy allowed me to see many wonderful and exotic places in the Pacific and Asia, providing an education not found in a classroom.

Discharged in 1994, I returned to New York and soon after my brother passed away. After this difficult time, I decided to pursue the Navy commission offered to me several years earlier. I enrolled at Savannah State University in Georgia, and in



*Left: Mrs. Nadi's passport when she left for Hamburg to work as an au pair in the early 1970s. To care for her children, she sent most of her earnings back to Afghanistan. Right: Fahez's mother today in her New York office.*

Alone and widowed in her mid-twenties, my mother cared for me, my brother Hasseb and sister Hasseba. Driven from Afghanistan by political and economic changes, she decided that she wanted to raise her children in a different place, a place like America.

We endured the turbulent times in Tehran, escaping to Germany before the fall of the shah. In December 1979, I saw the Soviet invasion of my country on television, and with it the chaos that displaced millions of Afghans. My family officially became refugees and our immigrant visa applications to the United States were approved.

In 1981 we arrived in New York. I was eight and beginning to wonder how long our constant uprooting and resettling would continue. I remember asking my mother if we would have to move again. "We are now home," she said comfortably.

1999 received my degree in political science and a commission as a United States naval officer. My mother was very proud because her father, a tribal adviser to King Zahir Shah of Afghanistan, had been an army officer. I was continuing the family tradition, in a country that treated its citizens with honor and dignity.

My first assignment was aboard the cruiser *USS Thomas S. Gates*, where I traveled to ports in the Caribbean and Europe. My second tour was in Bahrain, where I learned about life and culture in the Arabian Gulf and most of the Middle East.

In March I joined the Foreign Service, commencing another step in my journey from Afghan immigrant to American diplomat. ■

*Fahez Nadi is currently assigned to the Foreign Service Institute.*

*Kimberly Baugher, foreground, and Cheri Blanks talk to prospective contractors for Diplomatic Security.*



# Clients Face Off, Compete For Department Business

**Story and Photos by Paul Koscak**

Nearly 600 companies, small-business owners, vendors and contractors vied for State Department work at the Overseas Buildings Operations third annual Industry Day, Oct. 13, at the Ronald Reagan Building and International Trade Center. Participants listened to presentations on everything from security clearances to contracting and then met with representatives of the bureau's five offices.

By creating a spirited networking environment, potential contractors not only compete for Department business, but compete among themselves, driving bids down, according to spokeswoman Gina Pinzino.

"This creates more competition," she said. "We get the best contractors to do our overseas construction. We get more bang for the taxpayer's buck."

For newcomers, the event offers a solid introduction to doing business with the Department. They learn what type of work is available, how to qualify and how to properly submit a proposal. For established contractors, it puts them in touch with potential subcontractors, said Ms. Pinzino.

The bureau works mainly with a pool of about 12 contractors for embassy construction projects, according to William Prior who directs the office's construction and commissioning division, where qualifying new contractors for 2005 assignments is now under way. "It's a niche market," he said.



*Above: Business seekers through the atrium of the Ronald Reagan Building during Industry Day. Below: From right, Mike Schilling, Attilio Goriup and Steve Gigliotti handle the rush at the design and engineering booth. "It's booming. There's lots of interest," Mr. Gigliotti remarked.*

"They have to be dedicated and be willing to go overseas. They need strong financial backing to do this work."

Just locating and managing sites keeps an entire office busy. About 80 embassies are targeted for replacement, said Pierre Welch, a real estate and property management adviser. The office requires "people who can do site searches" and deal with sometimes archaic foreign real estate and building requirements. "Every country is different," he said.

Not all business is big. The facilities management division, for instance, seeks companies to perform minor repairs and

maintenance or specialists skilled in roof and elevator maintenance. It also establishes repair priorities, responds to environmental emergencies and ensures that staff, equipment and materials are efficiently used, said engineer Willie Rhodes. "The hardest thing is finding someone with a security clearance."

Steven Kenah represented Joseph R. Loring & Associates, a mechanical and electrical engineering firm of about 125 employees with locations in Washington, D.C., New York and Princeton, N.J. Although he said the company is already doing subcontracting work in Tajikistan, Mr. Kenah used the event to network for other subcontractors, particularly architects. "I get to meet extra clients here."

Then there's Shelly McMahan. She founded Smart Design four years ago in Woodbridge, Va., a company specializing in interiors, exhibits and three-dimensional logos. While she has designed some interiors at the Pentagon, this is her first experience prospecting for Department business. Ms. McMahan, who now employs three others, said she's "seeking anything." ■



*The author is the acting editor of State Magazine.*

# Crisis Is Common Denominator of Foreign Service Life

By Bill Palmer

Employees who have lived through civil disorder, bombings, evacuations and similar events may have wondered if they're the exception or the rule. Was it bad luck or does it come with the career? Well, now it's official: It comes with the career.

In fact, 87 percent of Foreign Service generalists with more than 15 years' experience have experienced a crisis.

While there was plenty of anecdotal evidence that crises in the line of duty were common, no formal data existed until this spring, when the Foreign Service Institute's Leadership and Management School conducted an online survey of American and locally employed staff. A randomly selected group of 3,286 people received the survey and 1,421 responded—a statistically valid sample.

Conducted by the school's Crisis Management Training Division, the survey provides a framework for training employees to cope with danger and stress nearly unknown to earlier generations of the Foreign Service.

The results show that a Foreign Service career will usually involve moments of physical danger and psychological stress. In fact, the survey showed that the number of Foreign Service crises in the last three years has been noticeably higher. There's no reason to think the trend will reverse in the near future.

Ambassador Prudence Bushnell, dean of FSI's Leadership and Management School, had this reaction to the survey: "We need to face the facts, be prepared for the facts and celebrate just how well we do," noting the frontline role of the



*A memorial to those who lost their lives in the East Africa bombings was dedicated in May 2000 at Arlington National Cemetery.*



*Clara Aliganga touches the name of her son, Sgt. Nathan Aliganga, on the memorial plaque dedicated to those who died in the embassy bombings in Nairobi and Dar es Salaam in 1998.*

Foreign Service in supporting U.S. national security. “We need the respect, recognition and resources that go along with that.”

Washington bureaus and posts overseas, said Ms. Bushnell, “can begin to take advantage of the fact that many of their colleagues have experienced a crisis, have learned a lot and have a lot to give.” On the other hand, she said, a crisis “leaves lingering and sometimes negative effects.”

Other key survey findings:

- The five types of crises most commonly experienced by Foreign Service personnel were civil disorder (31.7 percent), draw down (20 percent), evacuation (15.1 percent), bomb (13.8 percent) and disaster (11.8 percent).
- Nearly two-thirds of Foreign Service generalists experienced a crisis.
- Nearly half of all respondents experienced a crisis.
- Chemical-biological incidents have become much more common since 2001.
- The Africa Bureau reported the most incidents, but no regional bureau was immune.

One of the survey’s principal conclusions is that training matters. “We need to be sure that we are training to all kinds

of crises and providing the right kinds of skills,” Ms. Bushnell said. “For people who are attending the training, it means you must show up, you must pay attention and you must put it into use when it matters most.” About 550 crisis management exercises have been conducted at U.S. Embassies and consulates since the embassy bombing in East Africa five years ago.

Both new and seasoned Foreign Service officers are now receiving crisis management training. The instruction focuses on communications during a crisis. Mid-level managers, especially those destined for African posts, receive instruction on using the emergency planning handbook and working with crisis committees. These managers often take on more responsibility because of senior-level shortages, said DanaDee Carragher, deputy director of crisis management training at FSI. “We’ve never done this before,” she said. “It’s all about taking care of your people.”

The Department has a great record handling crisis logistics but needs to pay more attention to the psychological and family needs of its employees, she added.

---

*The author is a writer/editor at State Magazine.*



*A crisis support team receives response training at the operations center.*

## Colleagues Console Casualty Victims

By Kendall Montgomery

The Office of Casualty Assistance was opened after the 1998 East Africa bombings to assist victims of terrorist and other incidents. As news of the office's existence spread, employees and family members who were injured, are terminally ill or have lost a loved one increasingly turn to us for help, as well as colleagues who have experienced a kidnapping, carjacking or other traumatic incident.

Casualty Assistance works with offices throughout the Department and has developed procedures that simplify and ease the delivery of support from both government and community sources to needy individuals. The office web site provides information on benefits and compensation for federal employees and gives guidance on dealing with grieving colleagues.

The office also develops new programs such, as an e-mail discussion group for widows and widowers in the foreign

affairs community. But, most important, it ensures that there is a cadre of people—crisis support teams—trained to offer support to those who have experienced a critical incident.

Each year, the office calls for volunteers from the Bureau of Human Resources to serve on these teams, and the response from caring individuals has been impressive. There are now 73 active volunteers trained to deal with grieving people, the federal benefits programs and more. The office is also reaching out to post management officers and counterparts in other agencies who assist employees.

When a crisis occurs, there's no time to hesitate. If injured employees or grieving family members feel they were not well cared for in the first few days, that becomes a lasting memory. Through planning and training, this office works toward timely, effective and compassionate support that leaves memories worth remembering.

---

*The author directs the Office of Casualty Assistance.*



*The President and the Secretary visit the Green family at Andrews Air Force Base. From left, Laura Bush, President Bush, Milton Green Jr., Milton Green, Roy McGuire (Barbara Green's father), Zachary Green and Secretary Powell.*

## “One of the Saddest Moments of My Life”

**By Bobby Balderas**

It started like any other day—we woke up and turned on the news. When I heard the newsmen say Barbara Green and her stepdaughter Kristen had been killed in a terrorist attack in Islamabad, Pakistan, I froze. The Greens were friends. Milton, an administrator at the embassy, worked with me in Bonn. The family was attending a Sunday church service in the diplomatic quarter of the capital when terrorists tossed grenades into the building. My wife Diana and I wanted to help in some way.

I was a member of an OCA crisis support team that was on duty that week. We sprang into action. The next few days were long and difficult as we answered phones and met Barbara's and Milton's relatives at area airports.

Diana and I accompanied the family to Andrews Air Force base to meet Milton and son Zachary who were both injured in the blast. One of the saddest moments of my life was seeing Milt and Zach come out of the C-141 in wheelchairs followed by two coffins.

Diana and I visited them at Walter Reed Army Medical Center and were pleased to find them in high spirits. We still had the funeral to deal with but Milt's relatives, friends and colleagues were there to help. This was one of the most difficult weeks I have had but I felt fortunate that we were able to serve a colleague and friend in need. I was also gratified by the support the family received from Secretary Powell, Deputy Secretary Armitage and Under Secretary Green.

---

*The author serves on a crisis support team.*



# Days of Terror

## IN SIERRA LEONE

**Editor's note:** Nearly one-third of our Foreign Service staff have experienced civil disorder while assigned overseas and 15 percent have been evacuated, according to the recent crisis management survey. But "civil disorder" and "evacuation" convey little of the chaos and terror that employees often live through. To bring those words to vivid life, we offer this abbreviated chronology of the 1997 Sierra Leone military coup and evacuation written by Regional Security Officer Jeff Breed.

### SUNDAY, MAY 25

At 3 a.m., officers of the Sierra Leone military staged a coup in Freetown...Numbering about 500, they released military officers being held on sedition charges at a prison...At

the same time, the entire prison population of 700 criminals also escaped...Instructions were given to secure all embassy compounds and buildings...Marines reported heavy automatic gunfire and grenade explosions downtown...Soldiers ran uncontrolled through the streets firing weapons as looting and pillaging of homes and businesses began...The military weapons and ammunition depot was over run...Weapons and ammo were distributed to soldiers and escaped criminals...As the day progressed, the chancery was peppered with countless rounds of automatic weapons fire and the majority of windows were damaged...An embassy apartment compound was entered when soldiers rammed the main vehicle gate, but they were unable to enter the build-

*Rebels run rampant through Sierra Leone during the 1997 coup de etat.*



ing through the heavy grille gate...At another embassy apartment compound, soldiers climbed over the gate and demanded vehicle keys and \$5,000...They took a vehicle and departed...All the residents had been moved into the safe haven area of one apartment...In the part of the city where most expatriates and diplomats lived, homes were severely looted—down to toilets and light fixtures...Rapes of female expatriates were reported...During the evening, the shooting began to subside as drunken, drugged soldiers tired from the day's activities.

## **MONDAY, MAY 26**

In the early morning, a spokesman for the newly formed Armed Forces Ruling Council went on the radio to ask for calm and a return to normalcy...The majority of the population opted to remain at home...The coup leaders asked all expatriates to remain in Freetown and said the security situation was now under control...The diplomatic corps stressed that nothing was under control and many who wanted to leave had nothing left—their homes, businesses and vehicles had all been destroyed or stolen...In the afternoon, I went to military headquarters to discuss evacuation options...The headquarters was a

sea of stolen vehicles and hundreds of intoxicated soldiers roamed the grounds, slept or sat in groups counting piles of money...I met with a Major King who said aircraft would be allowed to land...Embassy apartment compounds began to receive U.S. citizens and other expatriates seeking refuge from the chaos...A U.S. Special Forces detachment was ordered into the city and took up defensive positions on the roofs of the embassy apartment buildings...That night sporadic shooting was reported around the city.

## **TUESDAY, MAY 27**

At 9 a.m. I drove to the chancery with fresh Marines to relieve the two who had been on duty since the coup began...Most of the offices were littered with glass and other debris...A cooling system on the roof and the offices of the Ambassador and DCM had been hit with rocket-propelled grenades...Nearly all the businesses in the area had their front doors broken open and windows smashed...The Central Bank and Ministry of Finance buildings were still smoldering from fires...Bloodstains on the streets marked areas where bodies had lain before being removed to the

morgue...Embassy staff continued to be confined to the housing compounds.

## **WEDNESDAY, MAY 28**

In late afternoon, I went to defense headquarters to discuss the landing of U.S. military helicopters at the Mammy Yoko Hotel the next day in preparation for the evacuation...The Special Forces remained on the roofs of the apartment buildings.

## **THURSDAY, MAY 29**

The *USS Kearsarge* arrived off Freetown. The hotel ballroom was selected as a processing point and the hotel's helicopter pad was selected as the landing zone...The evacuation was scheduled to begin at 6:30 a.m. the next morning...In late afternoon, I went again to defense headquarters, where the mood was serious and hostile and we were not allowed access to our usual contacts...At 9 p.m. we were informed by the Department that because of the worsening security situation all remaining embassy staff (some had left already on a British charter aircraft) would be departing on the *Kearsarge*. Remaining American citizens were offered the same options as U.S. embassy staff.

## **FRIDAY, MAY 30**

Throughout the night embassy staff prepared for the departure...I ordered the Marines to destroy communications equipment...At 6:15 a.m., two convoys under Special Forces and Marine escort left the residential compounds for the hotel four miles away...Helicopters and troops from the *Kearsarge* began to arrive at the hotel...Over the next several hours, helicopters lifted 900 U.S. citizens, U.N. staff and other foreigners to the *Kearsarge*.

## **SATURDAY, MAY 31**

Overnight, the *Kearsarge* sailed north to Conakry, Guinea...In the early morning, the evacuees were airlifted from the ship to Conakry...In the early evening, the *Kearsarge* was ordered to return to Freetown for a second extraction and 350 more evacuees were lifted to the ship and departed for Conakry.

## **SUNDAY, JUNE 1**

In mid-afternoon, the Sierra Leone military attacked the Mammy Yoko Hotel...A wing was set on fire and British civilians and soldiers were reported injured...The *Kearsarge* received orders to return to Freetown again.

## **MONDAY, JUNE 2**

At dawn, Marines from the *Kearsarge* landed on the beach just south of the hotel and deployed helicopters and hovercraft to move about 1,000 British and other third-country nationals. With the exception of a handful of Lebanese businessmen, all foreigners had now departed the country.

---

*Jeff Breed is the regional security officer at the U.S. Embassy in Ankara*



*A U.S. soldier participates in a Department-sponsored mass casualty exercise in Kuwait.*

## Medical Units Confront New Dangers

By Richard Bienia and Nicholas Riesland

How many times have we heard people say that life overseas is quite different than is used to be?

That's not so hard to understand. Overseas employees and their families face bomb threats, crowds chanting anti-American slogans, threatening letters that sometimes contain suspicious powder and post evacuations. And there are family concerns: Up to 15 percent of our medical assignments are unaccompanied or in war zones. Just deciding if it's safe to send your child to school can be difficult at times.

It's no wonder the most dramatic change in Foreign Service life during the past decade is the increase in crisis situations. Our medical staff experiences these events in two ways.

Like other employees, the increasingly hostile atmosphere at our embassies affects us as well. At the same time, we must deliver emergency medical care in both individual and mass casualty situations.

For us, a mass casualty is treating one more person than our existing health unit can handle. Often we do our planning in countries that lack a functioning ambulance system. Health units are small—perhaps one State Department medical professional, a contract nurse and a laboratory technician. There are no shock-trauma surgeons.

Much of what we do involves planning for events we hope will never happen. Where we once focused on childhood ear infections and managing elevated cholesterol levels, we now train for acute trauma care, emergency triage and treating casualties from chemical and biological weapons. We also position additional medical supplies at high-threat and isolated posts and establish programs to rapidly deliver antibiotics and immunizations for deadly diseases such as anthrax and smallpox. Medical works with the Bureau of Diplomatic Security to provide escape masks, antidote injectors and training to survive a chemical weapon attack against a U.S. mission.



*Above: Kuwaiti fire fighters respond during an exercise. Below: Employees at the U.S. Embassy in Luxembourg receive crisis management training.*

Medical hasn't managed an actual mass casualty since the bombings in Nairobi and Dar es Salaam, but our staff has a well-prepared emergency plan with access to whatever's needed, including military medical evacuation aircraft and civilian mobile trauma hospitals. We also deal with basic trauma and first aid experts from the local community who can fill the gap until relief arrives.

The American communities at the embassies in Baghdad and Kabul rate special attention. Potential attacks, long hours, limited opportunities for recreation and isolation from friends and family create high stress.

Unlike other Foreign Service assignments, this situation justifies a full-time physician specializing in disaster and crisis psychiatry. Before departure, employees going to Baghdad and Kabul are briefed on the conditions they'll face and the best way to cope with these challenges. They receive a special

out-briefing designed to smooth their adjustment back to a normal American lifestyle upon returning. Guidance on resuming relationships with their spouses, family and friends is also included.

Despite considerable obstacles the medical program functions surprisingly well. Adults have heart attacks, children fall from swings and there are automobile accidents. The most serious problems seem to occur at night or on holiday weekends. Still, most patients get excellent local emergency care and, if needed, are transported by commercial aircraft or an air ambulance to a modern medical facility in a developed country.

Our medical officers manage most of these emergencies. Recently, one of our regional psychiatrists flew to Tashkent after a suicide bomber blew himself apart outside the embassy front gate.

From scratches to body parts—none of this occurs without some anxiety for both patient and health provider. Generally, there's a happy ending. Besides, Foreign Service families are made of sturdy stuff.

Life in the Foreign Service indeed has changed. We all have concerns about the long-term impact of placing our staff in war zones such as Baghdad, Kabul and, to a lesser extent, posts such as Monrovia and Karachi. Despite that, the Foreign Service will still attract people who want to serve their country through an exciting and rewarding career.

---

*Richard Bienia is the emergency medical response director and Nicholas Riesland is deputy medical director.*



# Evacuations Especially Tough on Families

By Joy Khoo

Being posted in a foreign country can be difficult and challenging but never more so than when you're ordered to evacuate. It's certainly not a vacation or a free trip back to the United States to see family and go shopping. Any evacuation, especially a long one, tests a family's ability to endure separation from loved ones back at post. It's an emotional roller coaster with lots of ups and downs.

I was the community liaison office coordinator for the U.S. Embassy in Jakarta in October 2002 when, after the Bali



*Above: Meetings for the Jakarta evacuees to voice concerns and raise issues were sponsored by the Family Liaison Office. Left: Jakarta evacuees planned weekly gatherings such as this after-movie dinner to sustain morale.*

bombing, 350 American employees and families were ordered to leave and didn't return until the following April. We had no idea we'd be separated from our families and jobs for more than six months.

The evacuation took an enormous emotional toll. We spent the holiday season away from our loved ones, then wrote off Valentine's Day and Easter. By months five and six, the separation was getting more and more frustrating. Post management did an outstanding job communicating with everyone and providing support, including special time off and danger pay. But it was still difficult.

The biggest challenges were the uncertainty and lack of control over our lives. Imagine living in a hotel room for 198 days with children and dealing with their problems adjusting to new schools. It was a challenge being separated from spouses and, when reunited, feeling like strangers. It was a challenge floating around the Department feeling disconnected, not knowing when we would return to our jobs and wondering how the evacuation might hurt our careers.

Crisis often brings out the best in people and we were fortunate that those who coped well immersed themselves in

what they did best and volunteered to help others who were not doing as well. They realized there wasn't much they could do about the evacuation, so they focused on travel, family, hobbies and other interests.

At 180 days, the post was declared unaccompanied, meaning families couldn't return. That move caused some to buy houses and cars or accept job offers. Some employees wanted to curtail their assignments. As allowances were cut we couldn't afford our temporary residences. Morale hit bottom.

Then, two weeks later, we got word to return to post. There wasn't any sense of elation, just genuine relief that all the waiting was over.

But not quite yet.

Our regional medical officer said there would be a difficult readjustment after returning to post. He was right. Uniting families and community was much more difficult than anticipated. Some faced marital issues. Those who remained at post and those who were evacuated had their own unique stresses and it was challenging to understand the other's perspective and expectations.



From the experience, I offer the following tips on coping with an evacuation:

- Keep in touch with your community or family liaison offices. They're vital resources for dealing with the issues you'll face.
- Accept uncertainty as an absolute certainty during evacuations.
- Control what you can and let go of what's beyond your control.
- Focus on the good things in life, keep things in perspective and stay busy.
- Plan for the long haul, yet live day to day. It's a tough balancing act.
- Address marital stress. Talk to your spouse and get professional help if necessary. Take time to communicate and use your time off to see each other.
- Turn to sources of strength, faith and hope—God, family and friends. ■

*Joy Khoo is an administrator in the Bureau of Diplomatic Security.*

# ANNIS SANDVOS: PROFILE OF A RETIREE

EDUCATOR PROMOTED AMERICAN VALUES, CULTURE **BY BRENDA GREENBERG**

Annis Sandvos showed signs of being an excellent diplomat early in her career.

As a professor at Columbia University from 1946 to 1951, she taught English to a lot of foreign students visiting here for the first time.

"I was so aghast at the ideas they had about the United States, its policies and what it had done," recalled the 89-year-old Chevy Chase resident. "I felt they were so wrong on so many things and so critical, that I knew I had to help them understand things better."

Ms. Sandvos not only taught her students English, she encouraged them to use their new linguistic skills to express their opinions. The discussions enabled her students to apply their lessons while giving this lifelong public servant an avenue to promote American values and understanding. Those dialogues forged friendships she treasures to this day.

She made the logical progression to the United States Information Agency because the idea of going abroad and working with people excited her.

When she was about to embark on her first assignment to Athens, Greece, Ms. Sandvos asked her briefers in Washington what they expected of their cultural affairs officers. "They said, 'We don't know. You go find out what it is.'"

So she went to Athens in 1951 as one of the first cultural attachés and one of the few women Foreign Service officers. She and a few colleagues intrepidly devised and shaped the new cultural affairs position at the embassy.

Ms. Sandvos also taught American literature and English at the University of Athens. In fact, she was the first professor there to teach English.

Just as she did at Columbia, Ms. Sandvos engaged the students with such a dynamic classroom style that some became lasting friends.

"You don't anticipate that in the courses that you're

teaching that you'll somehow or other acquire real solid friends," she said.

As a cultural officer, she put her doctorate in dramatic arts to good use, working with artists, writers, musicians and actors. "I had lots of contact with the cultural elite in Athens," she said. "I was interested in theater, and to have these actors coming to my office to work things out was wonderful." Dorothy Gish and John Steinbeck were among her associates.

Ms. Sandvos remained in Athens for five years. Her departure was postponed because the agency couldn't find anyone to replace her. She was assigned to Germany, but those plans changed because she was needed in Washington as the chief of English teaching.

In addition to working in Greece and the United States, Ms. Sandvos was

sent on special projects to Egypt, Turkey, Yugoslavia and the United Nations Educational, Scientific and Cultural Organization.

She considers her role in helping to bring the Temple of Dendur, a Roman structure built in the first century, to the Metropolitan Museum of Art in New York as her greatest accomplishment before retiring in 1971. The building was a gift from Egypt to the citizens of the United States for their contri-

bution in saving many ancient temples and structures from being flooded by the Nile's Aswan dam.

Ms. Sandvos' interests include keeping in touch with friends and getting outdoors whenever possible. "I do a terrific amount of walking down Wisconsin Avenue."

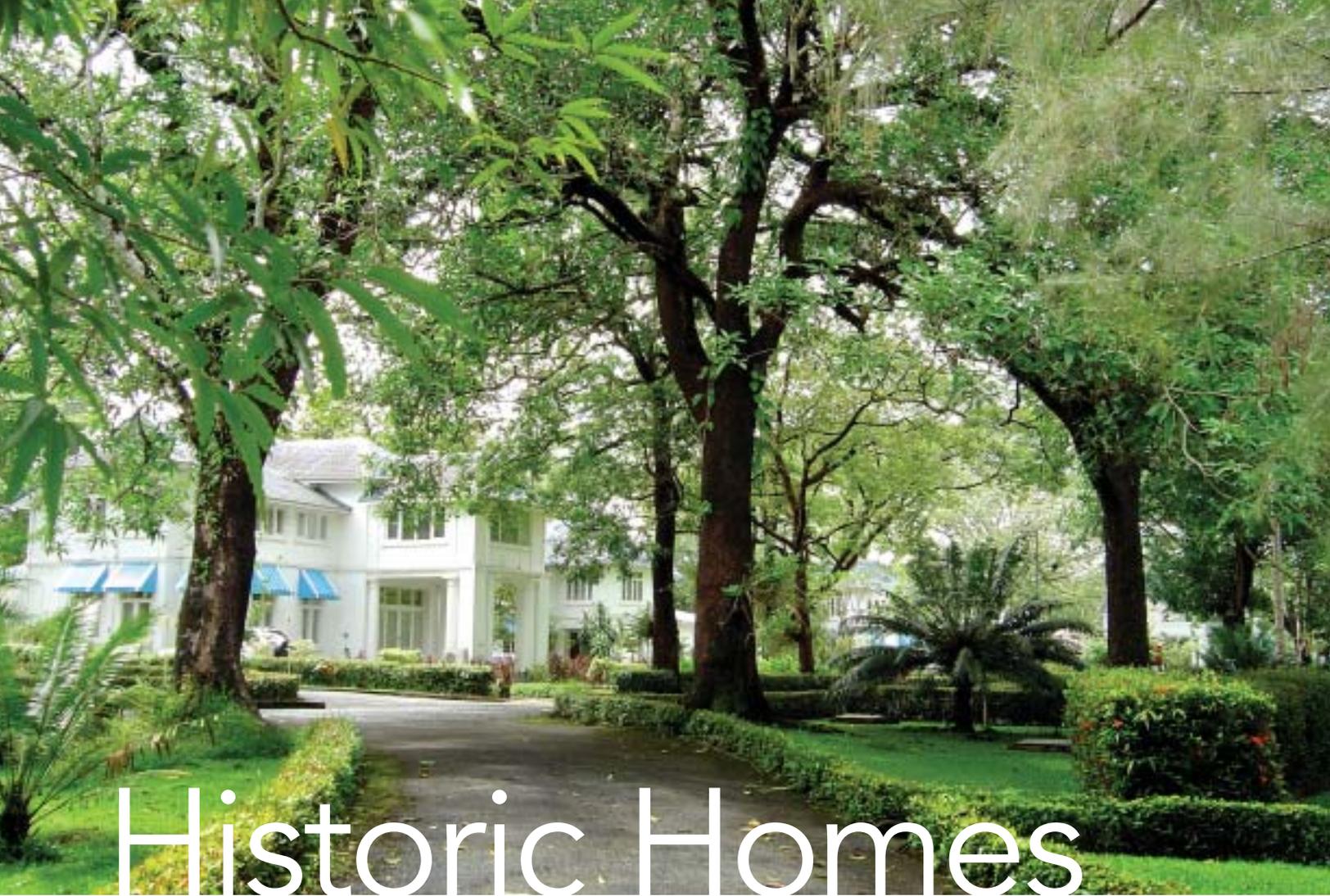
Her advice to people joining the Foreign Service today: "You surely have to enjoy people and not be timid and shy." ■

---

*Brenda Greenberg is a public affairs officer in the director general's office.*



*Ms. Sandvos on the job during the early 1950s in Greece and at her Chevy Chase, Md., apartment.*



# Historic Homes Make Way for New Embassy in Rangoon

**Story and Photos by Kerry Brougham**

Farewell, Washington Park!

Farewell to a remnant of a gracious past and some of the best housing in the Foreign Service: the Washington Park residential compound in Rangoon. The historic homes, the sense of neighborhood and the park-like compound—trees, flowers, birds, lawns and lake—make life pleasant here.

However, the U.S. government-owned compound was chosen as the best available site on which to build a new, secure embassy, given the constraints imposed by local law and our bilateral relationship.

Washington Park sits on 14 acres of land on a small peninsula of Inya Lake. The buildings include eight two-story houses (including the Marine House), two one-story houses, the Marines' "Hard Corps Cafe," the health unit, the consular section and the historic 19th-century Teak House, which may be the first house built in the area.

The other houses were probably built between 1925 and 1930 for Europeans by an Indian developer. Japanese officers are believed to have occupied them during World War II. After buying Washington Park in 1948, the embassy gradually modernized it. The once-open main road is now gated. Screened porches were enclosed and air-conditioned. Outdoor passageways linking houses and kitchens were incorporated into the houses. Retaining walls were built to terrace the land and create access to the lake. The compound's sole telephone at the guard post gave way to phones in each home. Native teak is showcased throughout the houses in floors, staircases, doors and window frames.

The lush vegetation—frangipani, flame trees, palms, banana trees, acacias—adds fragrance, color and grace to the compound. While the flora are welcome, some of the fauna are not. Burma has the world's highest rate per capita of death by snakebite and these reptiles are no strangers to Washington Park. The health

unit displays a long row of jars containing past trespassers as a reminder of the danger. Thankfully, the local guard force is experienced in killing snakes. In 2003, a large python was found on the compound—presumably the descendant of a pet released into the lake some time ago by a resident.

Washington Park is always alive. The songs of many bird species fill the air. Butterflies are abundant, adding color and movement to the warm days. Breezes off the lake gently sway the towering trees. The lawns glisten after the monsoon rains. When full moons rise over the compound, the evenings are pure magic.

The compound is on University Avenue Road, named for the University of Rangoon, built in 1920 on either side of the road. Today the university is quiet. Following disturbances in

1988, students were removed to new campuses created outside the city. Many of the buildings are now abandoned and overgrown.

University Avenue Road is home to several famous Burmese, including world-renowned democracy advocate and Nobel Peace laureate Aung San Suu Kyi. "The Lady," as she is affectionately called, remains under house arrest not a quarter of a mile from Washington Park. The barricaded road prevents foreigners from getting close, but embassy staff honored her on her birthday on June 19 by releasing 59 balloons that floated over the lake and past her house.

With the demise of Washington Park, the mission is losing a special place where neighbors chat, kids ride bikes, dogs run



*Left: Tropical trees and well-trimmed hedges enhance the beauty of a Washington Park home. Above: Interiors feature high ceilings, teak staircases, and marble and teak floors.*

on the lawns, the Marines throw parties and budding tennis pros get their start. Demolition of all the houses—except the Teak House, which will be used for social functions—will begin before year's end.

The occupants of the new embassy, scheduled for completion in 2007, will have wonderful views over Inya Lake. Hopefully, some of the centuries-old trees will remain and the cattle egrets will return to roost during mating season. Otherwise, the Teak House will stand proud as the only remaining link to the compound's colorful and cherished past. ■

---

*The author is a consular officer at the U.S. Embassy in Rangoon.*

By Nicole Deaner

The Department has long known that the universal language of sports can be a great public diplomacy tool.

So it's sending former Georgetown Hoyas basketball stars Courtland Freeman and Omari Faulkner around the world for eight months to run basketball clinics, visit schools and speak with people aged 12 to 25 about sports, educational and social issues.

They're "basketball cultural envoys," part of the Bureau of Educational and Cultural Affairs' CultureConnect program, in which dedicated Americans connect with youth around the globe who have had little or no contact with Americans.

"The cultural envoy program draws on the energy, skills and enthusiasm of talented Americans to illustrate positive aspects of American culture, such as teamwork, free expression and hard work," said Patricia S. Harrison, assistant secretary of the bureau.

The Georgetown duo, who graduated in May, were both scholar athletes and played four years of Division One NCAA basketball. Courtland, of Myrtle Beach, S.C., was the first player in Georgetown history to serve three seasons as basketball co-captain. He was also an intern for Deputy Secretary Richard Armitage in 2003. Omari, from Memphis, Tenn., has mentored young people as an academic adviser and coach at various basketball camps.

So far, the pair has traveled to Bosnia, Romania, Albania, Turkey, El Salvador, Mexico, Brazil, Malaysia, Bangladesh, Sri Lanka and India. The program is focused on smaller towns and cities that have had less contact with Americans.

Each program has attracted more than three times as many youth as expected. In Gazientep, a small Turkish city on the Syrian border, more than 500 young people showed up just to watch Courtland and Omari work with 100 participants on dribble, dunk and pass drills.

Because they're also young, Courtland and Omari are able to relate as peers to many of the students they meet. "It's not just about basketball," Courtland said. "We talk about music, about what college is like. We tell them to feel free to ask us questions about anything they want. They're dealing with a lot of the same issues we deal with: peer pressure and drugs and [the appeal of] criminal lifestyles. So we share our life experiences with them and tell them to listen to their parents and teachers and coaches and stay away from that route."

The most inspiring part of the program, they find, is engaging young people about their perceptions of the United States. They continually stress that America is a diverse country, but despite our different races, religions and ethnicities we still work together.

"Many of them have the view that the U.S. is perfect and everything here is the best—the best basketball facilities, the best equipment," Omari said. "So we let them know that in America we have our problems with discrimination and that there are kids in Memphis who play basketball on dirt courts



# Dribble, Dunk and Dialogue



Above: Omari Faulkner high fives participants in Gazientep, Turkey. Below: A Jakarta student learns how to read the defense to bring it home for a layup.

and kids in California who have to use a crate instead of a basketball hoop." Courtland added: "We help them realize



that Americans don't have everything handed to them. You have to pay your dues, work hard, study hard, do the right thing in order to succeed, and that holds true no matter what country you're in."

Jamari Salleh, cultural affairs officer at the U.S. Embassy in Kuala Lumpur, who coordinated the Malaysian tour for the envoys, said, "Courtland and Omari are opening doors for us with the future generations of Malaysia. This program needs to be continued if we are going to reap its long-term impact." Added Assistant Secretary Harrison: "We are reaching out beyond elites to the successor generation."

The jet-lagged envoys aren't done yet. By next March, Courtland and Omari will have circled the globe and conducted clinics in more than 30 countries. ■

*The author is a public affairs specialist in the Bureau of Educational and Cultural Affairs.*

# The Legacy of Gratitude:

## A Texan's Gift to the Foreign Service

By **Gabriela Pierre**

It wasn't until officials in Bombay threw her in jail in 1948 that Texas-born Una Chapman Dowd met the young vice consul who went beyond the call of duty to help her.

Concerned for their safety, the cruise ship's captain had refused to give any passengers their travel documents to go ashore. The strong-willed heiress disembarked anyway to explore Bombay and quickly found herself behind bars. Her sole advocate and source of counsel was the Foreign Service officer who promptly responded to her plight. He brought her books, sandwiches and a bottle of wine and arranged a flight for her to rejoin the ship.

Little did he know that his sincere act of kindness would later be generously rewarded.

Although his identity is unknown, the woman from Corpus Christi never forgot what he had done for her. Mrs. Cox had a soft spot for Foreign Service personnel who do things most people never hear about. It came as no surprise when she announced that she would leave farmland and oil and gas rights from her share of the Chapman Ranch, valued then at \$5 million, in a trust to benefit the Foreign Service. In 1980, she chartered the first nonprofit foundation to promote the effectiveness and professionalism of the Foreign Service.

A year before she died in August 1982, Mrs. Cox began funding the Cox Sabbatical Leave Fellowship. The oldest of the foundation's grants, the fellowship sponsors mid-level officers with demonstrated potential on one-year sabbaticals to reconnect with American society, recharge their batteries

*Vonda MacCloskey, mother of Foreign Service officer Vonda Delawie, works with her equipment in Morocco in 1953. The Cox Foundation funded Ms. Delawie's research on her mother's experiences as a pioneering female civil engineer in the mid-20th century*



PHOTOGRAPHS: UNA CHAPMAN COX FOUNDATION

and renew their commitment to the service. Applicants submit proposals and are chosen through a competitive process.

One of 49 chosen to date is Mark Bezner, a 2002 to 2003 sabbatical fellow who had spent 15 years abroad. He explored the United States on the historic routes that built America. The trips, along with a long and eclectic set of readings, deepened his appreciation of the history, geography, culture and ecology of America and gave his Japan-born spouse a better understanding of her adopted country. "I would estimate that the sabbatical has allowed me to attain the equivalent of a master's degree in American studies," Bezner said.

Another benefit of the sabbatical is that recipients recruit for the Foreign Service and promote public awareness of our nation's diplomacy. With plans for spending the next year working on a series of Habitat for Humanity projects around the U.S., Lynn Donovan looks forward to talking with people who might otherwise understand little about the relevance of the Foreign Service to their lives. "As an organization with a very narrow constituent base, the more who understand why we're out there and what we do, the better," she said.

The foundation's second oldest initiative, established in 1983, is the Aspen Institute's Executive Seminar, renamed the Alfred Atherton Jr. Executive Fellowship Program at Aspen

Institute in honor of the former director general of the Foreign Service and Cox Foundation executive director. Each year, the foundation sends two senior Foreign Service officers and their spouses to this seminar, which challenges participants to engage in a philosophical and historical dialogue with counterparts from the private and public sectors. "The seminar helped build bridges of understanding between government and the private sector," said Assistant Secretary for Administration Bill Eaton, who attended this year.

Each year the foundation co-funds with the Department the annual awards for excellence in foreign language instruction. This year, the foundation provided \$40,000 in travel costs, research and book support for an anticipated book on the Foreign Service in an age of terrorism by Nicholas Kralev of the *Washington Times*. Most recently, the foundation

approved a proposal by the Bureau of Administration to spend up to \$30,000 to send mid-level management officers on short details to learn best practices at top private sector firms, municipalities and other organizations.

Past projects have included funding the 1991 documentary "Profiles in Diplomacy: The U.S. Foreign Service," which aired on many public television stations; the 1999 report "Equipped for the Future: Managing U.S. Foreign Affairs in the 21st Century" and the initial design of the U.S. Diplomacy Center and Museum in the Harry S Truman Building's George C. Marshall wing.

Mrs. Cox designated her friend and attorney, Harvie Branscomb Jr., as foundation trustee, and he continues to serve as chairman of the board, implementing Mrs. Cox's dream. All foundation projects and efforts—totaling more



*Kathy Kavalec, center, spent her sabbatical year teaching English as a second language and matching those students with FSI language students for practice and cultural exchange.*

than \$5 million to date—are devoted to improving public awareness and understanding of the Foreign Service, recruiting the best possible people into the service and enhancing professionalism.

"The Cox Foundation's vision will be fulfilled if we can successfully support the Department of State in ensuring that our foreign affairs function is staffed, trained, organized, cared for and funded so it's highly professional and effective in responding to and anticipating tomorrow's exciting challenges," Executive Director Clyde D. Taylor said. ■

---

*The author, a junior at the College of William and Mary majoring in International Relations and Hispanic Studies, was a Department intern last summer.*

# education & training

## The Department's Mandatory Leadership and Management Training Requirements

The Secretary of State has mandated leadership training from mid-through senior-grade levels for Foreign Service Officers and Civil Service employees to ensure that they have the necessary preparation for increasing levels of responsibility. FSI's Leadership and Management School offers the required courses to meet these mandatory training requirements, and other courses for all FS and GS employees.

### Mandatory Courses

**FS 3/GS 13:** PK245 Basic Leadership Skills

**FS 2/GS 14:** PT207 Intermediate Leadership Skills

**FS 1/GS 15:** PT210 Advanced Leadership Skills

**New managers and supervisors:** PT107 EEO Diversity Awareness for Managers and Supervisors

**Newly promoted FS-OC/SES:** PT133 Senior Executive Threshold Seminar

### Some Non-Mandatory Recommendations for FS/GS Supervisors and Managers:

PT214 Managing Conflict Productively (2 days)

PK246 Employee Relations Seminar (2 days)

PT253 Negotiation Skills for Managers (2 days)

### Some Non-Mandatory Recommendations for Nonsupervisory FS and GS Employees:

PT251 Productively Managing Stress (1 day)

PT216 The Seven Habits of Highly Effective People (4 days)

PT225 Valuing Diversity in the Workplace (1 day)

### Senior Policy Seminars:

FSI's Leadership and Management School offers professional development and policy seminars for senior-level executives of the Department and the foreign affairs/national security community:

PT301 Appearing Effective in the Media

PT302 Testifying before Congress

PT303 Crisis Leadership

PT305 Executive as Coach and Mentor

PT300 Leader as Facilitator

PT304 Deputy Assistant Secretary as Leader

For more information contact FSI's Leadership and Management School at (703) 302-6743, [FSILMS@state.gov](mailto:FSILMS@state.gov) or <http://fsiweb.fsi.state.gov/fsi/lms/>.

Visit the FSI online catalog on the Department of State OpenNet at <http://fsi.state.gov/admin/reg> for information about FSI courses and registration procedures. New courses and periodic announcements of external training opportunities sponsored by FSI are announced by Department Notice.

Security		JAN	FEB	Length
MQ911	SOS: Security Overseas Seminar	3, 24	7, 28	2D
MQ912	ASOS: Advanced Security Overseas Seminar	11	22	1D
MQ914	YSOS Youth Security Overseas Seminar		19	1D

Foreign Service Life Skills		JAN	FEB	Length
MQ104	Regulations, Allowances and Finances		14	3D
MQ111	Making Presentations: Design to Delivery		9	3D
MQ115	Explaining America	28		1D
MQ116	Protocol and U.S. Representation Abroad	29	26	1D
MQ203	Singles in the Foreign Service		12	4H
MQ220	Going Overseas Logistics for Adults		23	2.5H
MQ802	Communicating Across Cultures		19	1D
MQ853	Managing Rental Property	26		2.5H
MQ915	Emergency Medical Care and Trauma Workshop	26		1D

Length: H = Hours, D = Days

## FasTrac Distance Learning Program: Learn at Your Own Pace, When and Where You Want!

All State Department employees, FSNs and EFM are eligible. FasTrac offers over 3,000 courses covering numerous topics. Training is conducted online through the Internet and the Department's OpenNet. Students may complete courses for inclusion on their official FSI transcript or take a course module they need to "get the job done." Course lengths vary from two to eight hours and knowledge pre-assessments may shorten learning plans. To view the complete FasTrac catalog, visit the FasTrac web site at <http://fsi.state.gov/fastrac>. For additional information, please contact the Distance Learning Coordinator at the Office of the Registrar, (703) 302-7497.

For additional information, please contact the Office of the Registrar at (703) 302-7137/44.

# NOONTIME CONCERTS FEATURE CLASSICAL, FOLK MUSIC

By John Bentel

Recent noontime concerts hosted by the Foreign Affairs Recreation Association and the State of the Arts Cultural Series have included pianists, a cellist and an orchestra.

Ecuador native Washington Garcia, winner of the International Young Artist Competition, wowed the audience with selections by Haydn, Chopin and Ginastera that spanned the centuries from the 1730s to the 1980s. A graduate of the Peabody Conservatory, he played with great sensitivity and aplomb.

Cellist Lukasz Szyrner played Johann Sebastian Bach's *Unaccompanied Cello Sonatas*. He displayed passion, lyricism and soulfulness in this deeply satisfying performance. His bowing exhibited beautifully etched strokes and a bit of romanticism, which seemed to work well, even for Bach.

The Washington Balalaika Society Orchestra had only five musicians but rendered an outstanding performance marked by professionalism and great enthusiasm. Their beautiful costumes enhanced the music. They played Russian, Ukrainian and Eastern European folk music with verve, poetry and humor. This was one of the highlights of the 2004 series.

Andrew Zatman, pianist and composer, offered a fresh look at some well-known songs from the rich heritage of American folk melodies. He took familiar tunes like *O Susanna*, *Yankee Doodle*, *Red River Valley* and *Shenandoah* and played them in a fresh and engaging style of his own. He



Celloist Lukasz Szyrner after his performance.

also played arrangements of well-known pop tunes by Cole Porter and George Gershwin. ■

*The author is a computer specialist in the Executive Secretariat.*

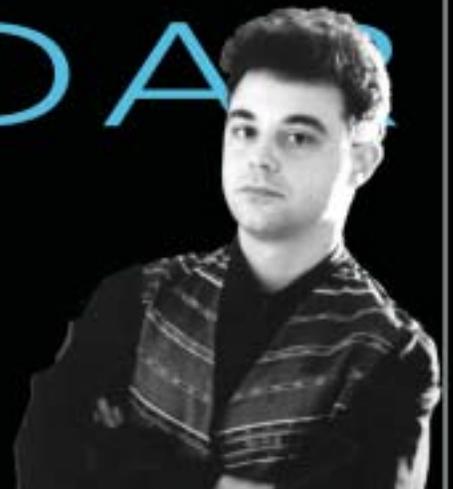
## CALENDAR

December 1 Ivo Kaltchev, Bulgarian concert pianist



December 15 Christmas Program

Performances are on Wednesdays at 12:30 p.m.  
in the Dean Acheson Auditorium.





*Sam Washington proudly points to the entrance of the National Rehabilitation Hospital's patient education center named for his stepson, Dion Johnson.*

# A LEGACY OF HOPE

## Story and Photos by Dave Krecke

When they settled into their seats at the state play-off game in November 1993, Samuel Washington, a project manager in the technology office for the Bureaus of International Information Programs and Education and Cultural Affairs, and his wife Wanda, an acting director for blind rehabilitation service in the Department of Veterans Affairs, had no idea this high school football game would be a defining event in both their lives.

On the opening kickoff, Sam's stepson Dion Johnson, a junior linebacker for Frederick Douglass High School in Upper Marlboro, Md., collided helmet-to-helmet with the ball carrier and two players on his own team. With his feet firmly planted, Dion's neck absorbed the jarring force of the collision, traumatizing his spinal cord and leaving the 16-year-old a quadriplegic, paralyzed from the neck down.

A helicopter carried him to the Washington Hospital Center and, three weeks later, a paralyzed but stabilized Dion

was transferred to the nearby National Rehabilitation Hospital for physical therapy and instruction on operating equipment that would help him live a meaningful life.

While there, Dion met LaShonne Fraley, whose spinal cord had been injured three years earlier by a random bullet fired in a drive-by shooting outside her Southeast Washington, D.C., home while she was sitting in her living room watching television. LaShonne was the perfect model for Dion, buoying his spirits and inspiring him to stretch himself to his physical, mental and emotional limits in his struggle to return to as normal and productive a life as possible. Today, she remembers telling Dion, "The doctor doesn't always have the last say. Your own body will tell you when you're at your limit."

With an unbelievably positive attitude and unwavering determination, Dion made progress even the most optimistic observer would have judged impossible. He graduated from high school on time with the help of tutors and academic note takers and won a scholarship to Bowie State University. A communications major, he served an internship at Chan-



and family, Sam and Wanda were determined to create a fitting legacy for their brave son.

They established the Dion Johnson Foundation, Inc., to fund a patient education center at the National Rehabilitation Hospital where patients with spinal injuries and their families could learn more about their illnesses, search for treatments and network with other patients, researchers and therapists.

Sam and Wanda devoted themselves to raising funds through golf and bowling tournaments. In 2002, the Dion Johnson Patient Education Center opened its doors in the basement of the NRH with nearly \$200,000 worth of com-

*Left: Mr. Washington and LaShonne Fraley explain how the high-tech education center helps patients and their families. Below: Dion Johnson's short but inspirational life is remembered in one of the center's displays.*



nel 7 News and so impressed the station's staff that they offered him a job as a freelance reporter after he graduated. Dion was most proud of interviews he conducted with sportscaster Howie Long and Big Daddy Wilkinson and a story he did on accessibility for the disabled, demonstrating the challenges of navigating offices, streets and home in his own power-chair. An independent and determined Dion Johnson was proving he could overcome adversity.

He was so skilled as a speaker and writer that, when one of his favorite uncles died in the summer of 1999, Dion was the family's natural choice to deliver the eulogy. On a blazingly hot August day, without telling anyone where he was going and without taking his cell phone, Dion drove in his power-chair to a secluded neighborhood park to prepare his remarks in solitude. It was a fateful decision. Hours later, Dion was found dead from heat exposure and dehydration, his chair stuck in the sand. He had clearly tried his hardest to dislodge the battery-operated chair, but it had only sunk deeper in the sand.

Sam, Wanda, their family and friends were devastated. But, inspired by Dion's own example and by the tremendous outpouring of concern and support from Rich Daniel from Channel 7; Richard Kell from Kell Communications; Steve Bassett from Bassett Communications; Susan Deplachett, Dion's former principal; the Washington Redskins; friends

puter and audiovisual equipment and a friendly LaShonne Fraley guiding patients in its use. The foundation funds the Dion Johnson Foundation Communication Center at Frederick Douglass High School and an annual \$1,000 scholarship in Dion's name for two of the school's graduates.

Sam Washington, who recently returned from six months' active duty in Operation Iraqi Freedom with the District of Columbia Air National Guard, volunteers as Frederick Douglass's junior varsity football coach. "If I can teach young players how to prevent injuries like Dion's from happening to others," he says, "I will consider myself successful." He teaches players not to lead with their heads when tackling, but to "put their number on the other player's number" and avoid helmet-to-helmet contact.

"The best measure of people's lives is the legacy they leave behind," said James Rogers, NRH's director of media relations. "This center is Dion Johnson's legacy of hope to those who suffer from ailments similar to his own. Sam and Wanda Washington have moved beyond their loss and have dedicated themselves to helping others. Their legacy is a great one."

For more information about the foundation and NRH's Dion Johnson Patient Information and Educational Center, visit [www.dionjohnsonfoundation.org](http://www.dionjohnsonfoundation.org). ■

*Dave Krecke is a writer/editor for State Magazine.*

# Little Big Town

RETIREES DRAWN TO SMALL TOWN WITH COSMOPOLITAN FEEL **BY MARK LORE**

When we retired in 1997, my wife Sandy and I wanted to stay reasonably close to Washington, D.C. Our grown children are nearby. We enjoy the city and old friends in the area. At the same time, after 32 years living abroad and in Northern Virginia, we longed to try life in small-town America. The answer for us was Winchester, Va., a picturesque town of 23,000 located at the head of the Shenandoah Valley about 75 miles west of Washington.

We love history and community involvement. Winchester's early-18th-century origins, its role as a training ground for the young George Washington and its bloody trial by fire during the Civil War rekindled my undergraduate interest in American studies. As for community, we found the city just large enough to support all sorts of cultural and social activity, but small enough to need new hands and new ideas.

Winchester is conservative, but its long tradition as a regional center and crossroads helps make it relatively open to newcomers. We've worked on downtown revitalization—Sandy helped start a downtown farmers' market and I organized a nonprofit film society. We also became active in the Unitarian-Universalist church, the historical society and social action efforts such as the city's Coalition for Racial Unity. Service on Winchester's Board of Architectural Review makes me appreciate the delicate balance between historic preservation and homeowner concerns. Who says that a diplomatic career ends with retirement?

Small American cities are not small in the way they once were. On the Internet I can read the *New York Times* every morning, not to mention the papers from Brazil, my last overseas post. Also, like many regional centers, Winchester has benefited from the dispersion of facilities that were once only available to larger communities. The city's new medical center is one of the largest in this tristate region. Shenandoah University has both an excellent music conservatory—eat your heart out, Kennedy Center!—and good adult educational opportunities. Such institutions bring a cosmopolitan touch to life here. For example, we've kept up with our Portuguese with Brazilian neighbors, enjoy excellent professional and community theater and participate in frequent foreign policy discussions at the university.



*Sandy and Mark Lore stand in front of the giant apple, Winchester's signature icon, with the town library in the background.*

Set in the rural beauty of the valley, but with Washington only 90 minutes away, Winchester has become a fine adopted home “on the other side of the mountain,” as the natives say. ■

*The author is a retired Foreign Service officer.*

## APPOINTMENTS



**U.S. Ambassador to the Republic of Namibia.** Joyce A. Barr of the state of Washington, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Namibia. She previously served in Stockholm, Budapest, Nairobi, Khartoum, Ashgabat and, most recently, headed the administrative

section of the U.S. Embassy in Kuala Lumpur. While participating in the Pearson Program, she worked for former senator Daniel Patrick Moynihan, focusing on the impact of HIV/AIDS in sub-Saharan Africa.



**Coordinator, International Information Programs.** Alexander C. Feldman, an international media executive, is the new Coordinator of the Bureau of International Information Programs with the rank of an assistant secretary. Prior to joining the Department, Mr. Feldman served as vice president of affiliate sales for CNBC Asia Pacific. Before that, he was CCBN's managing director

for Europe. He was the founder, president and chief executive officer of B2Bcast.com, a webcasting company. He was MTV Asia's network development director and also worked for News Corp's STAR TV. Early in his career, Mr. Feldman served as a special assistant to the assistant secretary of Commerce for international economic policy.



**U.S. Ambassador to Bosnia and Herzegovina.** Douglas L. McElhaney of Florida, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Bosnia and Herzegovina. Most recently, he was consul general in Milan and prior to that he was deputy chief of mission at the U.S. Embassy in Paris. His other overseas assignments include Lisbon,

Brussels, Cairo, Rome and the U.S. Mission to NATO, where he was deputy permanent representative.



**U.S. Ambassador to the Kingdom of Bahrain.** William T. Monroe of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Kingdom of Bahrain. He was deputy chief of mission at the U.S. Embassy in Islamabad from 2002 to 2004 and, before that, at the U.S. Embassy in Kuwait. He has also served in Egypt, Iraq, Burma,

Oman, China, Singapore and Pakistan. Before joining the Department in 1978, Mr. Monroe served as an international trade specialist at the Department of Commerce. He is married and has three children.



**U.S. Ambassador to the Kingdom of Lesotho.** June Carter Perry of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Kingdom of Lesotho. She directed the Office of Social and Humanitarian Affairs in the Bureau of International Organizations and was diplomat in residence at Howard University. She was deputy

chief of mission at the U.S. Embassy in Bangui and in Madagascar. She has also served in Paris, Zambia and Zimbabwe. Ms. Perry is married to retired Foreign Service officer Frederick Perry. They have two sons.



**U.S. Ambassador to Greece.** Charles P. Ries of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Greece. He served as principal deputy assistant secretary for European and Eurasian Affairs from 2000 to 2004 and was responsible for the U.S.-European Union relationship.

Mr. Ries headed the economic sections at the U.S. Embassy in London from 1996 to 2000 and the U.S. Mission to the European Union from 1992 to 1996. He was deputy assistant U.S. Trade Representative for North American Affairs and a member of the NAFTA negotiating team from 1990 to 1992. He has also served in Ankara and Santo Domingo. Mr. Ries and his wife Marcie have two children.

## APPOINTMENTS



**Special Envoy for Northern Ireland.** Mitchell B. Reiss of Virginia, a foreign affairs specialist in academia and government, is the Special Envoy for Northern Ireland with the rank of Ambassador. Previously, he was director for policy planning. Prior to that, he was dean of international affairs, professor of law and professor of government at the College of William and

Mary. Earlier, he helped establish the Korean Peninsula Energy Development Organization, created to address weapons proliferation concerns in North Korea. He also served on the National Security Council.



**U.S. Ambassador to the Republic of The Gambia.** Joseph D. Stafford III of Florida, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of The Gambia. He served as deputy chief of mission in Abidjan from 2001 to 2004, in Tunis from 1998 to 2001, in Algiers from 1996 to 1998, and

Nouakchott from 1993 to 1996. Mr. Stafford headed the political section at the U.S. Embassy in Algiers from 1988 to 1989 and also served abroad in Kuwait, Cairo, Palermo and Tehran. He is married and has one son.

## PERSONNEL ACTIONS

### FOREIGN SERVICE RETIREMENTS

Allen, Mary F.	Good, David P.	Radcliffe, Katherine A.
Alvarez, Mirta	Hara, Hugh H.	Regan, Mary Louise
Bach, William	Harris, William Thomas	Reyes, William D.
Barnett, Elizabeth	Heileman, Carolee	Robertson III, Charles E.
Blackburn, Lawrence S.	Heineck, Carol C.	Roe, Charlotte Eloise
Blood, Brian J.	Howard, Stedman D.	Rossin, Lawrence George
Bodine, Barbara K.	Kaufmann, Judith R.	Rouzier, Colette M.
Briggs, Jacquelyn L.	Kerr, Laurence M.	Ruedy, Shirley E.
Bruno, Richard A.	Keyser, Donald Willis	Rychak, Wayne S.
Bucklew, Carl L.	Kiang, Daniel	Savage, Timothy M.
Buske, Mark S.	Korff, J. Michael	Schreiber, Joseph B.
Campbell, Arnold Haskins	Kroll, Hilda C.	Segura-Giron, Bernardo
Caravella, Miriam	Kruchko, Stephen J.	Sever, Lynn G.
Carlson, William R.	Lapoint, Mark W.	Shinkman, Bernard Francis
Clore, Raymond E.	Ledesma, James V.	Simmons, Barbara J.
Cohen, Charles Irvin	Lively, Susan P.	Smith, Patsy M.
Conrad, Robert A.	Lloyd, Gloria N.	Smith, Sandra L.
Cull, Robert D.	McConnell, Donald J.	Sofko, Walter W.
Culpepper, Frances R.	McClammy, Matthew E.	Soiffer, Warren
Davison, Mark Gregory	McGuire, Kevin J.	Steinberg, Donald K.
Deering, Walter B.	Medeiros, John	Stephenson, Paul Dwight
Deming, Rust M.	Morford, Richard A.	Taradash, Winnie
Deshazo, Peter	O'Leary, John	Tharp, Peter J.
Featherstone, Robert J.	Pace, Robert Lee	Thatcher, Dennis R.
Floyd, Jane Miller	Pantall, Linda J.	Troy, Carl Frederick
Fordyce-App, Kimberlee D.	Pastore, Edmee Hawkes	Vargas, Loretta Twilley
Franco, Judith A.	Perez, Julio Trejo	Weintraub, Leon
Fritz, Karl H.	Peterson, Kathleen A.	Wilkinson, Sharon P.
Garza, Oliver P.	Peterson, Kenneth D.	
Godard, Ronald D.	Pounds, William Lee	

### CIVIL SERVICE RETIREMENTS

Ashley, Mary E.F.	Schwartz, Charles Floyd
Averette, Unia S.	Shea, Susan Elizabeth
Brown, Sherrilyn D.	Smoot, Doris E.
Champagne Jr., Eugene E.	Stratton, Lynn M.
Goldsberry, Richard E.	Thomas, Betty L.
Holland, Gertrude	Turkel, Steven C.
Johnson, Etheleen Rice	Walker, Dianna H.
Langer, Zerrin U.	Wiant, Jon A.
Paine Jr., Lester C.	Williams, Carolyn M.
Paine, Maryann	Woolfer, Vivien P.
Sawka, Jeanne M.	

# O B I T U A R I E S



*Marie R. Arena*, 83, of Malden, Mass., a retired Civil Service employee, died suddenly from a vehicular accident on Sept. 7. After working for the Army in Japan, she joined the Department in 1954 and worked at the Foreign Service Institute until 1980. After retirement, she was a hospital volunteer. She loved opera and the arts.



*Donald F. Barnes*, 73, a retired Civil Service employee, died Nov. 12, 2003, in Nokomis, Fla. He served in the Air Force before joining the Department. He was senior diplomatic interpreter and chief of the interpreting branch of the Office of Language Services, working for nine secretaries of state, until his retirement in 1985.



*James Foglesong Brooks*, 75, a retired State Department employee who worked in the Passport Office and as an attorney, died June 9 of lung cancer in Blacksburg, Va. Prior to entering the Department, he served in the Navy during the Korean conflict. After retirement, he taught business law at Virginia Tech and was active in his church.

*Eleanor B. Clark*, a former Foreign Service employee and wife of retired Foreign Service officer Robert A. Clark Jr., died of a stroke Jan. 13 in Woodbridge, Va. She served in Ankara, Tangier and Berlin before marrying Foreign Service officer Paul J. Plenni and accompanying him on postings to Liverpool, Florence and Budapest. In Budapest, she was an interpreter for Cardinal Josef Mindszenty after he took refuge in the Legation building in 1956. She taught at colleges in Minnesota and Florida before marrying Mr. Clark.



*James R. Clayton*, 70, a retired Foreign Service specialist, died August 3 in Oklahoma City of esophageal cancer. He served in the Navy before joining the Department. His overseas postings included Moscow, Conakry and Nicosia. After his retirement in 1998, he worked as a rehired annuitant in Santo Domingo, Stockholm, Nouakchott, Sanaa, Bangkok, Karachi,

Taipei, Ankara and Moscow.

*Bernice W. Duncan*, 84, a retired Civil Service employee, died Sept. 9, 2003, in Silver Spring, Md., of a stroke. She joined the Department in 1941 and, when she retired as a visa examiner in 1988, she was the Department's second-longest-serving employee. After retiring, she enjoyed gardening and antiquing.



*Myrtle J. Eckblom*, 83, a retired Foreign Service officer, died July 30 in Bellevue, Wash., following a long illness. Her overseas postings included Copenhagen, Frankfurt, Saigon, Santiago, Accra and Mexico City. She retired to Palm Desert, Calif., before returning to the Pacific Northwest.



*Jadalyn "Jada" Oda Flanagan*, 20, daughter of Foreign Service specialist Craig Flanagan, died Sept. 8 in Las Vegas, Nev., of rhabdomyosarcoma. She accompanied her parents to postings in Lagos and Riyadh. In Riyadh, she worked part-time for the embassy recreation association and the consular section.



*William Helmer Holm*, 85, a retired Foreign Service officer, died Sept. 3 in Sharon, Conn. He served in the Navy during World War II. After joining the Department, he was posted to Greece, Ethiopia, Mexico, Somalia, Wales, Norway, France, Libya, Iran and Tunisia.



*R. Glynn Mays Jr.*, 83, a retired Foreign Service officer, died Aug. 26 of pneumonia in Olney, Md. He served in the Army during World War II. He joined the Department as an intelligence analyst and was part of a team that correctly predicted Nikita Khrushchev's rise to power. He served in Berlin, Geneva, Salzburg and Frankfurt. After retirement, he served as executive director of Montgomery County Habitat for Humanity.

## O B I T U A R I E S



*Craig Warren Parker, 55, a Civil Service employee in the Bureau of Overseas Buildings Operations, died in Lake of the Woods, Va., on Oct. 5. He was a Marine Corps reservist and began working for the Department as a personal services contractor in 1987. He traveled to more than 100 countries.*



*Donald F. Ramage, 75, a retired Foreign Service officer, died Aug. 9 in Raleigh, N.C., of complications from Parkinson's disease. He served in the Navy during the Korean conflict. After joining the Department in 1967, he served in Tehran, Brussels and Canberra (twice). In 1989, he retired to Arizona and later moved to Cary, North Carolina.*

*James K. Penfield, 96, a retired Foreign Service officer, died Sept. 11 of pneumonia and heart failure in Seattle, Wash. He joined the Department in 1929 and was posted to Mexico, China and Greenland before serving as political adviser to Admiral Nimitz, commander-in-chief of U.S. forces in the Pacific during World War II. After the war, he served in Prague, London, Vienna and Athens and as ambassador to Iceland. After retirement, he was active in civic affairs in the Puget Sound area. He was a member of the Council on Foreign Relations and the Washington Athletic Club, where he trained for international swimming competitions.*



*Alvin Schlossman, 86, a retired personnel officer with the U.S. Information Agency, died Sept. 8 in Scottsdale, Ariz. A native of Russia, he came to the United States, when he was 2. After retirement, he moved to Arizona, where he was active in his synagogue.*

## IN THE EVENT OF DEATH

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: [EmployeeServicesCenter@state.gov](mailto:EmployeeServicesCenter@state.gov).

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement at (202) 261-8960, [Retirement@state.gov](mailto:Retirement@state.gov).

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, or through their web site at <http://www.opm.gov>.

**SPECIALS AT THE STATE CAFETERIA!**

THE CLASSIFIED WRAP: FOR THOSE WITH APPROPRIATE CLEARANCES, HEARTY FILLINGS WRAPPED IN DOCUMENTS CLASSIFIED "CONFIDENTIAL" AND UP!



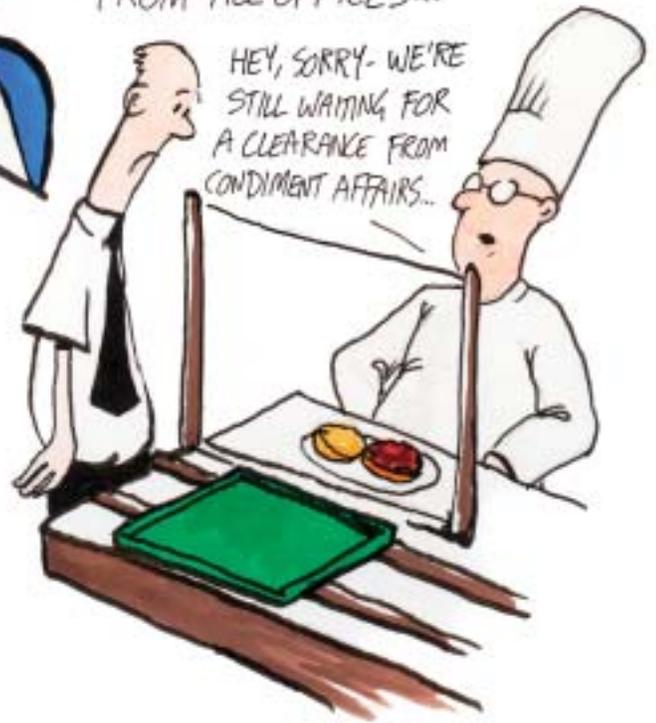
THE BORING BRIEFING SPECIAL: TRIPLE-CAFFEINE GARGANTUA ESPRESSO.

BEFORE WE GO INTO MUCH GREATER DETAIL ON PROJECTED TROUSER PRODUCTION IN ICKYSTAN, LET'S REVIEW THE BACKGROUND REGULATIONS ON SANSABELT SLACK TECHNOLOGY TRANSFER...



THE FULLY CLEARED BURGER: WORTH WAITING FOR AGREEMENT FROM ALL OFFICES...

HEY, SORRY - WE'RE STILL WAITING FOR A CLEARANCE FROM CONDIMENT AFFAIRS...



DAILY SPECIALS FROM POSTS AROUND THE WORLD, INCLUDING BORZASZTOSTAN'S NATIONAL DISH: PALM GRUB HOAGIES WITH HOME FRIES!

TASTES LIKE CHICKEN!

HMM, MAYBE I'LL WAIT FOR BRUNEI DAY...



Department of State, USA  
Bureau of Human Resources  
Washington, DC 20520

---

Official Business  
Penalty for Private Use

Periodicals  
Postage and Fees Paid  
Department of State  
ISSN 1099-4165

If address is incorrect, please  
indicate change. Do not cover  
or destroy this address label.  
POSTMASTER: Send changes  
of address to:

State Magazine  
HR/ER/SMG  
SA-1, Room H-236  
Washington, DC 20522-0108



**Remember CFC this  
holiday season  
Goal for this year  
is \$1.9 million**