

**MINUTES**  
of the  
**UAA EXECUTIVE COMMITTEE MEETING<sup>1</sup>**  
Thursday, February 18, 2021  
10:15 am – 12:08 pm

The Executive Committee ("ExCom") of the USAID Alumni Association ("UAA") met via Zoom on Thursday, February 18, 2021, at 10:15 a.m. The following UAA Directors, ExCom co-chairs, staff members and guests participated in the meeting:

**BOARD MEMBERS**

**Present:**

Anne Aarnes  
Jim Bever  
Terry Brown  
Chris Crowley

**Absent:**

Carol Dabbs  
Margaret Neuse  
Nancy Tumavick

**COMMITTEE CO-CHAIRS**

**Present:**

Bette Cook  
Steve Giddings  
Steve Haykin  
Beth Hogan  
Roberta Mahoney  
David McCloud

**Absent:**

Carol Peasley

Tom Nicastro  
Nancy Pielemeier  
Rose Rakas  
Joy Riggs-Perla  
Alex Shakow  
Rob Sonenthal

**WEBMASTER**

Tish Butler

**ADMINISTRATIVE STAFF**

Ven Suresh

**MEETING CHAIR**

Anne Aarnes

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Anne Aarnes called the meeting to order at 10:15 am and, after calling the roll of Directors, noted that (i) a quorum of the Board was present, (ii) on behalf of the Membership Committee, Tom Nicastro would be recording the decisions and planned actions that result from the meeting for distribution to the ExCom; and (iii) at the March ExCom 2021 meeting, the Public Outreach Committee will be responsible for recording decisions and planned actions.

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<sup>[1]</sup> The assistance of Tom Nicastro of the Membership Committee in preparing these minutes is gratefully acknowledged.

**1. MINUTES.**

A motion to approve the minutes of the January 21, 2021 ExCom meeting, duly seconded, was approved by unanimous consent.

**2. FINANCE/BUDGET AND MEMBERSHIP REPORTS.**

**A. Financial/Budget Reports.**

Carol Dabbs presented the monthly financial review:

- Our bank account balances increased by about \$7,900 to \$146,785, due to the member contributions received during January, as is usual.
- The Budget Report shows expenditures of \$1,135 during January.
- All member contributions received in December 2020 were attributed to 2021 memberships. Several factors led her to recommend that this be done, which she explained. Contributions received in December will be reported as 2020 revenue in our Form 1099 informational tax return.

**ACTION ITEM:** In the November 2021 newsletter, Carol will provide a reminder to readers that contributions via check or Click & Pledge through November 30 are attributed to membership for the year in which the contribution is received, and contributions received on December 1 and later will be attributed to membership for the following year.

**B. Membership Statistics.**

Tom Nicastro provided highlights from the January 2021 Membership and Contributions Summary, including:

- 10 new registrants in January 2021.
- 1,166 total registrants through January 31, 2021, compared to 1,101 through January 31, 2020 (a 17% increase).
- 140 member contributors in January 2021, of which 73 were contributions of \$100 or more.
- 140 total member contributors in January 2021, compared to 153 in January 2020 (an 8% decrease).
- 73 total contributions of \$100 or more in January 2021, compared to 73 in January 2020 (no change).

Carol noted that the initial Membership and Contributions Summary Reports for November 1 – December 31, 2020 and for January 1 – January 31, 2021 had been corrected to include a few names that had been omitted in the initial versions; a revised version of each had been circulated to ExCom members.



### **3. BOARD OFFICERS/COMMITTEE CHAIRS: CURRENT ISSUES**

#### **A. Update on Recent Activities.**

Anne Aarnes and Margaret Neuse reported that, since the January meeting, UAA had participated in a series of internal and external meetings, including meetings with USAID senior leadership, et al., in which we made a lot of progress on a number of subjects:

##### **1. MOU with USAID.**

Roberta Mahoney reported on a meeting between Chris Milligan, Rory Donahoe, and Maureen Shauket, representing USAID, and Roberta, Anne Aarnes, Margaret Neuse, Jim Bever and Steve Giddings representing UAA. Of particular importance:

- USAID sees UAA as a source of support; there is a high level of interest at USAID to use UAA resources.
- USAID is committed to diversity — for example, in recruitment, where 2/3 of the agency's new hires are women, and 2/3 of the new hires are from diverse communities. Agency support for the Payne Fellowship is firm, and funding appears to have been secured.
- USAID supports UAA involvement with FSNs and, in particular, the FSN advocacy group.

Roberta summarized the meeting as "robust," with excitement on USAID's part to have the UAA as a resource. She will share her meeting notes with the ExCom.

##### **2. CDCS.**

Steve Giddings reported on efforts to resurrect his discussions with PPL on implementation of the MOU and the Gratuitous Services Agreement, which had been interrupted by the election and transition.

- USAID still wants to engage UAA volunteers; although the CDCS exercise is mostly completed, there still may be a need for UAA assistance to refine the final versions, and for a mentoring-type program as Missions move from strategy to program design. We will need to resolicit interest among alumni.
- There may be volunteer opportunities involving evaluations — not on individual program evaluations, but on broad evaluation issues. We intend to solicit interest in this area as well.
- On all these matters, USAID recognizes that UAA participants are volunteers, not consultants, and that provision of UAA technical knowledge is not technical assistance.

Rose Rakas suggested coordination with the USAID/UAA Mentoring Program so that Mission Directors involved are aware of the connection.

Terry Brown noted that the USAID program cycle was being revised: ADS 201 was revised substantially in September 2020, and ADS 220 was substantially revised in January. All UAA volunteers should be up-to-date on these changes. Steve Giddings agreed, and suggested that a refresher course on the program cycle would be valuable to avoid "vocabulary" misunderstandings.



Responding to a question by Nancy Tumavick, Steve suggested USAID was seeking inputs from UAA members with both technical as well as geographic expertise.

### 3. Outreach Activities.

Jim Bever provided additional information on outreach:

- *CDCS.* A possible role for UAA volunteers in the CDCS process: To retrofit the approved documents to integrate climate change, COVID-19, and diversity and inclusion issues. If there is a focus on particular countries, it may be dictated by these concerns. It's as yet unclear whether the GSA will have an impact of the willingness of alumni to volunteer.
- *Outreach Materials.* UAA needs power point and video to support its outreach efforts, which can then be supplemented by personal histories. The 60th anniversary of the FAA is a natural point of focus.
- *Retirement Ceremony.* Discussions are underway at USAID HQ for a USAID retirement ceremony (for Foreign Service and Civil Service retirees) for Fall 2021 on which UAA has offered to assist. Rory Donohoe is very interested.
- *Internship Program.* We are coordinating with HCTM (Rory Donohoe) on a possible overseas internship program for graduate students. Planning would begin this year, with launch most likely in 2022.
- *FSNs.* A pilot program to establish in-country chapters for FSN retirees will be discussed at the next FSN group meeting.

### B. Increasing UAA Diversity.

Roberta Maloney and Terry Brown reported that diversity is a work in progress.

- They are organizing an interim working group to solicit ideas soliciting ideas for a framework policy on greater diversity at all levels of UAA (Board, ExComm, committees, regional groups, and membership), and to help support diversity profile at USAID.
- The framework will be presented in draft paper about a week before the March ExCom meeting for comments in advance of the meeting. This will make it possible for the Board to approve the framework at the meeting.
- Increasing diversity is a challenge, given that the UAA's principal constituency is the Foreign Service, and the Foreign Service itself has diversity problems. We cannot influence the demographics of the pool of former employees who are eligible for membership in UAA.

**ACTION ITEM: Terry will have a draft paper ready for distribution and discussion as a framework, not a policy, at the ExCom meeting in March.**

### C. Presenting UAA to the New Administration.

Anne Aarnes reported that the Board's request to meet with Linda Etim has not yet been answered. Linda is now at the NSC, but we understand that she is aware of our request and is still interested in meeting with us. Talking points for the meeting have been prepared and are regularly updated to reflect recent developments.



Margaret Neuse reported that the Board will meet with Gloria Steele on February 25. The meeting agenda, currently in draft, focuses on who we are and what we do; asks Gloria to identify important USAID issues on which UAA can provide support. (We may also ask Gloria to join UAA and to consider giving a presentation to the DIC.)

D. Regional Groupings.

Beth Hogan and David McCloud reported on their virtual meeting with the three pilot regional chapter representatives to review a draft charter on regional activities prepared by Beth Hogan and Rob Sonenthal.

Rob noted that, broadly speaking, there were two organizational choices:

- The regional chapters can be set up as an integral part of UAA, just as if they are a committee (or committees) of the Board. The virtue of this approach is its simplicity; the potential downside is that UAA would be responsible for chapter debts and obligations, which could be a problem if one or more of the chapters grow and become relatively autonomous.
- One or more the chapters could be separately incorporated under the law of one of the states of the region in which the chapter is located. There are some benefits to doing that, relating mostly to responsibility for chapter debt and obligations. But the process of incorporation, of maintaining separate corporate formalities, of determining which organization gets which share of membership contributions, among other things, counsel strongly against separate incorporation.

The consensus was in favor of the first choice. Beth noted that, under the draft charter, the three regional chapters would be organized as a Board Committee on Regional Activities ("CRA"). The CRA would have one committee co-chair from each region, proposed by the region and appointed by the Board, along with a designated Board member as liaison. Each regional chapter would, in turn, organize its own internal affairs — provided that the CRA co-chairs report to the Board and the ExCom on regional activities, and develop a committee budget for integration into the overall UAA budget, as do all other Board committees. David added that membership on the CRA was not meant to be limited to UAA members living outside the DMV area, and that CRS will require the ongoing support of the members of the Public Outreach and Membership Committee.

**ACTION ITEM: (1) A proposal will be submitted to the ExCom to establish a Committee on Regional Activities. (2) A list of UAA registrants by state will be shared with the three regional leads.**

E. Report on Winterfest.

Bette Cook reported on Winterfest 2021:

- Winterfest 2021, which took place on Valentine's Day, February 14, was a successful and highly participatory event.
- Attending were 59 people, consisting of 47 members, or 56% of the 83 people who signed up for the event, and an additional 12 guests.



- Everyone enjoyed over a dozen shared Valentine's stories (8 prepared in advance, and 4 impromptu).
- All but planning team members participated in the game of Battle of the Sexes, with 15 men competing against approximately the same number of women. The women won.

After managing two social events via Zoom, we now have developed a good formula for future social events, including the Spring Reception, scheduled for May: For example, virtual social events should be kept to 1 to 1 ½ hours, not 2; and participants should be reminded to mute their audio when not speaking!

Bette expressed appreciation to everyone that participated in the event, including the Board Co-chairs who offered welcoming comments and toasts to open and close the event; the Winterfest Planning Team; the Storyteller Search Team and the baker's dozen of storytellers themselves; and the Game Director, the two Team Leaders, and the Team Players. She pointed out that "It takes a village" to organize a social event — not only the MemCom but many others.

**ACTION ITEMS:** Follow-up actions now underway: (1) a report with Gallery screen shots for the March 1 newsletter; (2) Certificates of Recognition for winning and runner-up team members; and (3) thank-you notes to the storytellers.

#### **4. OPERATING COMMITTEE REPORTS.**

##### **A. Public Outreach.**

Jim Bever and David McCloud reported that—

- Carol Dabbs has successfully completed UAA's \$500.00 contribution to USGLC; Jim will be following up with USGLC about possible joint activities.
- LPA will provide UAA with its power point presentation, and other USAID outreach materials.

Tish Butler reminded the POC to check the UAA website materials relating to the committee.

##### **B. Development Issues.**

Steve Giddings reported on the activities of the Development Issues Committee:

- A couple of ideas for future DIC meetings are being discussed, including possibly a session with Gloria Steele in early March, before she gets too absorbed in her new position as CEO of CARE, and a session on U.S. relations with China — including China's Belt and Road Initiative. (Steve has contacted former USAID staffers now at CSIS.)
- The DIC Book Club met on February 17 to discuss "America's Peacemakers: The Community Relations Service and Civil Rights," by Bertram Levine and Grande Lum, led by co-author Grande Lum and Neil Levine. The meeting was well attended, but no readout is available yet.
- The next Book Club book has not yet been chosen.



The January 28 discussion with David Bathrick on agriculture and rural development was joined by more than 50 attendees. After the meeting, Steve received an email from David proposing steps that UAA as an organization might take to revive USAID's interest in the area. Steve Haykin suggested that, when discussing advocacy with USAID, UAA may want to include advocacy on agricultural and rural development matters. Anne Aarnes said this raises the broader issue of UAA advocacy and of possible conflicts of interest.

Alex Shakow reported the following upcoming UAA/DACOR Development Dialogues:

- On March 10, Jerry Hyman will present his views on USAID support for democracy; and
- On April 8, Bob Gersony will have a conversation with Rick Barton on "The Good American," the new book about Gersony's life by Robert Kaplan.

Steve Giddings asked to post Jim Michel notes of DIC meetings, which are excellent, to the UAA website. Tish Butler advised that there is a place for the notes under the Development Resources drop-down menu.

#### C. History of USAID/ADST Grant.

Alex Shakow reported—

- The publisher continues to work on the manuscript submitted by John Norris on November 30, with publication still expected on August 1, allowing a tie-in with USAID's 60th anniversary.
- John has agreed to participate in the AGM.
- The Advisory Committee will be discussing outreach efforts with the publisher.

On the ADST grant, Jim Bever noted that the outgoing Administration had included the ADST proposal in the Congressional Notification that was submitted in January (\$150,000 for oral history), but no further action is possible until the CN hold has been processed.

#### D. Awards.

Bette Cook reported that the Awards Subcommittee will meet later this month to consider whether to revise the awards criteria for 2021. She asked for comments and suggestions from the ExCom by Wednesday, February 24. Discussions with both Membership and Executive Committees are planned, followed by Board consideration at the March meeting and announcement of the criteria on the website in April.

**ACTION ITEM: Bette will submit the Awards Committee proposed guidance to MemCom and ExCom for review in March.**

#### E. USAID Strengthening.

Roberta Mahoney reported on the USAID/UAA Mentoring Program:



- USAID staff expressed interest in an evaluation of the Mentoring Program — including targeting and alignment with USAID goals — when the issue was raised during the USAID/UAA meeting; but agency cannot proceed in the near-term, given the number of USAID staff working remotely.
- The agency's evaluation does not supplant UAA's evaluation of the program, on which we will move ahead. UAA will share a proposal on how we plan to conduct the evaluation and will do our best to coordinate our efforts.

Rose Rakas noted the committee is seeking a volunteer to spearhead the evaluation. July would be a good time to implement the plan. We have a record number of participants in this year's Mentoring Program.

**ACTION ITEM: Roberta and Rose will seek someone to spearhead the UAA evaluation effort.**

F. Annual General Meeting.

Nancy Pielemeier and Joy Riggs-Perla discussed the 2021 Annual General Meeting, planned for October 29:

- The committee is still working on the AGM theme, although it is likely to involve both the 60th anniversary of USAID and the publication of John Norris' book.
- Building on the success of the Mentoring Program presentation last year, the committee would like to feature the efforts of the Public Outreach Committee, and to promote alumni involvement in that area. Another possible theme is diversity, and how to increase it.

Regarding the possibility of linking the 2021 AGM with the Norris book, Alex Shakow noted that book launches are planned but no details are yet available. Suggestions included having a presentation at the Ronald Reagan Building food court, at Congressional office buildings on the Hill, and at the State Department's National Museum of American Diplomacy, along with a traveling exhibit. (AFSA and USGLC do road shows.) Some virtual presentations could be made, but the shape is not yet clear.

**ACTION ITEMS: (1) The AGM Committee will meet with the POC about its plans in order to consider a possible AGM presentation. (2) Traveling exhibit to be linked with USAID/LPA.**

G. Membership.

Bette Cook reported on behalf of the Membership Committee:

- **Recruitment.** Tom Nicastro and Bette will join Jim Bever in a UAA briefing via Zoom for about-to-leave USAID employees attending the FSI Job Search Program on March 23, from 12:15-1:00pm.
- **Newsletter.** The next issue of the UAA newsletter is scheduled for March 1, 2021. The deadline for submission of articles by Individual contributors is February 20.<sup>[2]</sup>

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<sup>[2]</sup> Subsequently changed to February 22 due to technical glitch in email request).



**5. OTHER BUSINESS.**

None.

**6. NEXT MEETINGS.**

**A. Board.**

Margaret Neuse proposed that the Board meet briefly on Monday, February 22, at 4:00 p.m., via Zoom link, to review the agenda for the meeting with Gloria Steele, to appoint a Nominating Committee, and for other matters. Ven explained that the link currently shared with the Board remains the same for all Board meetings.

**ACTION ITEMS: (1) Terry Brown will recirculate the Zoom coordinates to Board members. (2) Margaret will send an agenda to Board members for the February 22 meeting.**

**B. ExCom.**

The next meeting of the ExCom will take place on Thursday, March 18, 2021, via Zoom, beginning at 10:15 a.m. The Zoom connection will open at around 10:00 a.m.

**C. ADJOURNMENT.**

A motion to adjourn, duly seconded, was adopted without objection. The meeting adjourned at 12:08 p.m.

Respectfully submitted,



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Robert Sonenthal  
Assistant Secretary

Date: March 18, 2021

**Attachments:**

- A. UAA Finance Report as of January 31, 2021
- B. UAA 2021 Budget Report (through January 31, 2021)
- C. UAA Membership and Contributions Summary (January 1–January 31, 2021)



# ATTACHMENT A

## UAA FINANCIAL REPORT AS OF JANUARY 31, 2021

(U. S. Dollars)				
	Balance 12/31/2020	Deposits	Disburse- ments	Balance 01/31/2021
<b>UAA Operations Account</b>				
Checking Account	41,305.54	8,972.89	1,134.99	49,143.44
Savings Accounts	15,763.93	3.97	0.00	15,767.90
Total Operations Member Acct	57,069.47	8,976.86	1,134.99	64,911.34
<b>UAA History Project Account</b>				
Checking Account	4,346.70	653.30	0.00	5,000.00
Savings* Accounts	77,455.56	71.20	653.30	76,873.46
Total History Project Member Acct	81,802.26	724.50	653.30	81,873.46
<b>UAA Total Bank Accounts</b>				
Checking Accounts	45,652.24	9,626.19	1,134.99	54,143.44
Savings* Accounts	93,219.49	75.17	653.30	92,641.36
Total LFCU Accts	138,871.73	9,701.36	1,788.29	146,784.80

transfer to checking, was deposited  
wrong account last month

\* Includes both Main Savings and Premier Savings Accounts

2/13/2021



# ATTACHMENT B

## UAA 2021 BUDGET REPORT (THROUGH JANUARY 31, 2021)

	2021 Budget as approved 12/17/2020	January 2021			Comments
<b>Contributions by Source</b>		<b>Contributions</b>	<b>Thru latest month</b>		
Click and Pledge (recorded when deposited)	33,000	8698	8,698		from bank statement
Checks (recorded when received)	4,500	275	275		checks received list
<b>CONTRIBUTIONS TOTAL</b>	<b>37,500</b>	<b>8,973</b>	<b>8,973</b>		
<b>Expenditure Items and Categories*</b>			<b>Thru latest month</b>	<b>Budget Remaining</b>	
<b>Membership Committee</b>					
AGM Catering Services	7,000		0	7,000	
Awardees & Speaker Travel	1,150		0	1,150	
Alumni Awards	300		0	300	
Costs to host virtually or hybrid	1,000		0	1,000	
<b>Sub-Total, AGM (assumes no cost at CGD)</b>	<b>9,450</b>	<b>0</b>	<b>0</b>	<b>9,450</b>	
Other	500		0	500	
Winterfest	0		0	0	
Spring Reception	0		0	0	
Summer Picnic	500		0	500	
<b>Sub-Total, Social events</b>	<b>1,000</b>	<b>0</b>	<b>0</b>	<b>1,000</b>	
<b>Development Issues Committee</b>	<b>500</b>		<b>0</b>	<b>500</b>	
<b>Strengthening USAID Committee</b>	<b>1,500</b>		<b>0</b>	<b>1,500</b>	
<b>Public Outreach Committee</b>					
Retirement Ceremony	0		0	0	
Travel to establish Regional Alumni branches	1,000		0	1,000	
Produce Speaker Presentation Materials	3,000		0	3,000	
Contributions to umbrella/related organizations	500		0	500	
<b>Sub-Total, Public Outreach</b>	<b>4,500</b>	<b>0</b>	<b>0</b>	<b>4,500</b>	
<b>Donations</b>					
DACOR	1,030			1,030	
CGD	1,000			1,000	
Arizona State University or Other	500		0	500	if resume use facilities
USGLC General Membership	500		0	500	
<b>Sub-Total, Donations</b>	<b>3,030</b>	<b>0</b>	<b>0</b>	<b>3,030</b>	
<b>Administrative Costs</b>					
Administrative Assistant	13,200		0	13,200	
Mail Box Rental	150		0	150	
Website: Web Master/domain hosting	3,000	1,065	1,065	1,935	990 Abalos; 75 domain hosting
Constant Contact	840	70	70	770	
Zoom subscription	160		0	160	1 annual subscription
Bank Charges: Click & Pledge, transfer fees	1,800		0	1,800	Click & Pledge net fees
Liability Insurance	500		0	500	
Tax Preparation	650		0	650	
IRS Penalties	0		0	0	
Financial Review	1,000		0	1,000	deferred from 2020
Miscellaneous Office Supplies	300		0	300	eg. stamps
<b>Sub-Total Administrative Costs</b>	<b>21,600</b>	<b>1,135</b>	<b>1,135</b>	<b>20,465</b>	
<b>Contingency (3.6%)</b>	<b>1,500</b>			<b>1,500</b>	
<b>EXPENDITURES TOTAL</b>	<b>43,080</b>	<b>1,135</b>	<b>1,135</b>	<b>41,945</b>	
<b>CONTRIBUTIONS MINUS EXPENDITURES</b>	<b>-5,580</b>	<b>7,838</b>	<b>7,838</b>		

\*Expenses attributed to month when charged to checking account, or when check is written (not when cashed).



## ATTACHMENT C

### UAA MEMBERSHIP AND CONTRIBUTIONS SUMMARY

January 1 – January 31, 2021  
(includes 2020 data for comparison)

#### **Registrations:**

New alumni registrants, January 1 – January 31, 2021:	10
New associate registrants, January 1 – January 31, 2021:	0
Total new registrants, January 1 – January 31, 2021:	10
Total new registrants for 2019 through January 31, 2021:	10
Registrants whose names were removed in January 2021:	0
Total registrants through January 31, 2021:	1166
Total registrants through January 31, 2020:	1101

#### **New registrants in January 2021:**

John Grayzel	Donald Melville
Loren Schulze	Robert Resseguie
Hossam El Shaffei	Ken Borghese
Karen Cavanaugh	Todd Amani
James Sitrick Jr	Jean Lange

#### **New associate registrants in January/December 2020:**

None

#### **Registrants whose names have been removed: deceased/unsubscribed:**

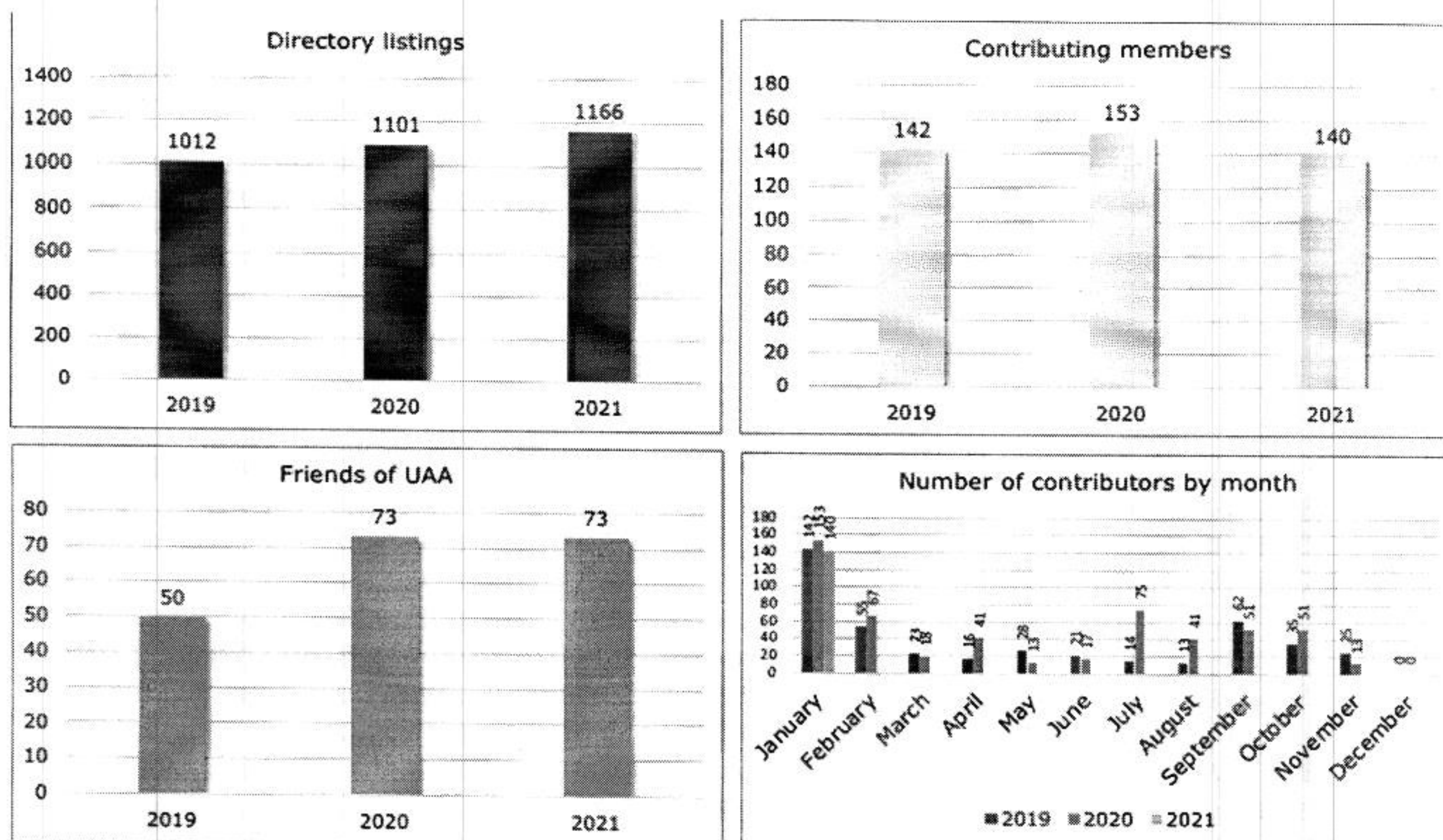
None

#### **Membership Contributions Summary:**

Alumni contributions, January 1 – January 31, 2021:	140
Total number of contributors for 2021 through January 31:	140
Total number of contributors for 2020 through January 31:	153
% of contributors through January 2021 as compared to January 2020:	92.0
Total number of \$100+ contributors, January 1 – January 31, 2021:	73
Total number of \$100+ contributors for 2021 through January 31:	73
Total number of \$100+ contributors for 2020 through January 31:	73
% of \$100+ contributors through January 2021 as compared to January 2020:	100.0
Number of new contributing members, January 1 – January 31, 2021:	7
Total number of new contributing members for 2021 through January 31:	7
New contributors as a % of new registrants for January 2021:	70.0



## Comparison over the years as of end January 2021:



**Contributions received in January 2021:** (Number of \* indicates number of repeat contributions from members; "Friends of UAA," who contributed \$100 or more, are indicated in **bold**).

### New Contributing Members: 7

**John Grayzel**  
James Sitrick Jr

Hossam El Shaffei  
Ken Borghese

**Loren Schulze**  
Todd Amani

Jean Lang

### Contributing Members: 133

**Anne Aarnes**  
**Frank Almaguer**  
Timothy Anderson  
David Atwood  
**Rick Barton**  
**David Bathrick**  
**Carlton Bennett**  
**Alan Berg**  
Deedee Blane  
Jeff Borns  
Kerry Byrnes  
**C. Stuart Callison**  
**Margaret Carpenter**  
John Champagne

**David Eckerson**  
Bob Emrey  
Sharon Epstein  
C. David Esch  
Peter Ewell  
Allen Fleming  
**James Fox**  
**Larry Garber**  
**David Garms**  
**William Garvelink**  
**Earl Gast**  
James Gaughran  
Gene George  
**Cindy Gersony**

**Peter Lapera**  
**Carl Leonard**  
**Mary Lew**  
**Mary Lewellen**  
Maureen Lewis  
Jon Lindborg  
Kristin Loken  
John Lovaas  
**Shane Macarthy**  
**Susan Malick**  
Jerre Manarolla  
**Richard Martin**  
**Raymond Martin**  
Mike McGahuey

**Cynthia Rozell**  
Brian Rudert  
Joseph Ryan  
Bill Schaufler  
Satish Shah  
**Alexander Shakow**  
**Stephen Silcox**  
**Steven Sinding**  
Meri Sinnitt  
**Kenneth Smith**  
**James Smith**  
**Rob Sonenthal**  
Barbara Spaid  
Gail Spence

**Toni Christiansen**  
 Cynthia Clapp-Wincek  
**David Cohen**  
 Terry Collins  
 Constance L Collins  
 Emmett Conner  
**Michael Crosswell**  
**Christopher Crowley**  
**Owen Cylke**  
 Anne Dammarell  
**Leibson David**  
 Robert Davidson  
 Alan Davis  
 Michael Deal  
**Rosemarie Depp**  
 Carl Derrick  
 Dirk Dijkerman  
**James Dunlap**  
**Loc Eckersley**  
**Bette Cook**

**Stephen Giddings**  
**Frederick Gilbert**  
 Carey Gordon  
**Deborah Grieser**  
**Sherry Grossman**  
 William Hammink  
 Donnie Harrington  
 Stephen Haykin  
**Michael Hirsh**  
**Beth Hogan**  
 David Jessee  
 Charles Johnson  
**Robert Jordan**  
 Kevin Kelly  
 Thomas Kennedy  
**Michael Kerst**  
**Erna Kerst**  
**Mary Knox**  
 Brad Langmaid

Cressida McKean  
 Charles Merritt  
 Marilyn Merritt  
**James Michel**  
 Virgil Miedema  
 Andrew Morehead  
**Thomas Morris**  
**Desaix Myers III**  
**Margaret Neuse**  
 Wayne Nilsestuen  
**James Norris**  
 Jon Orourke  
**Carol Peasley**  
**James Peters**  
**John Pielemeier**  
**Donald Pressley**  
 Allan Reed  
**Stacy Rhodes**  
**Joy Riggs-Perla**

**David Sprague**  
 Thomas Staal  
**Katherine Taylor**  
 John Thomas  
**Dianne Tsitsos**  
**Nancy Tumavick**  
**Roxann Van Dusen**  
 Ronald Venezia  
**Abdi Wardere**  
**Elizabeth Warfield**  
 Elzadia Washington  
 Dennis Weller  
 John Westley  
**Aaron Williams**  
 Harry Wing  
 Stephen Wingert  
**Marilyn Zak**  
 Gerald Zarr  
**Clarence Zuvekas**