

**MINUTES
of the
UAA EXECUTIVE COMMITTEE MEETING^[1]**

Thursday, October 19, 2023

10:15 am – 12:15 pm

The Executive Committee ("ExCom") of the USAID Alumni Association ("UAA") met via Zoom on Thursday, October 19, 2023, at 10:15 a.m. The following UAA Board members, ExCom committee co-chairs, Senior Advisors, staff members, and guests participated in the meeting:

BOARD MEMBERS

Present

Carol Dabbs Chris Milligan Joy Riggs-Perla
Roberta Mahoney Margaret Neuse Denise Rollins

Absent

Miles Toder

COMMITTEE CO-CHAIRS

Present

Barbara Bennett Tom Nicastro Christine Sheckler
Terry Brown Sharon Pauling Rob Sonenthal
Margot Ellis^[2] Carol Peasley Gail Spence
Karen Freeman Alex Shakow Steve Wingert
Steve Haykin

Absent

Bette Cook
Beth Hogan

SENIOR ADVISORS

Present

Nancy Tumavick Jim Bever^[2]
(Communications) (Public Outreach)

Absent

WEBMASTER

Present

Stu Callison

Absent

SYSTEMS MANAGER

Present:

Absent:

Ven Suresh

GUEST

Anne Aarnes

MEETING CHAIR

Joy Riggs-Perla

* * * * *

Joy Riggs-Perla called the meeting to order at 10:15 a.m. She noted that (i) a quorum of the Board was present; (ii) on behalf of the History of USAID/ADST Committee, Alex Shakow would be taking

^[1] These minutes benefited greatly from detailed decision notes prepared by Alex Shakow and Carol Peasley on behalf of the USAID HISTORY/ADST Committee; an aide mémoire on the October 5 Board meeting provided by Carol Dabbs; and comments on an early draft of these minutes by Joy Riggs-Perla, Alex Shakow, and Carol Dabbs. The assistance of these ExCom members is gratefully acknowledged. [RBS]

^[2] Joined in progress.

notes on the decisions reached during the meeting; and (iii) at the November 16 ExCom meeting, the Social Events Committee would be responsible for recording decisions.

1. **MINUTES.**

Final approval of the minutes of the July 20 and September 21 ExCom meeting was deferred to the November 2 Board meeting. Additional comments or changes to the draft minutes circulated earlier in the week should be sent to Rob Sonenthal by October 26.

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

A. Financial and Budget Reports.

Carol Dabbs, UAA Treasurer, called the ExCom's attention to the Financial Reports for September 2023 (Attachment A) and the Budget Report through September 30, 2023 (Attachment B) that she had circulated to the ExCom prior to the meeting.

The Financial Report shows total balances in all UAA checking and savings accounts of \$141,606 as of September 30, a slight increase over August 31.

In the Budget Report through September 30, Carol noted that—

- Revenue from member contributions during September was \$5,705 (compared to \$3,800 in September 2022).
- Expenditures in September totaled \$1,153, including payments to the MemCom's administrative assistant; and fees for liability insurance, Constant Contact and Click & Pledge.

B. Membership Statistics.

Barbara Bennett reported that 85 new members joined UAA in September; 81 paid via Click & Pledge, and four paid by check. As of September 30, total membership for 2023 is 536. A full Membership Report for the month will be available only after Ven Suresh returns from abroad.³

3. **ISSUES.**

A. October Board Meeting.

Joy Riggs-Perla reported on the principal decisions and other actions taken by the Board at its meeting on Thursday, October 5, 2023. The Board—

- Agreed, by a vote of 6-0, to make a one-time contribution to ADST of \$1000.
- Discussed the *Annual Results Report for 2022-2023* and directed that, after further review of the diversity language, the Report be posted on the non-public section of the UAA website.
- Discussed the draft *Annual Implementation Plan for 2023-2024*, noting that four committees have not yet submitted information. [The missing information has since been submitted, and a complete draft of the Plan has been posted to the non-public portion of the website. Because the

³ A "Membership and Contributions Summary" for September 2023, prepared after the meeting, is included as Attachment C.

Plan as posted includes some changes to the information submitted, committee co-chairs should access and review their respective portions.]

- Addressed a conflict between the deadline for a final count of AGM in-person attendees (Friday, October 13) and deadline for sign-up to attend the AGM in person (Monday, October 23) by (1) retaining the October 23 deadline, but (2) sending an email to members urging them to indicate, not later than Thursday, October 12, whether they plan to attend in person. [According to Nancy Tumavick, a final good-faith estimate of in-person attendance was sent to the caterer on October 13 — 80 for snacks, and 120 for lunch; and on October 18, we paid the caterer \$5,290 in advance.]
- Scheduled a brief Board meeting for Friday, October 27, immediately following the AGM, including both outgoing and incoming Board members, to elect Co-Chairs, appoint a Treasurer, and focus on committee structure. [ExCom members were urged to send suggestions on committee structure to Roberta and Joy.]
- Asked Nancy Tumavick to draft an email to the new Board members on how to prepare for the November 30 Board meeting (e.g., read the Bylaws and review the committee structure).
- Received Chris Milligan's report on the quarterly meeting with USAID.

B. 2023 Strategic Framework Results Report; 2024 Implementation Plan.

The Results Report had been finalized earlier, but Joy referred ExCom members to the 2024 Implementation Plan which had been finalized based on input from the committees, and suggested that they review the final version on the password-protected section of the UAA website.

C. 2024 Budget

Carol Dabbs reviewed the procedures we will follow to produce an approved Budget for 2024 at the December 14 ExCom meeting.

- On November 1, Carol will send the committee co-chairs an email asking them to review their portion of the revised 2024 Strategic Plan/Implementation Plan now found (along with the 2023 plans) on the restricted portion of the website as versions previously submitted and approved have been slightly edited, and to respond, by November 16, (a) identifying the activities they wish to retain or add, and (b) proposing a budget for each such activity, along with a total budget for their committee as a whole for our 2024 fiscal year, which is the calendar year.
- Carol will consolidate the requests, and recommend a budget for Board review at its November 30 meeting.
- The Board-proposed Budget will then be presented for review, comment, changes, and final adoption at the December 14 ExCom meeting.

Carol asked the ExCom to keep in mind that there will be a routine review of the Budget in June; and, in the meantime, emergency adjustments to amend the Budget can be made if necessary.

D. Annual General Meeting.

Terry Brown reported that planning for the 2023 AGM is almost complete.

- The keynote will be a "fireside chat" rather than a speech, focusing on policy, with Roberta Mahoney serving as moderator. Please forward to Terry or Steve Wingert suggestions for questions that Roberta can pose to the keynote speaker. (They are looking for "higher level" questions related to the agency's new strategic framework.)

- The keynote speaker will be Deputy Administrator Isobel Coleman . . . unless she is called away to meetings on Israel/Gaza, in which case we have asked Michele Sumilas to pinch hit.
- The subjects to be covered by the panels are settled; questions have been prepared for each panel.
- The panelists have all been confirmed.
- We're using a simplified evaluation form In an effort to increase the response rate. The form will have only 5 or 6 general questions, each of which can be answered by a ranking from 1-5. It will be included in the packet distributed to in-person attendees, and will be sent by email to remote attendees. (Carol Dabbs suggested that the hard copy distributed at the meeting include the URL for on-line submission, in case in-person attendees forget to submit an evaluation or prefer to submit it on-line.)

Steve Wingert also—

- Asked for volunteers to help review the evaluation forms and to enter the responses into an online form for easy analysis. (It was suggested that he consider less labor-intensive alternatives, and that he ask the MemCom co-chairs whether Yillah Rosenfeld, the MemCom administrative assistant, could be made available to help at AGM Committee expense.)
- Asked that AGM notes and photographs be forwarded to him by Tuesday, October 31st, and that the photographers do their best to provide the names of the people who appear in the photographs.

Anne Aarnes noted that additional volunteers were needed for special tasks on the day of the meeting — e.g., to escort the keynote speaker and other special guests from the CGD lobby to the conference room.

Margaret Neuse urged ExCom not to forget to vote for the new Board members. The results of the election will be announced at the AGM.

E. Newsletter/Email Addresses.

Nancy Tumavick reported that—

- Ven Suresh was out of the country and, although returning soon, he must leave again almost immediately. While he is in town, he will focus on his tasks for the AGM. Nancy and Carol Dabbs will cover for Ven at the AGM entry desk. Nancy is able to contact him and can forward urgent requests to him if necessary.
- The newsletter for November/December 2023 will be published on November 20, and will feature an article on, and photographs from, the AGM. Please submit all materials for publication, including a calendar of social events, a week in advance (November 13).
- There will be no separate newsletter in December.

Carol Dabbs added that—

- We are still seeking a website manager.
- The problem with executivecommittee@usaidalumni.org has not yet been solved. Therefore, for the time being, ExCom members should continue cutting and pasting addresses whenever sending an email to the Board, the ExCom, or any other UAA group. Joy will share the list that Steve W developed as a work-around in the interim.

4. COMMITTEE REPORTS.

A. History of USAID/ADST.

Alex Shakow reported that a small card publicizing the American University Archives' program for USAID-related personal files and memorabilia should be available in time to be included in the packet distributed to in-person attendees at the AGM.

Carol Dabbs added that a check to cover UAA's one-time donation of \$1,000 was mailed to ADST yesterday.

B. Social Events.

Karen Freeman reported on the activities of the Social Events Committee:

- One of the two "bookend" events scheduled around the AGM — namely, the visit to the Rubell Museum in Southwest DC on the day before the AGM — has been postponed until the third week in November. (The museum is closed until November 1 to mount a new exhibition.) Ten people had signed up for the visit.
- The visit to Virginia wineries on the day after the AGM is on schedule. Bus transportation for the visit has been arranged, leaving from Macy's at Tysons Corner at 9:30 AM. Margot Ellis will be sending an email to the registrants with the precise time and location.

C. AGM

[See Part 3.D above.]

D. Public Outreach.

Christine Sheckler reported on the activities of the Public Outreach Committee:

- Christine and Jim Bever will be having lunch next week with the Matthew Hughes, President of the World Affairs Councils of America, when Mr. Hughes visits Washington DC for WACA's annual meeting.
- Jim Bever described his participation in a Road Scholar meeting in Chautauqua, New York, attended by 150 scholars. For his presentation (on development assistance), Jim used an updated version of the PowerPoint that the Public Outreach Committee prepared and has recently been refining. The committee expects soon to forward the PowerPoint to Yillah Rosenberg, administrative assistant for the PO and Membership Committees, for review. [Nancy Tumavick asked Jim to forward a brief note and photos from the Road Scholar meeting by November 13 for publication in the November/December newsletter.]

E. Membership.

Barbara Bennett gave a brief summary of the MemCom's plans for a 2024 R2M Campaign, which would focus on following up with the 2022 registrants who did not respond to the 2023 R2M Campaign. The committee is also working on a campaign based on personal "thank you for your continued support" letters from the UAA Co-Chairs to members who contributed \$100 or more annually over the past 5 years.

The committee will also explore additional ways of publicizing UAA and its program, making it clear that we welcome former USAID staff from all hiring mechanisms (as set out on the landing page of the website) — via SID, Devex, etc.

F. Development Issues.

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

- On Monday, October 30, the DIC will sponsor a virtual discussion with Dean Karlan, USAID's Chief Economist, on his role within the Agency and on the economic outlook for lower- and middle-income countries.
- The DIC has been following USAID activities relating to AI, and is planning a session on November 14 on AI with USAID staff and Cristina Martinez Pinto, CEO of the Public Interest Technology (PIT) Policy Lab.
- UAA's offer of volunteer support has been publicized to USAID field missions mostly and is still pending. The committee met with Harry Bader of the Private Sector Engagement Hub (an office with few FSOs) to discuss possible UAA support as they prepare a Strategic Framework. Steve will circulate a proposed scope of work.

[Chris Milligan joined the meeting.]

G. Mentoring Program.

Denise Rollins reported on the USAID/UAA Mentoring Program:

- The application deadline for Cohort #13 mentees is tomorrow. At present, we've received 74 applications, from SLG, Africa, Asia, and Global Health.
- The original plan was for around 50 mentors, but the final total is 58 (not 66, as previously reported). Therefore, there is a need for additional mentors — namely, FSOs who are currently members of UAA, especially recent retirees. Carol Dabbs suggested that, at the AGM, the Co-Chairs mention the need for additional mentors in their opening remarks; Margaret Neuse suggested an announcement in the newsletter, highlighting the availability of training.
- UAA representatives will visit the FSI Job Search Program later in October along with members of the MemCom.

Sharon Pauling reported that the committee is finishing its review of Cohort #12 evaluations. The response rate for mentees was more than 50%. The evaluations were generally positive, but with some concerns. The report on evaluations should be ready at the end of the month.

[Margot Ellis joined the meeting.]

H. USAID/UAA Quarterly Meeting.

Chris Milligan reported on the quarterly meeting with USAID senior management on the USAID/UAA Memorandum of Understanding. DA Paloma Adams-Allen was unable to attend, so USAID was represented by Counselor Clifton White and Kathryn Stevens. Subjects discussed included:

- The status of the UAA Mentoring Program.

- The Counselor's ongoing efforts to increase USAID recruitment from minority-serving institutions (MSIs) and HBCUs.
- FSN issues, including organization of FSN regional conferences, and recruitment of a Director for the agency's FSN initiative.
- The status of UAA efforts to provide volunteer support to overseas Missions.
- The annual Retirement Ceremony.
- LPA review of, and feedback on, UAA's PowerPoint presentation on USAID development assistance.
- The proposed agency notice introducing UAA, describing its program, *etc.* On this subject, the agency's response is a firm "No"; nor can the agency distribute the UAA monthly newsletter to agency personnel. According to GC, such services are not available to private organizations.
- On the other hand, HCTM has agreed to continue to include an insert on UAA in the agency's retirement package.

5. **OTHER BUSINESS.**

A. System and Administrative Issues.

Christine Sheckler would like any comments ExCom members have (or that Chris Milligan can gather from USAID) about recent publication "Blueprint for a Modern US Foreign Service."

Roberta thanked Joy for holding down the fort while Roberta was on extended travel. Stu Callison asked if we'd considered outreach using the *Foreign Service Journal*. Tom Nicastro explained that we placed a ¼ page ad (on a *pro bono* basis) about 3 years ago. No information is available regarding its impact.

B. Schedule/Venue of Future Meetings.

The schedule of upcoming meetings:

- Post-AGM Board meeting: Friday, October 27.
- Next regular Board meeting: Thursday, November 2.
- Next ExCom meeting: Thursday, November 16, 2023, via Zoom. At that meeting, the Social Events Committee will be responsible for reporting on decisions and other actions.
- Next meeting with Deputy Administrator Paloma Adams-Allen and USAID senior management to discuss the USAID/UAA MOU is scheduled for November 27.
- Board meeting: Thursday, November 30.
- ExCom meeting: Thursday, December 14 (2024 Budget).

C. Other Upcoming Events (see website for details):

- Thursday, October 26: UAA visit to the new Rubell museum in Southwest DC has been POSTPONED.
- Friday, October 27: UAA Annual General Meeting, at the Center for Global Development, from 8:30 AM to 1:30 PM.
- Saturday, October 28: "Wine and Wagyu" day trip to Virginia vineyards (leaving by bus from Tysons Corner Mall in group transport).
- Monday, October 30, at 11:00 a.m. Dean Karlan, USAID Chief Economist session, Dev. Issues Committee

6. ADJOURNMENT.

A motion to adjourn, duly seconded, was adopted unanimously. The meeting adjourned at 12:00 noon.

Respectfully submitted,



Rob Sonenthal
Assistant Secretary

Approved: December 14, 2023.

Attachments:

- A. UAA Financial Report as of September 30, 2023
- B. 2023 Operating and History Budget Report (through September 30, 2023)
- C. Membership and Contributions Summary December 1, 2022 – September 30, 2023 (prepared after the meeting)

ATTACHMENT A

**UAA FINANCIAL REPORT
AS OF SEPTEMBER 30, 2023**

(U.S. Dollars)

	Balance 08/31/2023	Deposits	Disburse- ments	Balance 09/30/2023
UAA Operations Account				
Checking Account	3,804.85	10,185.18	867.00	13,123.03
Savings Accounts	74,907.30	0.00	5,000.00	69,907.30
Total Operations Member Acct	78,712.15	10,185.18	5,867.00	83,030.33
UAA History Project Account				
Checking Account	5,467.30	0.00	0.00	5,467.30
Savings* Accounts	53,108.52	0.00	0.00	53,108.52
Total History Project Member Acct	58,575.82	0.00	0.00	58,575.82
UAA Total Bank Accounts				
Checking Accounts	9,272.15	10,185.18	867.00	18,590.33
Savings* Accounts	128,015.82	0.00	5,000.00	123,015.82
Total LFCU Accts	137,287.97	10,185.18	5,867.00	141,606.15

* Includes both Main Savings and Premier Savings Accounts

10/18/2023

ATTACHMENT B

**2023 OPERATING AND HISTORY BUDGET REPORT
THROUGH SEPTEMBER 30, 2023**

	2023 Budgets as approved 06/15/2023	January	February	March	April	May	June	July	August	September	Thru latest month	Remaining approved 2023 budget	Comments	
UAA 2023 OPERATIONS BUDGET														
		Revenue												
Estimated Revenue by Source														
Click and Pledge (from C&P Settlement Statements)	41,000	6,075	3,200	3,550	1,250	2,050	1,775	1,090	749	5,475	25,214	15,786	81 dues payers in September	
Checks (recorded when received)	2,000	925	225	1,100	0	0	0	0	25	230	2,505	-505	1 dues payer in August, 3 in September	
Interest on LFCU ops acct deposits		18	0	0	17	0	0	20	0		55	NA		
ESTIMATED REVENUE TOTAL	43,000	7,000	3,425	4,650	1,250	2,050	1,775	1,090	774	5,705	27,719	15,281		
		Expenditures												
Expenditure Items and Categories														
Annual General Meeting (program)														
Awardees & Speaker Travel	1,150										0	1,150		
AGM Catering Services	6,000										0	6,000		
Costs to host virtually or hybrid	0										0	0		
Sub-Total, AGM program	7,150	0	0	0	0	0	0	0	0	0	0	7,150		
Development Issues Committee														
Arizona State University or Other (only if resume use of facilities)	500										0	500		
Other	0										0	0		
Sub-Total, Development Issues Committee	500	0	0	0	0	0	0	0	0	0	0	500		

Membership Committee													
Retirement Ceremony	750						676				676	74	
USAID Day at DACOR	0										0	0	
Alumni Awards	300										0	300	
Brochure Printing	300			300							300	0	
Administrative Assistant	3,080						10		924	286	1,210	1,870	
R2M Expenses	10										10	0	
Sub-Total, Membership Committee	4,440	0	0	300	0	0	686	0	924	286	2,196	2,244	
Mentoring Committee (name changed from USAID Strengthening in November 2022)											0	0	
Administrative Assistant	5,000										0	5,000	
Technical Assistance & Facilitator Travel for Virtual Training	0										0	0	
Other	0										0	0	
Sub-Total, Mentoring Committee	5,000	0	0	0	0	0	0	0	0	0	0	5,000	
Public Outreach Committee													
Public Outreach Materials Production	2,000										0	2,000	
Travel to establish alumni branches	2,000			478			891				1,369	631	
DACOR	1,000			1,000							1,000	0	
CGD	1,000			1,000							1,000	0	
USGLC General Membership	1,000			1,000							1,000	0	
Sub-Total, Public Outreach Committee	7,000	0	0	3,478	0	0	891	0	0	0	4,369	2,631	
Social Events Committee													
Winterfest	1,203			1,203							1,203	0	
Spring Reception	4,085		425		100			3,617			3,717	368	
Summer Picnic	1,000										425	575	
Other Social	997										0	997	
Sub-Total, Social Events Committee	7,285	0	425	1,203	100	0	0	3,617	0	0	5,345	1,940	

Administrative Costs													
Systems Manager	20,000			4,800			3,325		3,564		11,689	8,311	
Website: Web Master	1,250										0	1,250	
Domain Hosting (was bundled with Web Master in initial 2022 budget)	1,000	144					408				552	448	
Constant Contact	900	70	70	70	70	70	70	81	81	81	663	237	
Survey Monkey Subscription--1 year	470						496				496	-26	
Zoom subscription	160										0	160	
Bank Charges: Click & Pledge, tranfer fees	2,100	304	163	184	70	116	99	65	51	286	1,337	763	C&P fees
Liability Insurance	500									500	500	0	
D & O Insurance	750										0	750	
Tax Preparation	650					650					650	0	
Office Supplies, mailing costs, parking to pick up mail	300	16	4	46	0	1		1	1		68	232	parking to pick up mail at DACOR
Sub-Total Administrative Costs	28,080	533	236	5,100	140	837	4,398	147	3,696	867	15,955	12,125	
Contingency	1,000											1,000	
ROUTINE EXPENDITURES TOTAL	60,455	533	661	10,082	240	837	5,974	3,764	4,620	1,153	27,865	32,590	
REVENUE MINUS EXPENDITURES	-17,455	6,467	2,764	-5,432	1,010	1,213	-4,199	-2,674	-3,846	4,552	-145	-17,310	
UAA 2023 HISTORY PROJECT BUDGET													
Revenue													
Interest on Savings Accounts	325	309	0	0	483	0	0	492	0	0	1,285	-960	
Royalties on Enduring Struggle	0	0	0	0	0	0	0	311	0	0	311	-311	
Sub-Total, History Project Revenue	325	309	0	0	483	0	0	803	0	0	1,596	-1,271	

Expenditure Items													
History Committee													
<i>Enduring Struggle</i>	500	0	0	0	0	0	0	0	230	0	230	270	
ADST support	0	0	0	0	0	0	0	0	0	0	0	0	
AU Archives Internship Program	10,000	5,000	0	0	0	0	0	0	0	0	5,000	5,000	
Sub-total, History Project Expenditures	10,500	5,000	0	0	0	0	0	0	230	0	5,230	5,270	
*History Project funded by specific donations in prior years; no expected revenue other than interest on those funds.													

items with this highlighting are changed from last report

10/18/2023

ATTACHMENT C

UAA MEMBERSHIP AND CONTRIBUTIONS SUMMARY^[4]

December 1, 2022 – September 30, 2023
(includes 2022 data for comparison)

Registrations:

New alumni registrants, September 1 – September 30, 2023:	7
New associate registrants, September 1 – September 30, 2023:	0
Total new registrants, September 1 – September 30, 2023:	7
Total new registrants for 2023 through September 30:	49
Registrants whose names were removed in September 2023:	0
Total registrants through September 30, 2023:	1296
Total registrants through September 30, 2022:	1251

New registrants in September 2023:

Wagoinah Tabany	Bruce Abrams
Elaine Grigsby	Claudia Enriquez
Luan Gashi	Crystal Weathersby
Hope Williams	

New associate registrants in September 2023:

None

Registrants whose names were removed in September 2023: deceased/unsubscribed:

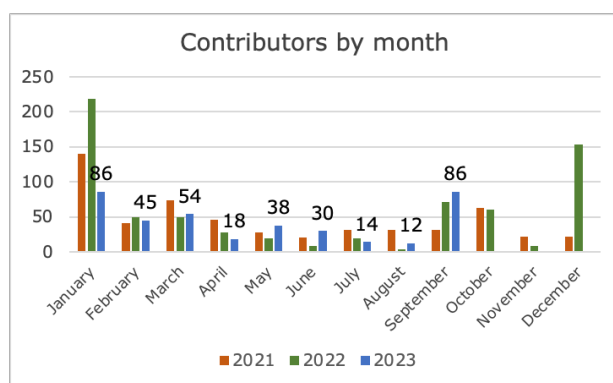
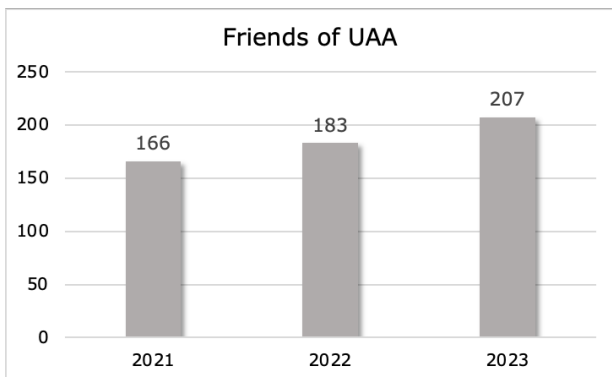
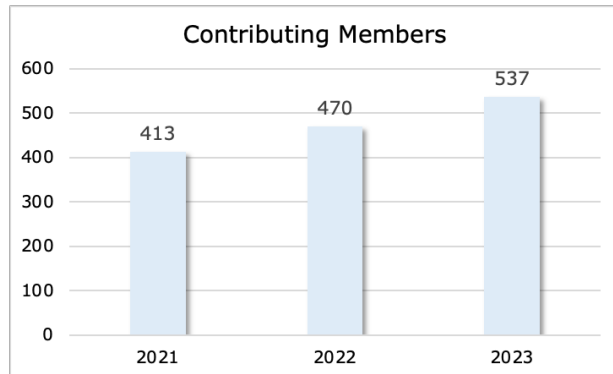
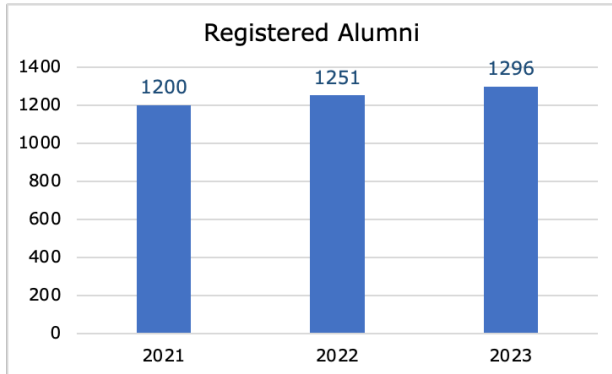
None

Membership Contributions Summary:

Alumni contributions, September 1 – September 30, 2023:	86
Total number of contributors, December 1, 2022, through September 30, 2023:	537
Total number of contributors for 2022 through September 30:	470
% of contributors through September 2023 as compared to September 2022:	114%
Total number of \$100+ contributors, September 1 – September 30, 2023:	36
Total number of \$100+ contributors, December 1, 2022, through September 30, 2023:	207
Total number of \$100+ contributors for 2022 through September 30:	183
% of \$100+ contributors through September 30, 2023 as compared to September 30, 2022:	113%
Number of new contributing members, September 1 – September 30, 2023:	1
Total number of new contributing members for 2023 through September 30:	10
New contributors as a % of new registrants for September 2023:	13%

^[4] Prepared after the meeting; attached for reference.

Comparison over the years as of the end of September:



Contributions received in September 2023: (Number of * indicates number of repeat contributions from members; "Friends of UAA," who contributed \$100 or more, are indicated in bold).

New Contributing Members: 1

Crystal Weathersby

Contributing Members: 85

Roberta Van Haeften
Cynthia Rozell
 Virginia Newberg
 William Carter
 Ned Greeley
 John Lovaas
 Thomas Kraczkiewicz
John (Jack) Miller
Donald Brown
Lois Bradshaw
David Sprague
 Bonaventure
 Nkuriyumwami
 Robert Thurston
 Tony Pryor

Lawrence Heilman
 Neil Levine
 Denny Robertson
 Robert Davidson
Loc Eckersley
 Barbara Smither
 David Fredrick
Dale Gibb
 Arthur Fell
 Brad Wallach
Virgil Miedema
J. Brian Atwood
Donald Soules
Margot Ellis
 Dennis Weller

Katherine Taylor
 Dale Pfeiffer
Jeffrey Marburg-Goodman
 Paul Crawford
 William Granger
 Ray Van Raalte
 Judd Kessler
James Watson
Philp Birnbaum
Wade Channell
George Lewis
Rose Marie Depp
 Terence Collins
 Gary Linden

Miles Toder
 Constantine
 Michalopoulos
 Toks Aluko
 Thomas Anklewich
 Ronald Venezia
 Carl Gallegos
 Brad Langmaid
 Jose Pena
Phil Church
 Curt Reintsma
Anna Coburn
 Arthur Silver
 Elzadia Washington
 Sonny Low

Albert Merkel
Nancy Estes
Donna Stauffer
Sathi Devanand
Polly Dunford
Kenneth Lanza
Mark Wentling

Adrienne Allison
Gloria Steele
Kelly Kammerer
David Oot
Melissa Williams
Littleton Tazewell
Teresa Mcghie

Andrew Sisson
Anne-Sigrid Anderson
David Losk
Carole Palma
Julia Richards
John Thomas
Ernest Gibson

Jonathan Addleton
Nancy Hoffman
Robert Dakan
Mary Ann Riegelman
Frederick Gilbert
Dawn Liberi
Zachary Hahn