

MINUTES
of the
UAA EXECUTIVE COMMITTEE MEETING^[1]
Thursday, July 17, 2025
10:15 am–12:15 pm

The Executive Committee ("ExCom") of the USAID Alumni Association ("UAA") met via Zoom on Thursday, July 17, 2025, at 10:15 a.m. The following UAA Board members, committee co-chairs, Senior Advisors, staff members, and guests participated in the meeting:

BOARD MEMBERS

Present

Tony Chan, Co-Chair	Chris Milligan
Roberta Mahoney ^[2]	Tony Pryor
	Denise Rollins

Absent

Ken Yamashita,
Co-Chair

OFFICERS/COMMITTEE CO-CHAIRS

Present

Terry Brown	Joy Riggs-Perla
Carol Dabbs	Sharon Pauling
(Treasurer)	Carol Peasley
Margot Ellis	Christine Sheckler
Karen Freeman	

Absent

Steve Haykin
Beth Hogan
Gail Spence

SENIOR ADVISORS

Present

Nancy Tumavick	Miles Toder
(Communications)	(Regional Outreach)

Absent

WEBMASTER

Stu Callison

SYSTEMS MANAGER

Absent

GUESTS

David McCloud	Dottie Rayburn
---------------	----------------

MEETING CHAIR

Tony Chan

^[1] These minutes benefited from decision notes prepared by Alex Shakow of the History of USAID/ADST Committee, and comments on early drafts from Denise Rollins, Nancy Tumavick, Steve Wingert, and Carol Dabbs. The assistance of these ExCom members is gratefully acknowledged. [RBS]

² Roberta Mahoney is serving as interim Co-Chair during Ken Yamashita's absence.

* * * * *

Tony Chan called the meeting to order at 10:20 a.m. He noted that (a) a quorum of the Board was present; (b) Alex Shakow of the History of USAID/ADST Committee would be recording the decisions reached during the meeting; and (c) the Development Issues Committee would be responsible for recording the decisions at the July 17 ExCom meeting.

1. MINUTES.

A motion to approve the minutes for the **May 15** and **June 19** ExCom meetings, duly seconded, was approved by the Board by unanimous vote.

Rob Sonenthal added that (a) a final draft of the minutes for the **January 17** ExCom meeting had been circulated to the Board, and was ready for Board review at its next semi-weekly meeting; but (b) there was as yet no draft for the **February 20** ExCom meeting (which Rob did not attend). ExCom members were asked to check their files for notes or talking points from the February 20 meeting.

2. FINANCIAL/BUDGET, NEWSLETTER, AND MEMBERSHIP REPORTS.

A. Financial and Budget Reports.

Carol Dabbs, UAA Treasurer, called attention to two reports that she had previously circulated: the *Financial Report* for June 2025 (Attachment A), and the *2025 Budget Report through June 30, 2025* (Attachment B). Carol noted, in particular, that—

- The total end-of-June balance in UAA's accounts at LFCU was \$149,164.47.
- Roughly \$4,700 was deposited in the Operations Account/checking, while the Operations Account/savings earned roughly \$260 in interest. Disbursements from the OA were around \$2,400, so that the balance as of June 30, in OA/checking and OA/savings, was just under \$97,000 — an increase of \$2,500 from the balance as of May 31.
- The Budget Report — which reflects changes to the 2025 Budget approved by the Board at the June ExCom meeting — shows that June disbursements included: the System Manager's monthly compensation; rental costs for storage of the USAID materials collected from RRB and Lorton; and fees for Survey Monkey and Click & Pledge. Click & Pledge fees were relatively high due to the large number of new members who joined during the month (146), 66 of whom took advantage of the special dues rate for 2025 (\$1.00) for recently separated USAID staff.^[3]

B. Newsletter.

The next newsletter was originally scheduled for publication on Tuesday, September 2. The publication date has been postponed to Monday, September 8, in order to include a report (with photos) on the Summer Picnic. All other materials for publication should be delivered to Nancy Tumavick no later than one week in advance of publication — i.e., by Monday, September 1. Although notices on the AGM and other special matters may be sent during August, communications on routine matters should be covered in the September 8 newsletter.

^[3] One of the new members contributed \$10.

C. Membership Statistics.

Carol Dabbs reported that, as of July 1, UAA had 683 contributing members, 583 of whom paid full membership dues, and 155 of whom paid the special \$1.00 rate for recently separated USAID staff. By comparison, the number of contributing members as of July 1, 2024, was 354. In addition, a reminder regarding 2025 contributions was sent to registrants on the Constant Contact email list.

Nancy Tumavick asked that, if anyone knew of persons (particularly new members) who are not receiving UAA emails to forward their name to her. Tony Chan and Christine Sheckler volunteered to go through Constant Contact list to see if the names of any new members are missing.

Margot Ellis asked: Why are there two categories, "contributing member" and "registrant"? Doesn't the "registrant" option act as a disincentive to alumni considering contributing membership? Nancy replied: The registrant category was designed as a service to contributing members, allowing them to connect more easily with former colleagues. We have, in the past, used the registrant list to recruit contributing members, with some success.

3. RESPONSE TO ONGOING EVENTS

A. Recent Board Decisions.

Tony Chan reported on that the Board has been meeting regularly on the crisis at USAID, and reviewed some of the significant issues it has been addressing:

- The Board approved waiver, for USAID staff whose employment was terminated after January 20, 2025, only, of the Bylaw requirement that applicants for UAA membership must have been employed by USAID for not less than eighteen months (Bylaws, Article III, Section 1). Rob Sonenthal will draft an appropriate Bylaws amendment.
- UAA has been asked to host videos of the June 30 USAID appreciation program on the UAA website. However, acting as "host" will require that we secure additional cloud space and provide for the additional cost (assumed to be small) in the Budget. All necessary preparation of videos is being done by others at no cost to UAA.
- Roberta Mahoney will serve as interim Co-Chair while Ken Yamashita is on an indefinite hiatus.

B. USAID Staff Financial Support Fund.

David McCloud reported on the status of UAA's "USAID Staff Financial Support Fund." David noted the following significant developments:

- On July 3, the Fund's account at the Greater Washington Community Foundation (GWCF) was opened to receive donations. As of today [July 17], GWCF has received 56 donations totaling just under \$70,000 (including one donation of \$35,000). Although under IRS regulations, GWCF is required to acknowledge each donation in writing, the UAA team is sending each donor a separate letter of thanks from UAA.
- On July 12, we sent an email introducing the Fund and its purpose to the email addresses on our full Constant Contact list.
- We are working with Cindy Clapp-Wincek on final refinements to the application form, and expect to complete the work, and post the form to the UAA website, this coming week.

- We are planning other steps to publicize the Fund to potential donors and the availability of grants to potential grantees, both FS and GS. ExCom members asked to support these efforts. (On the loan guarantee program, see below.)
- Applications will be submitted to UAA via Survey Monkey. Each application will be reviewed and evaluated by three UAA volunteers. Processing is expected to take 1-2 weeks per application. Once a grant is approved, we will notify GWCF, and GWCF will disburse grant funds directly to the grantees.

On the loan guarantee program (LGP), Although we sent LFCU a detailed proposal and met on-line with the (apparently) responsible LFCU personnel, we have heard nothing in response. This silence suggests that LFCU is not interested in an LGP, or in any special program for terminated USAID staff . . . in contrast to the State Department Federal Credit Union (SDFCU) which has announced a variety of special programs. Tony Chan indicated that it would be OK for the committee to contact SDFCU to see if they are interested in collaborating with UAA on an LGP.

C. Annual General Meeting.

Steve Wingert reported on planning for the 2025 AGM:

- The recent dramatic increase in membership is likely to increase the number of in-person attendees. Under local regulations, CGD's preference is that the in-person attendance be limited to 130 people. Therefore, we must decide what to do if more than 130 members register to attend in person?
 - We will guarantee a place to the first 130 registrants, and the others would be registered as virtual participants or placed on a waiting list.
 - Can we adopt and enforce procedures to assure that registrants who cannot attend notify us promptly so that their place can be offered to someone else?
 - Should the number of guests be limited and, if so, on what basis?
- Originally, the panel focusing on the future of UAA, moderated by the UAA Co-Chairs, was scheduled as the session before the final session on Annual Awards. We may need to have the Annual Awards session before the final session on the Future of UAA in order to ensure that only UAA members attend the final session.
- The Board also wants to organize one or two "listening sessions" (each chaired by a Board member) before the AGM with the new USAID personnel caught up in the RIF who are new UAA members, and asked Chris Milligan and Tony Pryor to draft an appropriate invitation. Nancy T will send the committee a list of the new members.

Christine Sheckler urged the committee to make sure that the AGM can be seen and heard in regions outside the DMV, so that local alumni can organize "watch parties" — to watch the proceedings together.

4. LINES OF ACTION

A. Communications and Media.

Chris Milligan reported on recent developments in public outreach:

- CNN aired a segment on food aid and recission, including an interview with Susan Reichle.^[4]
- Chris has been hosting Mission Directors as they leave the agency to ask about their future interests and to introduce them to UAA.

B. Legislative and Judicial.

Rob Sonenthal offered a brief summary of the current status of USAID-related litigation in the Federal Courts and before the Merit Systems Protection Board — most notably, request by USAID litigants to have their complaints certified as a class action.

C. Keeper of the Flame.

Work continues; Jim Bever is active on this.

5. COMMITTEES

A. Public Outreach.

Christine Sheckler reported that she spent 7 weeks on the road “shilling” for UAA. There is a group called California Forward of former direct hire and implementing partners of USAID.

B. Development Issues.

Alex Shakow reminded the ExCom that a UAA/DACOR Development Dialogue is scheduled for Tuesday, July 22. It will feature Yun Sun, a Stimson and Brookings scholar, speaking on China and aid — in particular, the opportunities provided to China by USAID's demise. Attendance can be either in-person or online.

C. Mentoring Program.

Denise Rollins reported that the Mentoring Program is on hold due to USAID's demise. She and Sharon Pauling are willing to support other UAA efforts.

Christine Sheckler noted that, as a result of the recent RIFs, there are at least 100 newly arrived former USAID folks in the Bay Area — primarily early- and mid-term personnel — many of whom would benefit from mentoring with regard to new careers. Denise indicated that this is not the expertise of the current corps of mentors; she and Sharon Pauling aren't sure that the Mentoring Committee would be the best source of such support, especially given the numbers of former staff involved, and instead recommended the many resources we've identified on our website. Karen Freeman reminded us of the Pivot Program at Georgetown which can assist these former USAID employees.

D. Awards

Roberta Mahoney has not yet been able to talk with the Membership Committee. Terry Brown indicated that he was available to discuss this.

^[4] The text of the segment, including the Reichle interview, can be found online at <https://transcripts.cnn.com/show/ow/date/2025-07-17/segment/02>.

E. History/ADST.

Alex Shakow reported that the committee will be meeting with an archivist at the American University Archive to review the status of the UAA-financed project. The increasing volume of materials in the collection have been cataloged; this relates to the work that Tony Pryor has been doing.

Carol Dabbs reported that UAA received a royalty check for 2024 of a little over \$500 based on our rights in *The Enduring Struggle*. In response to a question from Oren, Alex indicated that *The Enduring Struggle* can be purchased on Amazon and other booksellers.

F. Social Events.

Karen Freeman reported on the activities and future plans of the Social Events Committee:

- Events planned around the October AGM include three no-host self-pay events at Wolf Trap: (1) Chicago on Wednesday, July 23, at 8:00 pm; and (2) Pink Martini on Tuesday, October 29; and (3) Emmylou Harris and Graham Nash on Thursday, July 31, at 8:00 pm. Tickets are still available for these events; let Karen Freeman know if you plan to attend, and she'll share the UAA gathering spot at Wolf Trap.
- The UAA Summer Picnic is scheduled for Saturday, September 6, from 12:00 noon to 3:00 pm (not 3:00 to 5:00, as originally planned), at Fort Hunt in Virginia. As [usaid.gov](https://www.usaid.gov) addresses are no longer available, we're doing our best (flyers, word of mouth) to reach out to newly returned FSOs, recently terminated GS employees, and local FSNs. All attending are asked to bring a dish to share.
- Additional events to bookend the AGM are under consideration, as is the possibility of a Friendsgiving event for UAA.

6. **OTHER BUSINESS.**

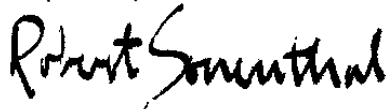
Christine Sheckler suggested that—

- In addition to this year's regular annual awards, we consider recognizing one of the recently RIF'd USAID employees.
- We invite USAID alumni (including involuntary alumni) to submit a "one best USAID story," and that we collect the best one-best-stories for publication in the newsletter and, eventually, in a book.

7. **ADJOURNMENT.**

A motion to adjourn, duly seconded, was approved by the Board by unanimous vote. The meeting was adjourned at 12:00 noon.

Respectfully submitted,



Robert Sonenthal
Assistant Secretary

Approved: September 18, 2025.

Attachments:

- A. UAA Financial Report as of June 30, 2025.
- B. UAA 2025 Operations and History Project Budget Report through June 30, 2025.
- C. UAA Membership/Registrants Report, December 1, 2024—June 30, 2025.^[5]

⁵ Distributed after the meeting.

ATTACHMENT A

UAA FINANCIAL REPORT AS OF JUNE 30, 2025

(U.S. Dollars)

	Balance 05/31/2025	Deposits	Disburse- ments	Balance 06/30/2025
UAA Operations Account				
Checking Account	8,111.08	4,667.04	2,421.93	10,356.19
Savings Accounts	86,375.59	258.39	0.00	86,633.98
Total Operations Member Acct	94,486.67	4,925.43	2,421.93	96,990.17
UAA History Project Account				
Checking Account	924.22	0.00	0.00	924.22
Savings* Accounts	51,098.95	151.13	0.00	51,250.08
Total History Project Member Acct	52,023.17	151.13	0.00	52,174.30
UAA Total Bank Accounts				
Checking Accounts	9,035.30	4,667.04	2,421.93	11,280.41
Savings* Accounts	137,474.54	409.52	0.00	137,884.06
Total LFCU Accts	146,509.84	5,076.56	2,421.93	149,164.47

* Includes both Main Savings and Premier Savings Accounts

07/16/2025

ATTACHMENT B

2025 OPERATING AND HISTORY BUDGET REPORT THROUGH JUNE 30, 2025

[illegible]

Mentoring Committee									
Mentoring 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		5,000
Public Outreach Committee									
Public Outreach Materials Production	2,000						0		2,000
Travel to establish alumni branches	2,000						0		2,000
Travel and attendance at WACA annual meeting	1,500						0		1,500
DACOR	1,000						0		1,000
CGD	1,000						0		1,000
USGLC General Membership (pay October 15 or later)	1,000						0		1,000
Sub-Total, Public Outreach Committee	8,500	0	0	0	0	0	0		8,500
Social Events Committee									
Winterfest	2,500			1,806			1,806		694
Retirement Ceremony	0						0		0
Spring Reception	4,500						0		4,500
Summer Picnic	600	425					425		175
Other Social	1,250						0		1,250
Sub-Total, Social Committee	8,850	425	0	1,806	0	0	425		6,619
Administrative Costs									
Systems Manager	21,550	875		3,500		3,500	7,875		13,675
Treasurer Assistant	0						0		0
Website: Tech Support	1,200						0		1,200
Domain Hosting	1,000	144					144		856
Constant Contact	1,100	88	88	88	88	88	440		660
Survey Monkey Subscription--1 year	0						0		0
Zoom subscription	175						0		175
Bank Charges: Click & Pledge, transfer fees	2,400	400	1,249	234	164	114	2,162		238
Liability Insurance	500						0		500
D & O Insurance	750						0		750
Tax Preparation	650						0		650
Office Supplies, mailing costs	300	4	1	16	0		21		279

Transport and Storage of USAID branded and library materials***	2,648					2,648	2,648		0	New expenditure approved 5/15/25
Sub-Total Administrative Costs	32,273	1,511	1,338	3,838	253	6,351	13,290		18,983	
Contingency	1,500	0	0	0	0	0	0		1,500	
EXPENDITURES TOTAL	70,273	1,936	1,338	5,644	253	6,351	13,715		54,753	
REVENUE MINUS EXPENDITURES	-28,377						28,074			
UAA 2025 HISTORY PROJECT BUDGET										
Estimated Revenue*, **										
Interest on savings accounts (recorded when paid)	1,459	549	139	155	150	156	1,149		310	
Royalties on <i>Enduring Struggle</i> (recorded when received)	256	0					0		256	
Sub-total, History Project Revenue	1,715	549	139	155	150	156	1,149		566	
Expenditure Items										
History Committee										
<i>The Enduring Struggle</i>	0						0		0	
ADST support	0						0		0	
AU Archives Internship Program	5,000						0		5,000	
Sub-total, History Project Expenditures	5,000	0	0	0	0	0	0		5,000	
*History Project funded by specific donations in prior years; no expected revenue other than interest on those funds and royalties on <i>Enduring Struggle</i> .										
**Estimated Revenue is average of last 3 years.									6/19/2025	
*** Board approved Storage Costs for USAID branded items and library on 5/15/25 at EC meeting. Added to Admin Budget here.										

ATTACHMENT C

UAA MEMBERSHIP/REGISTRANTS REPORT DECEMBER 1, 2024—June 30, 2025

(includes comparative data for December 1, 2023—June 30, 2024)

REGISTRANTS

A. New registrants: June 2025	384
B. New associate registrants: June 2025	0
C. Registrants and Associates removed: June 2025	7
D. All registrants in 2025 as of June 30	710
E. Total 2025 registrants: Dec. 1, 2024 - June 30, 2025	2064
F. Total 2024 registrants: Dec. 1, 2023 - June 30, 2024	1330
G. Registrant growth/reduction: June 2025 vs. June 2024 (E-F)	+ 734

Registrant numerical corrections from earlier monthly reports:

—

MEMBERS

H. New contributing members: June 2025	83
I. Renewing contributing members: June 2025	89
J. Total contributing members (H+I): June 2025	172*
K. Total 2025 contributing members as of: June 2025	683
L. Total 2024 contributing members as of: June 2024	354
M. 2025 "Friends" minimum \$100 as of: June 2025	260
N. 2024 "Friends" minimum \$100 as of: June 2024	155
O. Contributing members growth/reduction: June 2025 vs June 2024 (K-L).	+ 329
P. % growth/reduction of contributing members: June 2025 vs June 2024	+ 93%

* In June, 172 contributing members made a total of 177 contributions, as 5 renewing contributing members made two separate contributions.

We received 83 new member contributions of \$1 in June and 105 contributions of \$1 between May and June.