


U.S. DEPARTMENT OF STATE
JULY/AUGUST 2004

State

MAGAZINE



Foreign
Affairs
Day



Sharp-eyed inspectors
tour the U.S. Embassy in
N'Djamena, Chad.

IN OUR NEXT ISSUE:

Sometimes it audits. Other times it inspects and investigates. But at all times, the Office of the Inspector General gets your attention.

State

MAGAZINE

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Peter Afanassenko, left, senior Russian diplomatic translator, assists President Bush in talks with President Vladimir Putin of Russia at the Bush ranch in Crawford, Texas.

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Two of this year's distinguished retirees: Clyde Taylor and Nancy Ely-Raphel earn the Director General's Foreign Service and Civil Service cups. *Photo by Paul Koscak*

FROM THE SECRETARY

SECRETARY COLIN L. POWELL



A Transatlantic Summer

If one were to judge only by the headlines, the Middle East would seem the sum total of American foreign policy these days. It is not. Crucial to the success of our policy in the Middle East and elsewhere is the health of our traditional partnerships, and of these none are deeper and more important than the partnerships we enjoy across the Atlantic.

It has been a busy and productive summer for the transatlantic partnership. On three important occasions, we and our European friends met to discuss our common challenges and to reaffirm our common principles. All the nations in our transatlantic partnership realize that the world is changing and that we must adapt our thinking and our organization to be more effective. But no matter how much the world may change, our democratic principles will always remain the foundation of our partnership.

We saw that truth expressed on June 6, when President Bush and I joined many of our European friends in Normandy to commemorate the 60th anniversary of the greatest undertaking in the history of warfare: the D-Day invasion. This solemn event, and President Bush's moving words, reminded all of us of the crucible of fire that brought us together after that terrible war. We were reminded, too, that the transatlantic relationship is more than a partnership. It is an alliance of the heart, held together by a common heritage and by our democratic ideals.

On June 26, I joined America's European friends at the U.S.-E.U. Summit in Ireland. On this historic occasion, we welcomed the European Union's 10 new members, all of whom share our vision of a Europe whole, free and at peace. We discussed together how to help the countries of the Middle East and North Africa to build

civil society, institutionalize good governance and establish conditions conducive to economic development. We also acted to better synchronize our counterterrorism efforts, combat HIV/AIDS and reduce transatlantic trade barriers.

At the end of June came the NATO Summit in Istanbul. With its seven new members, NATO at 26 is transforming itself from an alliance that defends common territory to an alliance that defends common principles. Our discussions focused on increasing NATO's effectiveness outside its traditional European neighborhood. NATO is already playing an important role in Afghanistan and in the Balkans. We discussed ways the alliance can help the new sovereign government of Iraq and how to apply the principles of the alliance's Partnership for Peace to the nations of Central Asia.

Lasting partnerships are keys to a successful foreign policy, and shared democratic principles form the firmest possible bedrock for such partnerships. The transatlantic partnership therefore rests on the most solid of foundations.

But the transatlantic community is broad as well as deeply rooted. Beyond our governments' cooperation, American and European businessmen, artists, scholars, tourists and others interact constantly, making up the very fiber of our relationship. We have taken on attributes of a great and boisterous extended family.

It is up to diplomacy, and especially to all of us in the State Department family, both immediate and extended, to keep the transatlantic family working in common purpose. We must continue to build our institutions to meet the challenges of the 21st century, and we must smooth the way for all of the rich and diverse interactions that comprise the transatlantic community. That is what we have spent much of this summer doing. It has truly been a transatlantic summer. ■

More on Bottled Water

Thank you for your thoroughly informative article on bottled water, "A Primer on Bottled Water," in your May issue. I did want to provide one bit of important information. For consumers who want fluoride in their drinking water and want or need to choose bottled water, there are clearly labeled brands of fluoridated bottled water available with optimal fluoride levels.

For a list of IBWA member brands, including those that produce fluoridated brands, visit www.bottledwater.org.

Stephen R. Kay

*Vice President, Communications
International Bottled Water
Association*

More on Spam

Your May issue credits the *New York Times* with creating the term "spam" in 1978.

While 1978 seems to be the first recorded use of "spam," with a salesman sending an e-mail to under 1,000 total users talking about a new computer his employer, Digital Equipment Company, had just come out with, the *Times* did not create the term based on this incident.

The term "spam" derives from the Hormel food as used in a skit in Monty Python No. 25. A transcript of the skit is available at www.ironworks.com/comedy/python/spam.htm. The skit caused any mass repeating to be termed "spam" by Monty Python fans. Non-techies later decided that "spam" must be an acronym and have given it many different definitions, including Simultaneously Posted Email Message.

Eric Quinn

*U.S. Embassy
Athens*

We didn't credit the New York Times with coining the term "spam," but only with reporting its first appearance as an electronic marketing tool.—The Editor

An Error in Fact

Kudos for the Post of the Month article on Tirana in your May issue. However, the *CIA World Factbook*, your source for the "At a Glance" sidebar, was wrong. Albanians speak Albanian. They do not consider Greek a national language.

Given the nature of cultural connections in the Balkans, our Foreign Service National employees were upset at the connection with Greece. The error turned a positive event for them into one of disappointment over how little we know about their culture.

Rick Morgan

*U.S. Embassy
Tirana*

FROM THE EDITOR

Once again, Foreign Affairs Day was a successful reunion of the larger State Department family, with more than 500 participants from far and wide. The warm exchanges among former colleagues were evident throughout the day at ceremonies, seminars and luncheons. The Secretary's and Director General's active participation demonstrated their high regard for the event and gave the homecoming the official stamp it deserves.

It was another kind of homecoming for Herro Mustafa when she volunteered for service in Iraq. The Foreign Service officer came to America as a young girl with her parents as political refugees from Iraq. Based in Mosul, she is the Coalition Provisional Authority's coordinator for the Niewa Province, where she is using her Arabic and Kurdish language skills to reach out to the local populace. Our Profiles in Service begins on page 9.

Our colleagues in Athens are bracing for the Games—the Olympic Games—that return in early August to their birthplace of 2,500 years ago. It is a rush to the finish line to complete preparations for the 2004 Summer Olympic Games, with cost estimates running as high as \$6.5 billion. The U.S. Mission to Greece is actively engaged in these preparations. Just how active is detailed in our Post of the Month that starts on page 12.

After shepherding nearly 100 issues of *State Magazine* "to press," I am leaving for other deadlines—those associated with retiring, writing, teaching and traveling. *State Magazine* enjoys a loyalty any editor would envy. And I will not miss the deadlines as much as the loyalty. Thank you and farewell.



TEN YEARS and Counting

SLICE OF AMERICAN PIE IN THE RUSSIAN HEARTLAND

Who could have thought this Ural mountain region the size of India, would transform itself in ten years from a closed society suspicious of Americans to a economically vibrant, business-thirsty culture where even a McDonald's Restaurant rates some media celebrity?



To celebrate those changes and the tenth anniversary of the U.S. presence in Yekaterinburg, Russia, the U.S. Consulate General sponsored some corporate visits, business forums, a review of U.S.-Russian relations and even a headline performance by the U.S. Air Force jazz band.

The four-day April event featured a tour of the once-closed city of Novouralsk, a visit to a uranium-enriching facility that sells reactor fuel to the United States and a news conference at Novouralsk State Technological Institute, all led by Ambassador Alexander Vershbow and his U.S. delegation. The news conference focused on the Department of Energy's efforts to control weapons in central Russia.

Business dominated much of the celebration. Pepsi, Delta Airlines, IBM, McDonald's as well as 14 other American and 78

Russian companies were there to take advantage of the region's economic opportunities. The forum was a media hit on 16 television stations.

Despite years of isolation from the west, American jazz is popular among Russians and it showed during performances by the U.S. Air Force Jazz Band. After its Yekaterinburg show, the group played to more than 800 fans in Chelyabinsk. Returning to Yekaterinburg, the band joined with Russian musicians for the Army Song Festival at the Sverdlovsk Oblast Military Palace. It marked the first time Russian and American musicians performed together on stage in the Urals.

Photo exhibits on American roadside architecture, presidential diplomacy and American mosques drew lots of interest while the director of NASA's Moscow office visited Yekaterinburg, drawing large crowds of enthusiastic engineers and space-travel buffs who support joint U.S.-Russian exploration.



Three generals celebrate 10 years of U.S. presence with a complimentary Baskin Robbins cake. From left, Jack Segal, Yekaterinburg's first consul general; Scott Rauland, consul general; and Jim Bigus, a former consul general.



Russia won the first World Air Games held in Turkey in 1997. Events included hang-gliding, sky-surfing, and ballooning.



JAPANESE JUST GOT EASIER

The language lab at the U. S. Embassy in Tokyo just moved into the 21st century by converting its World War II-era training facility into a computer-based learning center. Employees can now study Japanese more efficiently as well as connect to distance learning programs provided by the Foreign Service Institute.

Plans call for expanding the Japanese language program into a computer network allowing students and teachers to directly communicate.

More than 40 language teachers and students, Tokyo Ambassador Howard Baker and Michael Lemmon, dean of FSI's School of Language Studies, were on hand April 28 to officially open the center.



State Increases Rating

According to a recently released survey by researchers at George Mason University, the State Department has substantially improved how it communicates its mission to the public and policymakers.

The Department tied for fourth place with Agriculture in its year-end annual performance report. Neither agency rated above 10th place the previous year, according to Comptroller General David Walker, who joined university officials April 14 on Capitol Hill in unveiling the annual rankings of 24 agencies.

The State Department's report "provides an excellent model in explaining why the Department exists and how its actions benefit Americans," the researchers said.

The top three rankings went to Transportation, Labor and Veterans Affairs, respectively.

Partnership for Success

David Letterman has his "Top 10 Lists." Not to be outdone by CBS's *Late Night* host, the Department's contracting officers have their own "Top 5 List."

In a gathering at the U.S. Mint, nearly 100 met in the first contracting officer's conference to learn, among other things, the top five problems with contracts, according the Office of the Inspector General:

Problem No. 5: Nondelivery or delivery of insufficient supplies.

Problem No. 4: Disagreement over what was contracted for.

Problem No. 3: Overbilling.

Problem No. 2: Delivery of the wrong item.

And the No. 1 problem: Untimely deliveries.

Participants in the one-day workshop listened to 12 experts deliver talks aimed at improving communication and skills within the profession. Training, partnering and networking are particularly important in a profession where an estimated 42 percent of the contracting officer representatives have assumed their positions informally, with little or no specialized training.

In closing the one-day workshop, Ceci Coates, acting director of program management and policy, noted there are few areas as sensitive or visible as contracting, and the Department stands to benefit immediately by investing in similar training gatherings in the future.



Ceci Coates closes the workshop and urges the Department to sponsor more contracting officer training sessions.

EMPLOYEE PROFILE GETS UPGRADE

Most Department employees are familiar with their Employee Profile, the history of their positions, training, promotions and other personnel information. The Bureau of Human Resources has launched a new version known as Employee Profile Plus that lets people document their expertise, which is often greater than what official records reflect. EP+ guides a new user through an interview asking about countries, organizations, languages, occupations and competencies. When finished, an employee can see (print or e-mail) a combined profile showing both their official data and their self-assessed expertise. EP+ responds to criticism of existing applications that the regular Employee Profile is too narrow and Résumé Builder too cumbersome. It will help employees—whether Civil Service, Foreign Service, contractors or family members—to market themselves in-house by showing what they know in a useful and familiar format. It will also help management inventory the considerable skills and knowledge of our work force, both to recruit teams for special projects and to anticipate future training needs. More information on EP+ will be forthcoming. Employees can check it out this summer simply by logging onto HR Online. Everyone is encouraged to participate in this exciting project.



JAZZ AMBASSADOR SWINGS IN GHANA

Jazz Ambassador vocalist Cynthia Scott sang and danced with Ghana's icon of highlife music, C.K. Mann, during a concert for more than 120 invited guests at the Planter's Lodge in Ghana's western port of Takoradi. Ms. Scott and the JAS Trio performed in Takoradi March 9 as part of the Jazz Ambassadors program, a project co-sponsored by the John F. Kennedy Center for the Department.



Civil Service: Breaking Barriers in Pursuit of Common Goals

The Civil Service has made significant changes in support of the President's Management Agenda and the Secretary's Diplomatic Readiness Initiative. Those changes focus on hiring, developing and using employees' skills and fulfilling the Secretary's vision of "One Team, One Mission." Let me highlight a few of the ways our Civil Service is breaking barriers in pursuit of those goals.

One way we secure talented people is through the Presidential Management Fellows Program, a two-year program established by Executive Order in 1977 to attract outstanding graduate students to federal service. Program participants undergo a rigorous, structured program of classroom training, seminars, briefings, conferences, rotational assignments, on-the-job training and other developmental opportunities. The largest single user of the PMF program, the Department has hired 359 fellows between 1997 and 2004.

In a similar vein, the Department established the Career Entry Program in 2001 to attract exceptional people in targeted professional occupations. CEP is a two-year career development program with centrally funded positions. Those positions are in professional and technical career fields such as contract management, personnel management, financial management, security and intelligence, foreign affairs, consular affairs, management analysis and information technology. Entry is at the GS-5 or GS-7 levels. The program has grown from an initial 10 positions in 2001 to 60 this year. Most recently, the Department hired eight CEP employees for the finance center in Charleston, S.C.

Because training is important in developing the careers of all our employees, we worked with the Foreign Service Institute to launch a pilot program in April that expands the Civil Service Orientation Program to two weeks instead of the existing three-day program. This brings Civil Service orientation closer to the Department's benchmark programs for Foreign Service employees. The new course introduces Civil Service employees to the operations, policies and programs of the Department and presents the competencies related to leadership and effective communication. A new and growing Civil Service mentoring program also provides a structured approach that matches mentors with protégés from entry level to GS-14. It includes formal training, action plans and written evaluations. The 90 pairs in the 2003 Department-wide program graduated in May and the nearly 150 pairs in the 2004 cycle have just completed their training at FSI.

Finally, I would like to close by saying that the Civil Service changes described above are in no way exhaustive. While the Department's Foreign Service employees travel far and frequently, nearly 7,400 Civil Service employees serve as a stable resource in Washington, D.C., at passport agencies and field offices throughout the United States and at several consulates in Mexico. Civil Service employees provide in-depth expertise and continuity in accomplishing all aspects of the Department's mission, and they contribute to virtually every function of the Department. They also have done their part by volunteering for service in Iraq and in hard-to-fill positions overseas. We must continue to build on the concept of "One Team, One Mission" and to ensure that Civil Service employees are well trained and their skills are properly used. Only by working together will we be able to achieve our common goals. I thank all of you who are helping to make that happen. ■

Refugee Finds Her Niche

FROM THE AMERICAN HEARTLAND TO THE IRAQI HOMELAND **BY DAVID STAPLES**



Herro Mustafa accompanies Salahaddin Muhammad Bahazddin, left, former Iraqi Governing Council member, Sheikh Ghazi Al-Yawar, President of Iraq, and Paul Bremmer, head of the Coalition Provisional Authority.

Although too young to remember her first year of life in Iraq, Herro Mustafa jumped at the chance to return. It's been a long road.

Born in Arbil, she and her family became political refugees and were brought to the United States by their sponsor, the Zion Lutheran Church in Minot, N.D.

"Growing up in such a small, friendly community helped me and my family adjust and truly embrace our new environment," she recalled. "There were plenty of opportunities to grow and learn, and we were guided each step of the way by a society that cares."

Graduating from high school in 1991, Herro moved to Washington, D.C., to attend Georgetown University's School of Foreign Service, where she studied national security and the Middle East. Then she earned her master's degree in international relations from Princeton University.

After working for The Emirates Center for Strategic Studies and Research in Abu Dhabi, Herro joined the

Foreign Service in 1999, serving in Athens, Beirut and Washington, D.C., on the Iran desk. But it was the call for Iraq volunteers that held special meaning.

"Iraq is where I was born and the country from which I fled as a child," she said. "Being able to return to promote democracy and rebuild this nation is a dream come true."

Herro became the Coalition Provisional Authority governorate coordinator for the Ninewa Province, based in Mosul, Iraq's third-largest city after Baghdad and Basra. She reports directly to CPA Administrator Paul Bremer and manages an American team of Foreign Service officers, military officers and contractors—14 in all—and 10 Iraqi nationals. She also oversees U.S. Agency for International Development contractors and represents the CPA for American and coalition forces. "I meet with locals every day and try to use both my Arabic and Kurdish language skills to reach out to them," she said.

While doing so, she ensures public servants are paid, schools have textbooks, hospitals have medical supplies, the new Iraqi police are properly equipped, local laws are enforced and ministries work together. She manages an outreach program that lobbies residents to support CPA programs and provides feedback to the authority. She also started a program that channels millions of dollars into roads, schools, clinics, bridges, courthouses, municipal buildings, cement plants, grain-storage facilities and environmental testing units.

Many people were against the war and America's involvement in such a mammoth commitment—politically, economically and militarily, she said. "I truly believe we did the right thing. I've seen so many people—Sunni, Shia and Kurd—flee Iraq because it was a 'republic of fear.' The fact that people are returning to their birthplace for the first time in more than 20 years is wonderful. I know firsthand how significant the fall of Saddam is for the people of Iraq. Despite the negative media attention, I remain optimistic about what lies ahead for the new Iraq.

"Given the region's traditional pro-Ba'athist sympathies and its complicated tribal, ethnic, religious and cultural diversity, the challenges are great."

The real challenge, perhaps, might be doing all that while enduring accommodations rivaling Motel 6 and

EMPLOYEE PROFILE

Name: Herro Mustafa

Hometown: Minot, N.D.

Position: Political Officer

Grade: FO-4

Education: Master's degree in international relations, Princeton University

Reason for serving in Iraq: "Being able to come back here to promote democracy and rebuild this nation is a dream come true."

walking up seven floors each time I had to use the bathroom." Now her team lives in a renovated villa formerly used by Saddam's personal bodyguards, "although the mice are still there and the toilets back up. We can't complain. At least we have hot, running water."

The United States and coalition allies have a long, tough road ahead, she acknowledges. Still, she's optimistic. "I've seen tribal sheikhs come alive as they are able to deliver much-needed jobs to their villages; I've seen Iraqi journalists thank us for giving them the opportunity to start their own independent newspapers; I've seen families cry with joy as we gave them their first home loan in 14 years."

Not everyone, however, is so grateful.

During her first week in Mosul, two missiles hit her hotel. "Since then, we've been mortared but with no direct hits on our living or working quarters. When I first arrived, I went out with a single car and only one shooter. However, as security became more of an issue, that changed quickly to three tanks and nine soldier escorts. Now we have two armored vehicles with six to eight American guards. Armored vests are a must."

Herro looks back on her time in Iraq as the hardest assignment of her career. "One filled with pain and suffering, sacrifice and loss, fear and courage. But most of all, admiration and awe." Her renewed spirit for her adopted country has been reborn. ■

The author is a public affairs officer in the Office of Iraq Reconstruction.

Editor's note: Herro Mustafa's duties and title changed after the Coalition Provisional Authority transferred power to the Iraqi government. She's assigned to the U.S. Embassy.



Girls at a school in Al Hatra, a district south of Mosul, share a light moment with Herro Mustafa.

working marathon 15-hour days that dilute Foreign Service salary to sweatshop wages.

"I slept at night with the sound of mice eating away at my box of MREs (meals ready to eat). When it rained outside it flooded inside, leaving a nauseating odor that lasted for about one week," she said about her room in what was once a five-star hotel. "My favorite part was

*The Parthenon overlooks
the ancient city of Athens.*





When you walk down the street in Athens, the sidewalks glitter with white marble shards salvaged from classical Greek pillars. Your first upward gaze at the Acropolis will probably take your breath away. And the sky actually is that impossible shade of blue made famous in thousands of yellowing travel posters tacked on the walls of Greek restaurants around the world.

ATHENS

BY CHRISTINE RIEHL



An elevated view of Athens with Likavitos Hill in the right background.

But this is no place for a quiet summer idyll. In these last few weeks before Aug. 13, if you're wandering around these streets daydreaming of the heroes and gray-eyed goddesses of ancient Athens, you're liable to get plowed under by a speeding dump truck.

The city is swarming with construction equipment and workers straining to put the last touches on the arenas, transportation systems and swimming pools needed to host the world's biggest event. The Games' architectural signature, an extravagantly modern 18,000-ton glass and steel roof over the Olympic stadium, is gingerly being slid into place. Roads, cars and people are covered with grit, and jackhammers are blasting in every part of town.

The city's traffic, notorious at best, is worse than ever, especially along the tortuous 26.2-mile route from Marathon originally run by the Athenian soldier Phidippides about 2,500 years ago to deliver news of victory over the Persian army.

Modern Athens is a city in a rush, lunging toward the ultimate international finish line, in the last lap of preparations for a \$6.5 billion athletic spectacle: the 2004 Summer Olympic Games.

This task seemed daunting enough in 1997 when Greece won the right to host the Games. (Greece, with

11 million people, will be the smallest country to host the Games since Finland in 1952.) Then came Sept. 11, 2001, and recent terrorist bombings in Istanbul and Madrid. Escalating security requirements have led Greece to turn to its NATO allies and other partners, particularly the United States, for advice and assistance.

Meanwhile, on the other side of the Atlantic, the U.S. Olympic Committee, NBC and major U.S. companies are looking to the U.S. government to protect athletes and help American business gain a major share of the billions in profit opportunities surrounding the Olympic Games.

All sides are turning to the U.S. Mission to Greece for help.

The U.S. Embassy in Athens, housed in a landmark Bauhaus building of glass and marble in the center of the city, has a combined staff of 574 (179 U.S. staff and 395 locally employed personnel) from 14 federal agencies. A consulate is in Thessaloniki in northern Greece. The mission is a platform for an extensive multi-agency effort to support America's presence at the Games and to help Greece confront the security challenges of holding what is simply the largest international event on the planet.

"These days, we are all doing Olympics," says Ambassador Tom Miller. "Everyone in the mission is stepping outside their normal jobs to deal with this."

To accomplish these goals, the embassy has morphed into a mega-sized operational hub, expanding with special-tour diplomatic security, consular, office management specialist, political and public diplomacy officers to meet Olympic needs. The challenge of supporting U.S. involvement in the Games is in addition to the embassy's traditional mission of building support for the war on terrorism, enhancing regional stability in the eastern Mediterranean and the Balkans and expanding opportunities for American business.

The Athens Olympics are book-ended by the 2000 Games in Sydney and the 2008 Games to be held in Beijing.

"We had some very useful digital video conversations with colleagues at the consulate in Sydney when we first started planning for the 2004 games," according to Diana Brown, the mission's Olympics coordinator. "We always knew the Athens Games would be bigger, however, because Greece is traditionally a popular destination for Americans." She noted the Greek-American community has a strong interest in coming for these Olympics.

Ms. Brown heads a special office that coordinates the embassy's efforts. As part of her work to meet the hotel, transportation and communications needs for the athletic teams, the U.S. Olympic Committee, the U.S. official delegation, TDYers and other U.S. government entities, she helped the U.S. Olympic team establish its summer training camp at Deree College, a private U.S.-style institution created by American missionaries in the 19th century. With hotel rooms going for 1,000 euros a night, she also found prefab dwellings and other locations to house the hundreds of temporary duty employees needed for the Games.

Based on those early consultations with Sydney, the first embassy plan for the Olympics was prepared in early 2001, with a set of goals to support the U.S. Olympic family, including spectators, and to safeguard U.S. citizens. The attacks of Sept. 11, however, brought an ominous element to Olympic planning that mostly hadn't been there before: the challenge of thwarting a catastrophic al-Qaeda-style attack.

"I've been working on Olympic security issues off and on since 1980," said Ed Moreno, the mission's Olympic security coordinator. "It has gotten much more complicated since 9/11," the Diplomatic Security officer said.

AT A GLANCE



Country name: Greece

Capital: Athens

Government: Parliamentary republic

Independence: 1829 (from the Ottoman Empire)

Population: 10.6 million

Religions: Greek Orthodox and Muslim

Languages: Greek, English and French

Land mass: Over 81,900 square miles

Approximate size: Slightly smaller than Alabama

Coastline: 8,498 miles

Currency: euro (EUR)

Per capita income: \$19,100

Import/Export: \$31.4 billion/\$12.6 billion

Export partners: Germany, Italy, United Kingdom, Bulgaria and the United States

SOURCE: CIA World Factbook 2003



Consular Officers Cathleen Carothers, Jason Mack, and Alex Avellaemant cooperate on consular preparations for the Olympics. Below: Celeste Connors, economic officer, center, and Christine Riehl, political officer, left, participate in a tree planting ceremony with the American Hellenic Educational and Progressive Association at the ancient site of Delphi.

Mr. Moreno and the mission's regional security office are coordinating a massive Olympic security assistance program with the U.S. European Command in Stuttgart, the FBI and other federal agencies. The program involves training, several high-level military exercises and equipment. The United States is also a member of a seven-nation advisory committee working with the Greek government to protect the games. Greece has asked NATO to patrol its skies and seas. Greece itself will spend more than a billion dollars to protect athletes and visitors.

During the largest of the joint military exercises in March, the embassy established a crisis management task force, modeled on those in the Department's Operations Center, to direct the mission's response to the

mock catastrophes of hijackings, terrorist attacks and bombings that were part of the exercise scenario.

"It was good, sobering practice for all of us to think through managing the consequences of such events," Will Owen said. Mr. Owen, an economic officer who worked with Department experts to create the task force, added: "We'll set up the task force again in August—hoping there will be no use for it."

Consular staff began their preparations three years ago as they anticipated the challenge of how to serve its American citizen clients. "We think we'll get about five times as many American visitors this year as in a normal August," said Kathryn Berck, acting consul general. Hours will be expanded, with three additional Foreign Service officers and four new local employees added for the summer months. A consular duty officer will be available to handle emergencies for American citizens, 24 hours a day, seven days a week.

The greater mission community is involved, too. Many family members are applying for paid jobs or volunteer positions with NBC, major American contractors such as Aramark Food Services or the U.S.



PHOTOGRAPHS: U.S. EMBASSY IN ATHENS



Members of the Community Service Network refurbish a community shelter in Athens. Below: Vassilios Tsiboukis from the Public Diplomacy Information Resource Center, left, and Debi Guido-O'Grady, Olympic Information Officer, help open a new American Corner in a Xanthi library.

Olympic Committee's Hospitality House, which will operate in Athens' historic Plaka district.

The mission community is also focused on some of the people left on the margins of Olympic festivities: poor children, whose immigrant parents are often part of that construction army in the streets, working off the books for Olympic contractors. Using paintbrushes and tools provided by the J. Kirby Simon Foreign Service Foundation, embassy volunteers have repaired a school for handicapped children, a low-income day care center and a shelter for homeless kids, all damaged by neglect and a 1999 earthquake. They also launched the Friends of Habitat for Humanity in Athens and provided meals to three refugee centers in Athens in a joint Thanksgiving outreach

most frantic construction site, but a modern Mediterranean city, sheltered by a sky that impossible shade of blue. ■

The author is a political officer at the U.S. Embassy in Athens.



with the mission's employee association.

At the beginning of August, as the paint is drying on just-finished venues, workers will be brushing the dust from Athens' venerable old marble stadium and taverna owners plying Olympic tourists with chilled white wine and mezedes, while mission staff will be focused entirely on the Games. In a spare moment, they might daydream about Athens in 2005: no longer the world's largest and



Gamal Helal, center, translates for President Bush and Ali Abdullah Salih, president of the Republic of Yemen.

Language Services Move Diplomacy Ahead

By Brenda Sprague

When Thomas Jefferson became the first Secretary of State, he immediately hired Philip Morin Freneau, a poet and journalist, as the Department's linguist.

Today, when Secretary Powell or President Bush need translators, there are more than a few linguists to go around.

At least 40 staff and more than 2,000 contract linguists managed by the Office of Language Services

stand ready to forward diplomacy by translating up to 40 languages. In fact, this small army of linguists also supports Congress and every federal agency.

Staff linguists specialize in one or more languages and together work with nine languages. Services are for both written and oral translations, although linguists call oral communications interpreting.

Continuing language services are provided to the Bureau of Educational and Cultural Affairs' International Visitors Program, the Bureau of

Imagine being awakened at 3 a.m. and in five minutes translating a telephone conversation between the President and a foreign leader trying to control an international crisis.



Above: Carol Wolter, whose mother is French, is a senior French diplomatic translator. Her parents met in Paris during World War II. Left: Binh Akers, who specializes in European languages, handles logistics and staffing for high-level venues such as the President's trip to France to commemorate the Normandy landing.



Diplomatic Security's antiterrorism assistance training and the Bureau of International Narcotics and Law Enforcement Affairs' foreign police training.

While not as exciting as Nicole Kidman's character in *The Interpreter*, the real-world linguist comes close, balancing personal and professional duties in a high-wire act without a net.

Imagine being awakened at 3 a.m. and in five minutes translating a telephone conversation between the President and a foreign leader trying to control an international crisis.



Patricia Arizu, senior Spanish diplomatic translator, speaks to President bush during a meeting with President Vicente Fox of Mexico.

Or having your equipment fail while translating a major foreign policy speech by the President, which is being broadcast live around the world, in front of a foreign parliament.

Or translating a mach-speed speech about the environmental impact of thermonuclear devices.

Or translating table conversation while perched on a stool behind the principals as you dodge waiters bearing steaming tureens of consommé.

You get the idea.

Staff interpreters, who are GS-13 to -15 Civil Service employees, are on call 24 hours to support ceremonies

on the White House lawn; presidential news conferences in foreign capitals; delicate bilateral negotiations in the Oval Office; and international conferences and telephone calls at all hours at all locations.

Not all problems are linguistic.

Negotiating through heavy security and suspicious senior staff to attend meetings or events is frequently the hardest part of the job. Getting the proper background information can be tough, as well.

Most assignments involve complex political and technical issues, and the translator needs to research special terms and become familiar with the subject.



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Translating text is no less important, and the pressure to get the job done fast—and perfectly—is always there.

Consider just one week's tasks: The U.S.-Mexican agreement to nab terrorists along the border; a 23-page report from the French Holocaust Commission on compensating families whose assets were confiscated during World War II; an 80-page National Drug Control Strategy; and unclassified chemical weapons reports from Russia.

Also, changes to the U.S.-Morocco free trade agreement; notes from Russia from the 1970s détente era; legal briefs for two child-custody cases in France; a let-

ter to President Bush from President Mejía of the Dominican Republic on debt rescheduling; a brochure about lead in drinking water; a letter to Secretary Powell from a citizen of the Ivory Coast who wants funding for his farm; a démarche on military equipment exports to Libya; and a Russian document on visa procedures for diplomatic personnel.

This year the translators have taken on two special projects. The United States and Russia have agreed to publish their détente-era negotiations and the Department is developing a Spanish web site. ■

The author directs the Office of Language Services.

This year's Foreign Affairs Day drew more than 500 participants who reconnected with colleagues, caught up on Department issues and recognized top achievers in both the Civil and Foreign Service.

Retirees Reflect, Remember and Recharge

By Paul Koscak



Foreign
Affairs
Day



Above: A military honor guard presents the colors in the annual tribute to employees who have fallen in action abroad. Right: Frednell Williams relaxes in the Delegate's Lounge after registering for Foreign Affairs Day.

Director General of the Foreign Service and Director of Human Resources W. Robert Pearson welcomed the retirees. Robert Funseth, president of Diplomatic and Consular Officers, Retired, presented Stephen Low with DACOR's Foreign Service Cup. The American Association of Foreign Service Worldwide recognized overseas volunteers from five geographic regions and Secretary of State Colin Powell paid tribute to those employees who died in the line of duty and delivered a message from the President.

The event also included seminars on Near Eastern, Asian, European, African and the Western Hemisphere issues as well as public diplomacy, science, health and the environment. Participants posed questions and offered insights.

Department spokesman Richard Boucher engaged the Department's emeritus employees in a fascinating



PHOTOGRAPHS: (THIS PAGE); PAUL KOSCAK; (OPPOSITE PAGE TOP); PAUL KOSCAK; (BOTTOM); DAVE KRECKE



Left: Secretary Powell delivers remarks and reads a message from the President after laying a wreath at the memorial plaques in the C Street Lobby. Below: Before Foreign Affairs Day events begin, Barnett "Barney" Lester recalls his days as the Newsletter editor.

discussion on working with the media. "The press corps is interested in the world and what we do," he said, while acknowledging the media's ability to influence events and policy. "They're people like us."

When asked about his greatest challenge, Mr. Boucher quickly responded: "Selling our Iraq policy."

Overcoming mistrust of the United States is difficult, he added, particularly after some Americans abused Iraqi prisoners at Abu Ghraib prison.

"When bad things happen, they tend to believe the worst in us," he added.

Some homecoming retirees had long, uninterrupted careers. Others joined the Department and launched shorter second careers after serving in the military or other professions. And still others continue to work.

Barnett "Barney" Lester retired with 51 years of federal service. He was the associate editor of the Department's *Newsletter*, *State Magazine's* predecessor, from 1961 to 1986 and editor until his retirement in 1989. Mr. Lester, 92, may be the Foreign Affairs Day attendance champion, having attended every gathering but one since the reunions began in 1965.

James Suma, who lives in McLean, Va., retired in 1989 with nearly 30 years of service. He served in Latin America and Afghanistan and now spends his time "managing funds—my portfolio."

Gordon and Marion Tiger were typical attendees. After 26 years in the Foreign Service, Mr. Tiger retired in 1976. Part of his career included stints as consul general in Karachi and faculty member at the Foreign Service Institute. His wife Marion accompanied him. The couple lives in Alexandria, Va.





Above: Retirees reminisce with colleagues at the Foreign Affairs Day luncheon in the Benjamin Franklin Room. Below: Iqbal Chaudry enjoys a nostalgic moment remembering his days in Cairo.

“All I have to worry about now is being able to get up in the morning,” Mr. Tiger deadpanned.

But Norma Reyes, who retired in 2001 after 12 years with the Bureau of International Narcotics and Law Enforcement Affairs, still works. A former program officer who lives in Arlington, Va., Ms. Reyes is organizing Foreign Service supporters for Democratic presidential candidate John Kerry. She’s also writing a novel centering on terrorism. Ms. Reyes worked for the Department of Labor before joining the State Department.

Iqbal Chaudry also works. Mr. Chaudry retired in 2002 after 18 years as an engineer and program developer and runs a consulting business in New York City. The Long Island resident assisted with power and telecommunications development while assigned to Cairo.

Frednell Williams, a District resident, spent 13 years with the Environmental Protection Agency before coming to State. She retired in 1982 after managing personnel and budgets in the Foreign Service.

During the ceremony commemorating those who died while serving the Department, Secretary Powell noted that no names were added to the memorial plaque this year. “We hope this turns into a trend, but we are well aware that it may not,” he said. “Dangerous times lie ahead, not only for American men and women under arms, but also for our Foreign Service, Civil

Service and Foreign Service National employees in more than 200 embassies and consulates around the world.”

The Secretary praised Department employees for their dedication and patriotism, citing the 1,000 employees who volunteered for 142 embassy positions at the new U.S. Embassy in Baghdad.



PHOTOGRAPHS: (THIS PAGE) PAUL KOSCAK; (OPPOSITE PAGE) MICHAEL GROSS



Front left to right: Ruth A. Davis, 2001 – 2003; Joan M. Clark, 1981 – 1983; Secretary Colin Powell; Harry G. Barnes Jr., 1977 – 1981; Nathaniel Davis, 1973 – 1975. Back Left to Right: Edward William Gnehm, 1997 – 2000; W. Robert Pearson, 2003 – present; Marc Grossman, 2000 – 2001; George Southall Vest, 1985 – 1989; Edward Joseph Perkins, 1989 – 1992; Anthony C.E. Quainton, 1995 – 1997. Two other surviving DGs, John H. Burns, 1969 – 1971, and Genta Hawkins Holmes, 1992 – 1995, were unable to attend.

Directors General Consider Department's Future

Ten directors general, the Department's leading human resources managers for the past 30 years, met to discuss hiring, training and minority recruitment at the first-ever conference of directors general. The May 6 reunion coincided with the Department's annual Foreign Affairs Day.

Director General W. Robert Pearson told the former DGs that the Department is concentrating on building a flexible and stable workforce to meet the

expected wave of retirements during the next five years. Web sites, advertising and community outreach are some of the tools the Department is using to remedy longstanding staffing gaps.

The group explored new roles for Civil Service and Foreign Service employees and reviewed how Secretary Colin Powell's mandatory leadership training is developing competent managers for the next generation of employees.

Below: Robert Funseth, left, DACOR president, presents the organization's Foreign Service Cup to Stephen Low. Right: Clyde Taylor, left, receives the Director General's Foreign Service Cup from DG W. Robert Pearson. Bottom: The DG congratulates Nancy Ely-Raphel for earning the Director General's Civil Service Cup.



Recognizing some of the Department's highest achieving retirees is another Foreign Affairs Day tradition. In addition to Stephen Low's award of DACOR's Foreign Service Cup, Nancy Ely-Raphel and Clyde Taylor captured the Director General's Cups for the Civil Service and Foreign Service, respectively.

Stephen Low's stellar 31-year career included tours as ambassador to Zambia and Nigeria and director of the Foreign Service Institute. He worked with former Secretary George Shultz in developing the FSI campus. His contribution to the Department's Museum of Diplomacy is his latest achievement.

"There are few museums in the United States devoted to diplomacy in a country where diplomacy is not held in high regard or well understood," he said.

Clyde Taylor, who served in the Foreign Service from 1961 to 1995, was a consular officer in Panama, an economic officer in Canberra and an economic develop-

PHOTOGRAPHS: PAUL KOSCAK



Left: Norma Reyes retired three years ago and is writing a novel about terrorism. Below: Marion and Gordon Tiger have lived in Alexandria, Va., since Gordon's retirement in 1976.

ment and financial officer in Tehran during his early career. He later was a deputy commandant at the National War College, ambassador to Paraguay and deputy assistant secretary in the Office of the Inspector General.

Currently, Mr. Taylor works with international relief, human rights and public policy organizations and is a consultant to the Department.

After holding so many positions during his long career, Mr. Taylor advises young people to enter public service. "I tell them, 'What career would give you 11 different jobs with one employer?'"

Nancy Ely-Raphel earned the Civil Service Cup. Since retiring in 2003, the former ambassador to Slovenia has managed Save the Children, a Washington-based international humanitarian agency. During her 28-year Department career she was a coordinator for Bosnia, a legal adviser and an assistant secretary for Democracy, Human Rights and Labor. Ms. Raphel was also an attorney for the Justice Department and the City of San Diego. She learned about the award the same day she received it.

"It took me totally by surprise."



Outstanding Volunteerism Abroad 2004

The Secretary's Award for Volunteerism Abroad is an annual award begun in 1990 by Mrs. Susan Baker, wife of then-Secretary of State James A. Baker III. The first award was given in May 1991 on Foreign Service Day. All U.S. government direct-hire employees and family members over 18 are eligible for the award. This year, the American Association of Foreign Service Worldwide recognized deserving volunteers from five geographic bureaus. While serving abroad, they have made a remarkable difference in their American and host country communities.

Mary Jo Amani, Guatemala City

Since her arrival in Guatemala in July 2001, Mary Jo has demonstrated extraordinary compassion for disadvantaged youth, dedicating hundreds of hours to improving the quality of education and inspiring a reading culture in poor, marginal areas of Guatemala City and the countryside. Safe Passage, a Guatemalan



community organization working with children living at the city dump, has benefited from Mary Jo's teacher training program to develop a Montessori-like approach for young children. Building on this revolution in teaching methodologies, she began

a children's library and brought in trainers to conduct workshops with teachers on how to use books effective-

ly. Most recently she has developed a grant proposal to construct a new building for Safe Passage. Funding prospects look favorable.

June Carmichael, Hanoi

Because of June's love of museums and her 14 years in retailing, she identified a need in the museum shops of Hanoi. She began a series of projects with the Vietnam Museum of Ethnology: presenting lectures on the importance of museum shops; collaborating with the shop manager to design and locate vendors to produce a

VME mug; and helping the museum director launch Vietnam's first museum membership program. She is currently working to produce a simple museum tote



bag. June also encouraged the director to join in the worldwide celebration of International Museum Day and saw thousands of Vietnamese attend this special free family activity day, raising awareness of their own rich cultural heritage.

Zina Lynch, Dakar

Zina is involved with Ker Yaakaaru Jigeen Ni, the House of Hope shelter for raped, abused and pregnant girls in Senegal. She began by soliciting clothes, linens and hygiene items from friends in the United States.

She moved on to garner support from the U.S. Air Force in Dakar to raise funds for the shelter's new building. And she enlisted support from Catholic Relief Services to manage the fund-raising account and to establish a web site for the shelter. Zina is also commissioner of Dakar's softball league, managing and operating the concessions to raise funds for the league. She played an instrumental role in making the West Africa regional softball tournament an international success. Zina Lynch has made an impact on both the Senegalese and American communities that will continue long



after her departure because she has ensured the sustainability of each of her projects.

Theresa McGallicher, Kathmandu

A champion for the less fortunate she has encountered in Nepal, Theresa believes that introducing the “haves” to the “have-nots” is a sure way to improve the lives of both. As chair of the education and training committee of the Active Women of Nepal, she conducted visits to prospective and ongoing programs to award 218 scholarships and provided skills training to 64

women. Theresa spent countless hours online seeking other sources of funding for organizations her committee couldn't support. She also acquired and sold more

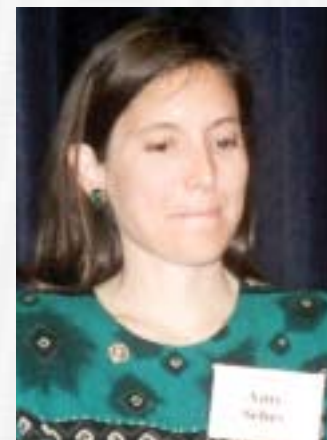


than 400 masks for the Masquerade Ball last year, the organization's biggest fund-raiser. She sold Women in Development calendars to raise more than \$6,000 for scholarships for girls. Theresa has spent time and energy at four orphanages and has become their unofficial advocate, bringing donated books, toys, clothes and other volunteers.

Amy Sebes, Tirana

Amy volunteers more than 40 hours a week, addressing the often unheard and neglected needs of trafficking in persons victims. With strong determination and devotion to the cause, with relentless advocacy on their behalf, with an entrepreneurial mind and endless energy, she is helping these victims rebuild their lives. At a shelter in Tirana for trafficking victims, Amy established the Association of Albanian Girls and Women to teach victims handicrafts to generate income. She also works to ensure that the victims have a voice in decisions that affect their lives and well-being. Thanks to

Amy's work through the AAGW, more than 30 residents of the shelter—former victims of trafficking—have had their hope and lives restored.



79 Receive Thomas Jefferson Star Awards



U.S. Ambassador to Thailand Darryl N. Johnson presents a Jefferson Star and plaque to Milton Green, operations division chief at the embassy in Bangkok. Mr. Green and his young son were injured in a March 2002 terrorist attack at a church in Islamabad that took the lives of his wife Barbara and his step-daughter, Kristen Wormsley.

At a solemn ceremony in the Treaty Room, the Department honored 20 of nearly 80 civilian employees who gave their lives or were severely injured while serving with the U.S. government overseas. The employees or next of kin received the Thomas Jefferson Star for Foreign Service, a new Presidential award. Other honorees received their awards during similar events at seven U.S. Embassies.

Speaking at the Foreign Affairs Day ceremony, Secretary Powell said, "...no one, no matter how elevated his or her position may be, can take away the pain that those in this room have felt. I share with you the President's heartfelt sympathy, and my own, and our gratitude for the loyal service rendered to our country. The Thomas Jefferson Star for Foreign Service ... is an expression of the President's—and the nation's—recognition of the sacrifices made for our country."

As families, friends, colleagues and representatives of other agencies whose employees were being honored filled the historic room, Director General W. Robert Pearson presented the certificates and medals. The Una Chapman Cox Foundation sponsored the recipients and their guests at the luncheon in the Benjamin Franklin Room following the ceremony.

U.S. Embassies in Athens, Bangkok, Beijing, Dar es Salaam, Nairobi, Port-Louis and The Hague held similar ceremonies for recipients abroad. In Dar es Salaam, Charge d'Affaires Michael Owen reaffirmed Secretary Powell's observation that the U.S. government recognizes the sacrifices made by its employees.

In all, 79 awardees earned the Thomas Jefferson Star, including Foreign Service, Civil Service and Foreign Service National employees.

Citizen Donors Give Treasures to State

HISTORIC COLLECTION CONTINUES TO GROW **BY PATRICIA HEFLIN**

More than \$530,000 was raised last year to maintain and furnish the diplomatic reception rooms, and many of those donors paid \$1,000 or more to attend an annual reception hosted by Secretary Powell and his wife Alma to recognize their generosity.

This year, more than \$100,000 was raised to purchase a rare Chippendale kneehole desk in memory of Clem Conger, who died in January after spending 40 years as the rooms' voluntary curator.

A mahogany card table owned by Henry Clay, who served as secretary of state during the John Quincy Adams administration, a 200-year-old Chinese porcelain urn and a silver cream pitcher owned by Paul Revere highlighted this year's donations. Other items included an initialed porcelain dish owned by James Talcot Watson, a captain in the Continental Army, an 1815 New York Empire sofa and several chalk and watercolor portraits.

The venue for countless high-level receptions and events—everything from the Kennedy Center Honors to ceremonies swearing in new Foreign and Civil Service employees—the spacious rooms are furnished and maintained by private funds. The rooms' paneled walls, colonial decor and period collections of paintings, sculpture, furniture, place settings and other rare appointments “echo our history,” noted Secretary Powell during the April 23 event.

“My greatest privilege in beholding these treasures is how they came to be here,” he said. “All these beautiful works have been donated to the State Department—we didn't pay for them. They were donated. How many countries around the world—name them—do private citizens consistently make major gifts of art and craftsmanship to their own government?”

He contrasted that “independent spirit of the American people” with public displays in Europe and elsewhere where art is commissioned by the state or may be the private property of royal or wealthy families.

“You will find that in many countries the idea of private

citizens giving genuine treasures to the government is simply incomprehensible.”

That philanthropic tradition carries over beyond government, too. Last year the United States spent nearly \$16 billion in foreign aid while private corporations,



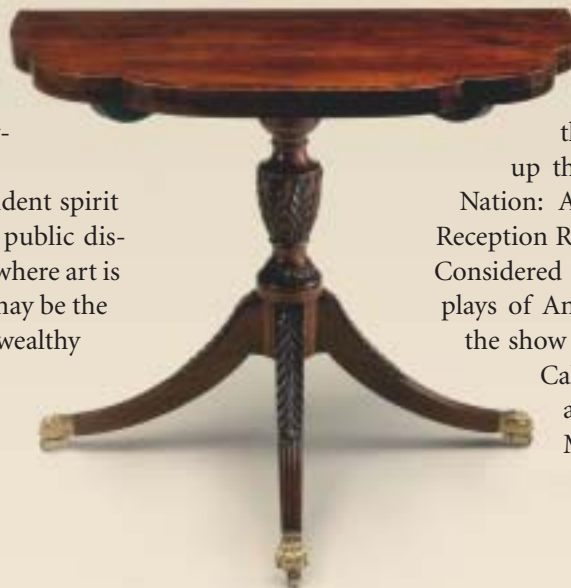
Above: Secretary Powell greets Mrs. Sandra Alexander of Toledo, Ohio, a fine arts committee member and donor, as Gail F. Serfaty, curator of the diplomatic reception rooms, looks on. Below: A mahogany card table owned by Secretary of State Henry Clay, donated by the Grainger Foundation (Mr. and Mrs. David W. Grainger of Lake Forest, Ill.).

foundations and individuals sent another \$4 billion to the developing world.

The secretary offered a tribute to Clem Conger, who transformed the once austere, empty and “awful-looking” diplomatic reception rooms into some of the most beautiful rooms in the United States and the world.

“His talents are legendary. Not least his uncanny ability to persuade people that it was their patriotic duty to donate their best objects to the State Department. No one was safe from Clem Conger's charm offensive.”

Currently, 170 pieces of furniture, silver and porcelain from the Department's collection make up the traveling exhibit “Becoming a Nation: Americana from the Diplomatic Reception Rooms, U.S. Department of State.” Considered one of the world's premier displays of American decorative and fine arts, the show has traveled to Oregon, Georgia, California, Florida, Ohio, Alabama and Iowa. It's scheduled to go to Maine in 2005.



Re-enactors, Astronaut Highlight Children's Day



Leslie Lautenslager, assistant chief of protocol, right, shows sample invitations while Jennifer Kolls, seated, demonstrates the art of calligraphy.

By Paul Koscak

Nearly 600 children, even grandchildren, of Department employees got an up-close look at the State Department during the annual Take Your Child to Work Day. The event helps children understand their parents' work and aims to inspire the youngsters to consider State Department careers.

The nine- to 15-year-olds were greeted by Department officials before heading off to dozens of activities ranging from the perennial bomb-sniffing dogs and the George Washington and Benjamin Franklin re-enactors to tips on money management and embassy visits.

"When you see what your parents and grandparents do, you'll see it's hard not to talk about work," pro-

claimed Ruth Whiteside, principal deputy assistant secretary for Human Resources, during the April 29 event.

Grant Green, under secretary for Management, told the kids "to take notes, ask questions and be curious. You're going to see more than what you see on television about the State Department," he said. "This is important stuff."

They didn't need prodding.

Outside the C Street entrance of the Harry S Truman Building sirens shrieked, lights pulsed and young voices blared from grill-mounted speakers. Dozens of young people clamored inside and around several Diplomatic Security vehicles as agents answered questions from both young and old. There was an SUV with darkened windows and a \$250,000 armored limo. Nearby, another agent drew a crowd while demonstrating assault gear—helmet, vest, shield and pick ax.

"It's pretty cool," remarked 13-year-old Michael Deaton in describing all the action. "They sure have lots of high tech." A seventh-grader at Forest Hill Middle School in Gaithersburg, Md, Michael is the grandson of Darry Deaton, who works in the Bureau of Verification and Compliance.

"They let you do everything," said an excited Tatiana Rypinski, a fifth grader at Beall Elementary School in Rockville, Md. "I wasn't expecting it. They let you do everything."

Her mother, Jacquelyn Porth, works in the International Programs Office.

Inside a quieter but no less interesting venue, Paul Cellucci, the U.S. Ambassador to Canada, and Vikas Sharma, an official from the Canadian embassy, described the interdependent relationship between the two nations.

"We can't defend our land without working with Canadian law enforcement agencies," Mr. Cellucci said. He spoke about oil imports and working with Canadian officials to tighten security along the 5,500-mile U.S.-Canadian border. "It's been a great honor to represent the President."

Elsewhere, about a dozen children watched intently as protocol officer Jennifer Kolls offered a calligraphy lesson in crafting place settings. Then it was off to the Benjamin Franklin Room for the dinner. The youngsters practiced diplomatic etiquette and reception-line protocol and mingled on the outdoor balcony for small talk. The protocol staff served sparkling cider for champagne in tall, fluted glasses and homemade cookies and tarts for hors d'oeuvres. They sat briefly at a table set with silverware and china and listened as one of the students, pretending to be the Secretary of State, gave a speech.



"The way they have this room set up must cost a lot of money," said eight-year-old Daryl Lyles about his protocol experience. He's a third-grade student at Indian Queen Elementary School in Fort Washington. His mother, who works in the Office of Overseas Schools, accompanied him.

Astronaut Lee Morin, on loan to the Department from NASA, talked about his stay in the international space station and his flight as a mission specialist aboard the space shuttle *Atlantis*.

A Navy captain and physician who called himself "the grandfather in space," Dr. Morin supported his talk by comparing science-fiction illustrations from the 1950s with today's space hardware. He also showed dramatic videos of space walks and the space station construction. After holding the youngsters' attention for nearly 90 minutes, he asked if there were any questions. Immediately, a sea of hands shot up.

"How long is the training to fly in space?"

"Two years."

"What inspired you to become an astronaut?"

"The challenge. It's the pinnacle of the aviation career."

"How do you make oxygen in space?"

"We bring it with us and we break down the water in the air-conditioning system."

And the requisite question: "What's it like going to the bathroom in space?"

"It's like sitting on a Shop-Vac."

Victor Simons, a James Madison High School sophomore, whose father is a Diplomatic Security agent, said the astronaut and George Washington re-enactor Donald De Haven were the most inspiring events.

Fourteen-year-old Narissa White also enjoyed Dr. Morin's presentation, but Benjamin Franklin re-enactor Donald McAndrews was a close second. "I learned more than I expected," she said. ■



The author is a writer/editor for State Magazine.

Above: Lee Morin, an astronaut temporarily assigned to the Department, offered fascinating insights on living in space. Left: A youngster tries on some body armor.



LIVING LARGE

**Bigger Does Not Always
Mean Safer** By Dan Harman

Ah, the allure of purchasing a new car, picking the body style, the colors and finishes, and selecting available options. Even the smell of a new car can cause excitement.

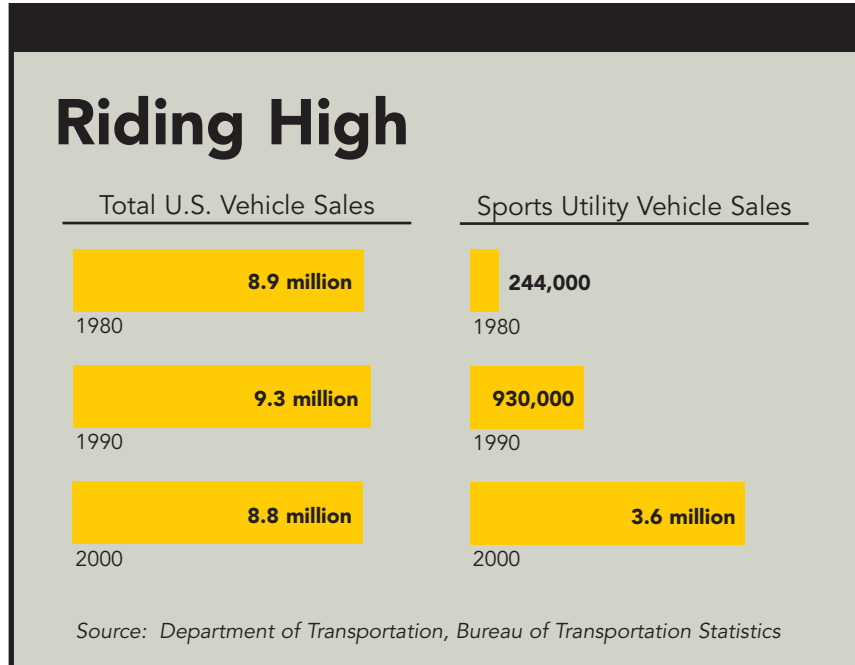
But did you ever stop and ask yourself how safe that new purchase really is? All motor vehicles are not created equal. And, contrary to popular belief, bigger does not necessarily mean safer. Rather, it can mean increased mishap potential. Buyers are often unaware of this fact. When a vehicle is moving on the highway, it has kinetic energy, energy in motion. The greater the vehicle's mass, the greater its kinetic energy. And the greater the kinetic energy, the more distance it takes to stop.

One of my colleagues conducted an experiment a while back and found that at a speed of 75 miles per hour, or 120 kilometers, it took an additional 295 feet, or 90 meters, to stop a van compared to a sedan. Drivers may not realize that a larger vehicle has more mass and therefore will not brake or make emergency maneuvers as well as a smaller vehicle.

Larger vehicles such as light trucks, vans and sport utility vehicles have become very popular. Automobiles outsold larger vehicles 25 years ago by a margin of 4 to 1. Today, larger vehicles sell at the same rate as automobiles, even though SUVs are seven times more likely to roll over in a mishap or during an emergency maneuver than a sedan. The psychology of vehicle size may be driving the market toward the purchase of these larger vehicles.

Buyers will frequently purchase a larger vehicle with the mistaken thought that because there is more vehicle surrounding them they are safer. This belief is termed “passive safety” and it can be an erroneous perception that contributes to a motor vehicle mishap. Drivers perceive they are safe and tend to tune out while driving, ignoring the vehicle’s dynamics and road surroundings. This combination, together with the handling characteristics of the larger vehicle, can be deadly.

Drivers of smaller vehicles tend to be more mentally engaged with their vehicles and surroundings and do not have this safety perception. Rather, the driver is more aware of the vehicle’s size and highway surroundings and this results in the driver’s practicing “active safety.” Mishaps are frequently avoided because of prompt brak-



ing, evasive maneuvers or simply recognizing a developing mishap and slowing down to avoid it. The handling characteristics of the smaller vehicles also contribute to avoiding mishaps. Smaller vehicles are usually more nimble, too, allowing the driver more time to react to avoid a mishap.

Before making that big purchase, a good resource for obtaining motor vehicle safety information is the Insurance Institute for Highway Safety at www.highwaysafety.org. The institute’s home page has links to information about collision losses, injury rates and theft losses for many vehicles. Vehicle crash rating data are also available. A recent development in motor vehicle safety is the redesign of passenger seats and head restraints to reduce neck injuries during rear-end crashes. Head restraint ratings are also available.

The site also links the European New Car Assessment Program, <http://www.euroncap.com>, and the National Highway Traffic Safety Administration, [\[nhtsa.dot.gov\]\(http://nhtsa.dot.gov\). The NHTSA recently implemented vehicle rollover testing and those test results and vehicle ratings are on its web site.](http://www.</p>
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Finally, on a more somber note, you can buy the safest vehicle in the world and still have a severe mishap, causing serious injury or death. The Department continues to experience a high overseas motor vehicle death rate in both motor pool operations and personal vehicle use. Most of the fatalities relate to driver behavior such as failure to use seat belts—the primary safety device in a motor vehicle—and driving too fast for road conditions. These behaviors, combined with the lack of adequate medical care at many overseas posts, contributed to the high number of deaths.

Remember, your driving behavior is your greatest protection from a mishap. Slow down and drive defensively. ■

The author is an industrial hygienist in the Office of Safety, Health and Environmental Management.

EDUCATION & TRAINING

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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) 302-7144.

Dates for FSI Transition Center courses and workshops are shown below. For information on all courses available at FSI, visit the FSI Schedule of Courses on the Department of State's OpenNet at <http://fsi.state.gov>. FY 2004/2005 dates are now available in the online catalog. See Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI.

Security	JULY	AUG	Length
MQ911 Security Overseas Seminar	2,16,23	13,27	2 D
MQ912 Advanced Security Overseas Seminar	10	21	1 D
MQ914 Youth Security Overseas Seminar	3		1 D

Foreign Service Life Skills	JULY	AUG	Length
MQ115 Explaining America	6		1 D
MQ116 Protocol & U.S. Representation Abroad	21	11	1 D
MQ250 Young Diplomat's Day	2		1 D
MQ703 Post Options for Employment and Training	18		1 D
MQ704 Targeting the Job Market	24		1 D
MQ802 Communicating Across Cultures	14		1 D
MQ915 Emergency Medical Care and Trauma Workshop	11		1 D

Career Transition Center	JULY	AUG	Length
RV101 Retirement Planning Workshop		28	4 D
RV102 Job Search Program	2		8 W
RV103 Financial Management and Estate Planning		30	1 D
RV104 Annuities & Benefits and Social Security		29	1 D

School of Language Studies

Increased language enrollments from the Diplomatic Readiness Initiative have required FSI's School of Language Studies to change class schedules. Classes are being run in double sessions. The morning session may begin as early as 7:30 a.m. and the afternoon session may end as late as 5:30 p.m.

Length: H = Hours, D = Days, W = Weeks

The Sound of Music

By John Bentel

The Foreign Affairs Recreation Association and the State of the Arts Cultural Series hosted an exciting parade of performers, including a multi-faith choir, a “family” musical ensemble and classical pianists.

Pontanima, a Bosnian multi-faith choir, performed music representing Orthodox, Christian, Islamic, Jewish and Protestant traditions. The choir was founded in 1996, less than a year after the signing of the Dayton Peace Accords, ending the war in Bosnia-Herzegovina. Today the choir boasts more than 60 members from all different religious and ethnic backgrounds, serving as a microcosm of Bosnia-Herzegovina and testifying to its diversity and openness.

The Tavani Family Ensemble presented an inspiring program of piano and strings. The all-male version of the von Trapp family warmed the hearts of their audience. The boys included Nicholas, Stephen and Matthew on violin; Daniel, piano; Michael, cello; and 18-month-old Jonathan, xylophone. Trained by their parents, the boys delighted their audience and received resounding applause.

Back for his fourth piano recital for the State of the Arts series, Wayne Dorsey performed an all Liszt program, including the *Transcendental Etude no. 1*, *Liebesträume no. 3*, *Concert Etude no. 3 in D# (Un Sospiro)*, *Sonetta De Petrarca no. 123*, and *Funerailles*.

Piano students from the Department of State and Georgetown University also appeared on the bill, including Marcus Brown, age 7, who began the student concert by

playing from memory *Yankee Doodle* and *Big Chief Indian*. Callan and Logan Yanoff, a brother-sister duo, returned for their fourth recital, playing a delightful *Twinkle Twinkle Little Star* and *Sailing in the Sun*. Logan then played solo, rendering a robust *Jelly Donut* and *Cheese Stick*.


Richard Livingston, a retired Foreign Service officer, performed Rameau’s *Minuet for Clavichord* and Scoby’s *Autumn Song*. A current employee, Patricia McNerney, from the Office of the Under Secretary for Arms Control and International Security, played *Hirschberg’s Chant d’Amour*. Sun Kim’s selection of Clementi’s *Prelude in D minor* was well received by the audience.

J.P. Singh, from the faculty of Georgetown University, performed *La Misma Pena* (Piazzolla) and *Oriental* (Granados). Another Georgetown student, Chuck Johnson, played Scriabin’s difficult *Prelude, E flat minor* and *Waves of the Amor River*, a Russian folk song.

The more advanced pianists began with Siir Kilkis, who played works by Bach, *Prelude #15, G Major, WTC*, Chopin, *Etude, Op. 25 #2*, and her own *Our World Is a Kalaidascope with Poetry and Narrative*. The original composition, also a poem, bridges diverse cultures and world peace. Gifted pianist Sujin Hong of Seoul has won many piano competitions and pleased her audience with Schumann’s *ABEGG Variations*. As part of the series, Ms. Hong is scheduled to perform in a solo recital. Wayne Dorsey, longtime supporter and guest of honor, played Liszt’s *Funerailles*. ■

The author is a computer specialist in the Office of the Executive Secretariat.

CALENDAR

July 7	Pallavi Mahidhara, 16-year-old classical pianist
July 21	Bedlam, Early American music in costume
Aug. 4	Phillip Watson, lyric baritone 
Aug. 18	Winner of International Young Artists’ Competition
Sept. 29	Washington Balalaika Society

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



Mission of Peace

He Finds Tranquility in a Noisy, High-Speed World **By Paul Koscak**



Charles Heffernan looks inward and finds harmony.

What started with a yoga book in 1974 during a Peace Corps stint became more than just a way for Charlie Heffernan to stay in shape. His morning stretching regimen gradually became a routine and eventually a cottage industry.

The post management officer for Southern Africa is now a yoga instructor. He offers crack-of-dawn classes at a studio in Arlington, Va., and the YMCA. He also taught yoga during assignments in Kazakhstan, Uzbekistan, Bosnia, Namibia, Angola and Mozambique.

“Someone gave me a book,” he deadpanned after pondering why he pursued yoga. No epiphany. No jolting event. No inspiring role model to fire his interest. Yoga just steadily evolved in my life, Mr. Heffernan explained.

He eventually took some classes and, while assigned to Jordan as director of American Citizen Services, he and his wife, Roberta Newell, offered sessions in their home. She retired from the Foreign Service last year and is now studying for her yoga teaching certificate.

“We just moved the furniture out of the way every Monday, the second day of work in Jordan,” he said. “We had about eight to 10 students.”

Mr. Heffernan recently completed a 300-hour teacher-training program endorsed by a Pennsylvania-based alliance that confirms instructors. “Certification requires workshops, an apprenticeship and practice teaching, and passing examinations covering everything from anatomy to philosophy.”

Yoga is more than stretching or the body contortions many outsiders connect with the discipline. The routine

is designed to relieve stress, calm the body and serve as a warm-up for meditation, he said. “It works like magic.”

An Arlington resident, Mr. Heffernan follows what he calls a “yogic lifestyle.” He bicycles to work using trails that connect his house to Foggy Bottom. “It’s downhill in the morning. In the summer I return home dripping wet.” He and his wife are vegetarians. They became Buddhists in 1991 and host Monday night meditations. At 5 feet, 9 inches, Mr. Heffernan is a healthy and trim

175 pounds despite a family history of high blood pressure and heart disease.

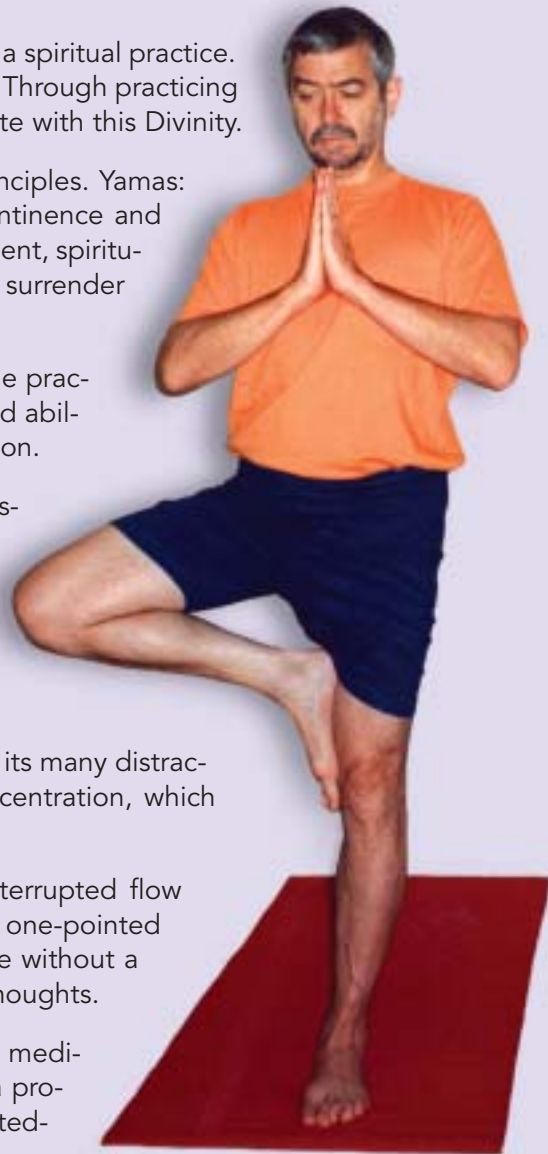
Mr. Heffernan plans to study therapeutic yoga for treating or avoiding physical ailments. He and his wife also plan on leaving the fast-paced Washington lifestyle to teach yoga in Washington state when he retires, capping a career that began in 1985. “We want to settle in Walla Walla,” in the state’s southeast corner known for its sweet onions and rolling wheat fields.

Add those to the vegetarian menu. ■

The Eight Limbs of Yoga

Yoga, meaning union in Sanskrit, is not a religion but a spiritual practice. Yoga holds that all beings have Divinity within them. Through practicing the sage Patanjali’s eight limbs of yoga, one can unite with this Divinity.

- 1 and 2. **Yamas/Niyamas**—ethical and personal principles. Yamas: nonviolence, truthfulness, non-stealing, sexual continence and non-covetousness. Niyamas: cleanliness, contentment, spiritual austerity, study of scriptures and one’s self, and surrender to the Divinity within you.
3. **Asanas**—the poses practiced in yoga. Through the practice of asanas, the yogi develops the discipline and ability to concentrate, which is necessary for meditation.
4. **Pranayama**—breath control. By mastering the respiratory process, one recognizes the connection between the breath, the mind and the emotions.
5. **Pratyahara**—withdrawal. Through sensory transcendence you detach yourself from the external world and outside stimuli.
6. **Dharana**—concentration. By clearing the mind of its many distractions, you can achieve extended periods of concentration, which lead to meditation.
7. **Dhyana**—meditation. Contemplation is the uninterrupted flow of concentration. Unlike simple dharana, which is one-pointed attention, dhyana is a state of being keenly aware without a focus. The mind is still and quiet, producing no thoughts.
8. **Samadhi**—the state of ecstasy. At this stage, the meditator transcends the self altogether and realizes a profound connection to the Divine, an interconnectedness with all living things.



APPOINTMENTS



U.S. Ambassador to the Federal Republic of Nigeria. John Campbell of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Federal Republic of Nigeria. A deputy assistant secretary in the Bureau

of Human Resources from 2001 to 2004, Mr. Campbell's other Department assignments include dean of the School of Language Studies at the Foreign Service Institute, and deputy executive secretary and director of UN political affairs in the Bureau of International Organization Affairs. He was posted overseas in Lyon, Paris, Geneva, Lagos and Pretoria/Cape Town.



Political Director for the United States Presidency of the G-8, with the rank of ambassador. Glyn T. Davies of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is political director for the U.S. Presidency of the G-8. He was deputy chief of

mission at the U.S. Embassy in London from 1999 to 2003 and executive secretary of the National Security Council staff from 1997 to 1999. Mr. Davies was deputy spokesman and deputy assistant secretary for Public Affairs from 1995 to 1997. He was special assistant to Secretary George Shultz from 1986 to 1987. He served abroad in Paris, Melbourne and Kinshasa. He and his wife Jackie have two grown daughters.



U.S. Ambassador to the State of Eritrea. Scott H. DeLisi of Minnesota, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the State of Eritrea. He directed the Office of Southern African Affairs from 2001 to 2004. He was deputy chief

of mission in Gaborone from 1997 to 2001 and political section chief in Colombo from 1993 to 1997. Earlier, Mr. DeLisi served in Bombay, Antananarivo and Islamabad. In Washington, he held positions in the Bureau for South Asian Affairs and in the Bureau of Intelligence and Research. He and his wife Leija have three children.



U.S. Ambassador to the Republic of Lebanon. Jeffrey D. Feltman of Ohio, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Lebanon. He served from January to April 2004 with the Coalition Provisional Authority in Arbil,

Iraqi Kurdistan. Before that, he was acting principal officer at the U.S. Consulate-General in Jerusalem from 2002 to 2004 and deputy from 2002 to 2003. A specialist in both Eastern European and Near Eastern affairs, Mr. Feltman served with the U.S. Embassy in Tel Aviv as special assistant to the ambassador on peace process issues from the summer of 2000 to July 2001. From 1998 to 2000, he was chief of the political and economic section at the U.S. Embassy in Tunis. He served in the U.S. Embassy in Tel Aviv from 1995 to 1998, covering economic issues in the Gaza Strip. From 1991 to 1993, Mr. Feltman was special assistant to Deputy Secretary Lawrence Eagleburger, coordinating U.S. assistance to the formerly Communist countries of Eastern and Central Europe. He also served in Budapest. Mr. Feltman is married to Mary Dale Draper, chief of the consular section at the U.S. Consulate-General in Jerusalem.



U.S. Ambassador to the Republic of Korea. Christopher R. Hill of Rhode Island, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Korea. He was U.S. Ambassador to Poland from 2000 to 2004 and senior director for

Southeast European Affairs at the National Security Council. Prior to that, he was U.S. Ambassador to Macedonia and special envoy for the Kosovo crisis. He was senior country affairs officer for Poland in the Department and served an earlier tour there. His other overseas assignments include Yugoslavia, Albania and Korea. Prior to joining the Department, Mr. Hill was a Peace Corps volunteer in Cameroon.

U.S. Ambassador to the governments of Barbados, Antigua and Barbuda, St. Lucia, St. Vincent and the Grenadines, Dominica, Grenada, and St. Kitts and Nevis. Mary Kramer, a former Iowa State Senator and health insurance executive, is the new U.S. Ambassador to

APPOINTMENTS



the Eastern Caribbean. Representing Clive and West Des Moines, she was elected in 1990 and was first chosen by her colleagues to preside over the Iowa Senate in 1997. Ms. Kramer recently retired from the Wellmark Blue Cross and Blue Shield after serving 18 years with the company as vice president of human resources and vice president of community investments. A former teacher and school administrator, she was corporate personnel director for Younkers, Inc., before joining Wellmark. Ms. Kramer has been an active member of numerous industrial and community organizations. She is married with two grown children.



U.S. Ambassador to the State of Kuwait. Richard LeBaron of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the State of Kuwait. He was deputy chief of mission at the U.S. Embassy in Tel Aviv and, before that, chief of the political and economic affairs section of the U.S. Embassy in Cairo. While posted in Washington from 1991 to 1998, Mr. LeBaron held three positions concerned with the Middle East: director for Near East and South Asian Affairs at the National Security Council, director of the Peace Process and Regional Affairs Office in the Bureau of Near Eastern Affairs and public affairs adviser for that bureau. From 1989 to 1991, Mr. LeBaron was political officer in the Office of European Community Affairs. He has also served in Lisbon, Tunis, New Delhi and Managua. He is married to Jean Foshee LeBaron.



U.S. Senior Official to the Asia-Pacific Economic Cooperation Forum, with the rank of ambassador. Lauren Moriarty of Hawaii, a career member of the Senior Foreign Service, rank of Minister-Counselor, is the Senior Official to the Asia-Pacific Economic Forum. She has held the position since August 2003 and also serves as coordinator for economic issues in the Bureau of East Asian and Pacific Affairs. She headed the economic section at the

U.S. Embassy in Beijing from 1999 to 2001 and at the American Institute in Taiwan from 1994 to 1997. She was deputy director of the AIT from 1997 to 1998. She served earlier tours in Taipei and Beijing and at U.S. Embassies in Islamabad and Bangkok. Prior to assuming her current position, Ms. Moriarty directed the Office of East African Affairs from 2001 to 2003. Her other Washington assignments include deputy director of the Office of Development Finance in the Bureau of Economic, Agricultural and Business Affairs and trade policy officer in the Bureau of East Asian and Pacific Affairs. She is married to James F. Moriarty, a career diplomat, and has two children.



U.S. Ambassador to India. David C. Mulford of Illinois, a leader in international finance with previous experience in senior federal government positions, is the new U.S. Ambassador to India. He was international chairman and member of the executive board of Credit Suisse First Boston in London and, earlier, chairman and chief executive officer for Europe. From 1984 to 1992, he served as assistant secretary for International Affairs and, later, as under secretary for International Affairs at the Department of the Treasury. From 1974 to 1984, Mr. Mulford was managing director and head of international finance at White, Weld & Co., Inc., and a senior investment adviser to the Saudi Arabian Monetary Agency. He headed White Weld International Finance Group in New York from 1970 to 1974 and worked with the firm's international investment banking operations in New York and London from 1966 to 1974. Mr. Mulford was a White House fellow in 1965 and a special assistant to the secretary of the Treasury in 1966. He is married and has two children.



U.S. Permanent Representative to the U.N. Educational, Scientific and Cultural Organization with the rank of ambassador. Louise V. Oliver of the District of Columbia, an expert in the fields of education, philanthropy, public policy and organization management, is the new U.S. Permanent Representative to UNESCO. She has worked extensively in the private sector and with the U.S. Department of Education to emphasize the importance

APPOINTMENTS

of education in promoting democratic values and to foster greater rigor in education programs. In 1989, former President George H.W. Bush appointed Ms. Oliver a commissioner on the National Commission on Children. She has served on the boards of five educational institutions, including the American University of Bulgaria. She has also served on the board of the John Carter Brown Library at Brown University, helping to oversee one of the premier collections of historical materials on the history of the Americas from the 1400s to the 1820s. As chairman of the Philanthropy Roundtable, she worked closely with the donor community to promote positive change throughout society. She is married to Daniel Oliver, former chairman of the U.S. Federal Trade Commission, and has five children.



U.S. Ambassador to the Republic of Kazakhstan. John M. Ordway, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Kazakhstan. A specialist in Soviet and Russian affairs, he was U.S. Ambassador to Armenia from 2001 to 2004. He was deputy chief of mission at the U.S. Embassy in Moscow during the last two years of a posting from 1996 to 2001. Mr. Ordway held positions in the Department in the Press Office, the Office of Southern African Affairs and twice in the Office of Soviet Union Affairs. He served twice as the director of African Affairs for the National Security Council. While there, he was a member of the U.S. team that negotiated the Cuban withdrawal from Angola and the independence of Namibia. He has also served in Prague and Brussels at the U.S. Mission to NATO. Mr. Ordway and his wife Maryjo have two children.



U.S. Ambassador to Serbia and Montenegro. Michael Polt of Tennessee, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Serbia and Montenegro. He was deputy chief of mission at U.S. Embassies in Berlin and Bern and a senior adviser to the director general of the Foreign Service for management reform. He was deputy director for European security and arms control issues in the Department and chief of the political section at the U.S. Embassy in Panama City before the U.S. military action there in 1989. He has also served in Bonn, Mexico City, Copenhagen and Bremen. Mr. Polt's wife Hallie is a computer systems specialist with the Department. They have two children.



U.S. Ambassador to the United Arab Emirates. Michele J. Sison of Maryland, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the United Arab Emirates. She was principal deputy assistant secretary in the Bureau of South Asian Affairs from 2002 to 2004 and deputy chief of mission at the U.S. Embassy in Islamabad from 1999 to 2002. She was principal officer at the U.S. Consulate-General in Madras (now Chennai) and headed the political section at the U.S. Embassy in Abidjan. She was principal officer at the U.S. Consulate in Douala and has also served in Cotonou, Lomé and Port-au-Prince. Ms. Sison has two daughters.

PERSONNEL ACTIONS

FOREIGN SERVICE RETIREMENTS

Coleman, Betty J.	Shouse, Eloise K.
Corkery, John R.	Smith, Douglas Ray
Curry, Paula S.	Smith, Sandra K.
Gardner, D. Jean	Tangney, Mildred M.
Holland, Carolyn M.	Tracy, Laurie
Kopf, George B.	Vernon, Daniel A.
Morris, Virginia	Wilkin, Teresa J.
Olson, Allen Keith	

CIVIL SERVICE RETIREMENTS

Bethea, Hazel Lorraine	Kraft, Michael B.	Thomas, Martha Ann
Carnahan, Larry J.	Lo Monaco, Michael B.	Van Reigersberg,
Crawford, Howard S.	Martinez, Lee	Stephanie
Earnest, Randolph Cress	Moller, Robert C.	Virmani, Santosh
Hart, George L.	Oliver, Stephen D.	Williams, Thomas L.
Kakesako, Susan M.S.	Reed, Barbara C.	Wuollet, Richard D.
Keerdoja, Liina	Smith, Anetha P.	

O B I T U A R I E S



Maria Carini Benedict, 63, wife of retired Foreign Service specialist Robert A. Benedict, died May 10 of lung cancer in Cincinnati, Ohio. She filled a number of volunteer and direct hire positions while accompanying her husband to postings in Bangkok, Khartoum, Islamabad, Frankfurt,

Paris and Washington, D.C. Mrs. Benedict was the Community Liaison Officer in Khartoum in 1991 and Information Management Assistant in Islamabad and Frankfurt. A resident Italian citizen in Tripoli, she met and married her husband in 1959 during his tour of duty there as an Air Force enlisted man. After her husband's retirement in 2000, the couple moved back to his home in northern Kentucky, where they lived until her death.



Angela Boissonnault, 52, wife of retired Foreign Service employee Donald Boissonnault, died of cancer April 11 at her home in Wilbraham, Mass. Born in Winchester, England, she met and married her husband in Brasilia in 1976. She accompanied him on postings to Nairobi,

Bonn and Damascus and worked in the personnel sections at embassies in Brasilia, Moscow and Islamabad, their last assignment in 1994.



Jeremy David Bower, 23, son of Foreign Service specialist Joan Bower and her husband Ronald, died from a car accident Dec. 29, 2003, at Potomac Hospital in Woodbridge, Va. A 1999 graduate of the American Community School of Abu Dhabi, Jeremy was a security technician specialist for

RDR Corp. of Lorton, Va. He had also lived in Moscow, Islamabad and Seoul with his Foreign Service parents.

John Richard Crawley Jr., 75, confidential assistant and friend to 10 Secretaries of State, died May 5 at his home in Washington, D.C. He served in the U.S. Army from 1951 to 1953 and joined the Department in 1964 as assistant manager of the cafeteria. His outstanding work earned Mr. Crawley a promotion to the staff of the



Secretary of State. From Secretary Kissinger to Secretary Powell, Mr. Crawley served with unerring discretion, gracious dignity and uncommon devotion to duty. Arriving at his desk at 5 a.m. every weekday until the day he passed away, he was the first person to greet the Secretary

in the morning and the last person to bid the Secretary good evening. Mr. Crawley befriended secretaries as well as Secretaries of State, the most junior officers and the highest officials, the security detail and the dining room staff, protocol officers and drivers in the motor pool. In his honor, all of the living Secretaries of State will sponsor a memorial plaque in the area near the Secretary's office, where Mr. Crawley served so well and faithfully for 31 years.



Elizabeth Ann Swift Cronin, 63, a retired Foreign Service officer, died May 7 in a riding accident near her farm in Rectortown, Va. Ms. Cronin, known by her maiden name, Ann Swift, joined the Department in 1962 as a Civil Service cable analyst and joined the Foreign Service the following

year. She was assigned to Manila, the Benelux desk in Washington, Jakarta, the Bureau of Cultural Affairs and the Philippines desk. In the Office of Congressional Relations, Ms. Cronin handled the East Asia and human rights portfolios from 1976 to 1978 and worked for Congressman Dante Fascell on a Pearson assignment from 1978 to 1979. She was assigned to Tehran in August 1979 as deputy chief of the political section and was one of the 52 U.S. Embassy hostages held for 444 days in Tehran from 1979 to 1981. After returning to the United States, she transferred to the consular cone and devoted her career to helping Americans abroad. She served overseas in consular positions in Athens from 1984 to 1986, Jamaica from 1986 to 1989 and London, where she was consul general from 1993 until she retired in 1995. She served twice in the Bureau of Consular Affairs' Office of Overseas Citizen Services, from 1981 to 1984 and as deputy assistant secretary from 1989 to 1992, when Pan Am flight 103 was bombed. Ms. Swift was credited with improving the Department's services to victims of terrorism and with initiating major changes in the travel advisory program.

O B I T U A R I E S



Mary Ruth Edwards, 83, a retired Civil Service employee, died of congestive heart failure Feb. 23 at the Danville Regional Medical Center in Danville, Va. She joined the Department in 1948 and served in the Bureau of Personnel (now Human Resources) until her retirement

in 1979.



Susan Elizabeth Neher, 56, a Civil Service employee, died Nov. 18, 2003, of heart disease in Chevy Chase, Md. Ms. Neher was born in San Francisco, Calif., and served more than 32 years in the Department in the Bureau of Information Resources Management and its

organizational predecessors.



John W. Jordan, 37, a special agent in the Bureau of Diplomatic Security, died April 13, in Conakry, Guinea. He was a deputy sheriff with the Hillsborough County Sheriff's Office in Tampa, Fla., before joining the Department in 2000.

After graduating with Basic Special Agents Class 58, his first assignment was with the New York Field Office, where he investigated passport and visa fraud and served on protective security details involving visiting foreign dignitaries. He served a two-month temporary duty assignment in Yemen following the bombing of the *USS Cole*, providing protective security for fellow federal investigators during the post-blast investigation. As assistant regional security officer in Conakry, Mr. Jordan conducted criminal and personnel security investigations, led surveillance detection teams, organized physical security surveys and delivered employee security briefings.



Joseph B. Norbury, 76, a retired Foreign Service officer, died March 5, of complications from Parkinson's disease. He served two years in Germany with the U.S. Army following World War II. After receiving a law degree in 1952, Mr. Norbury was associated with a New York City law

firm until he joined the Department in 1955. His overseas posts included Quito, Brussels, Moscow, Santiago, Poznan and Vienna. He served one tour in the Department and another with the U.S. Mission to the U.N. in New York. After retiring in 1982, Mr. Norbury and his family returned to Washington, D.C., where he taught Russian at St. Alban's School for six years. Upon retiring a second time, he volunteered his skills as a linguist to help foreign tourists at the White House Tourist Center, the National Portrait Gallery and the Smithsonian Institution.



Ferdinand D. "Fred" Leach, 84, a retired Civil Service employee, died Oct. 29, 2003, of coronary artery disease in Santa Rosa, Calif. A veteran of the Army Air Force during World War II, he worked for the U.S. Despatch Agency from 1952 until his retirement in 1977.



Marguerite E. Spreitzer, 82, a retired Foreign Service secretary, died July 12, 2003, at Quaker Gardens Assisted Living in Orange County, Calif. She joined the Department in 1950 and served in Greece, West Germany, Japan, Czechoslovakia, Sweden, Taiwan and

Switzerland, before retiring in 1978.

IT'S SUMMER
TRANSFER
SEASON -
WHICH WILL
BE YOUR NEW
OFFICE?

ARE YOU REPLACING THE "IRREPLACEABLE"?

DARLA WAS THE
HEART AND SOUL
OF THIS OFFICE!

HOW DARE YOU
TRY TO
REPLACE HER?

CHARLATAN!



REPLACING SOMEONE "RELAXED"?

WE'RE NOT SURE WHAT ROY DID, REALLY -
MAYBE THERE ARE CLUES UNDER THOSE
BACK ISSUES OF "COOKING LIGHT..."

YOU MEAN BEHIND THE
WOOD-BURNING SET?



FILLING AN UNFILLED POSITION?

GOSH, NOBODY'S BEEN IN THAT
JOB FOR EIGHT YEARS... LET ME
SEE THOSE ORDERS AGAIN - ARE
WE SUPPOSED TO
GIVE YOU
A CHAIR?



DROPPING INTO AN OFFICE "ON FIRE"?

RUN - THAT TASKING
IS ALREADY A WEEK
OVERDUE!

YOU'RE HERE!
YOU'RE NOT
PLANNING TO GO
HOME TONIGHT,
ARE YOU?

UH, COULD
I GET A
LOG ON?



OR STANDARD MISMATCH...

SO YOU'RE COMING HERE
WITH NO BACKGROUND ON
WHAT THE OFFICE DOES,
AND NO RELEVANT SKILLS?

MY CAREER COUNSELOR
SAID THIS WOULD BE
CAREER ENHANCING!



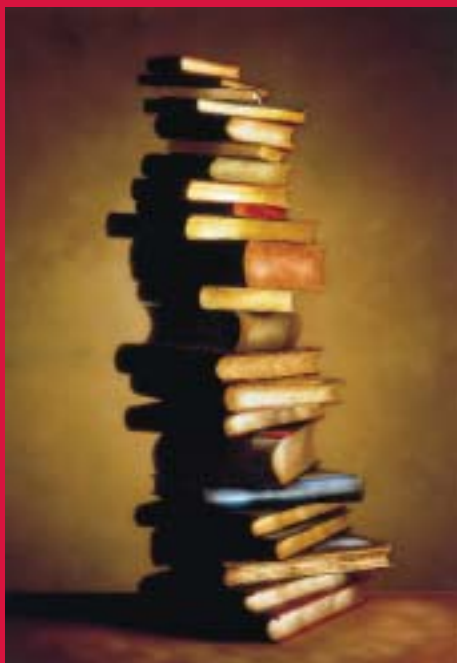
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**Send to:
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Harry S Truman Bldg.**