

I S S - U S A 2 0 0 7 A N N U A L R E P O R T



International! Cooperation

Stronger, Together



BRINGING RESOLUTION ACROSS BORDERS

The mission of INTERNATIONAL SOCIAL SERVICE

UNITED STATES OF AMERICA BRANCH, Inc. is to **improve**
the lives of children, families and adults

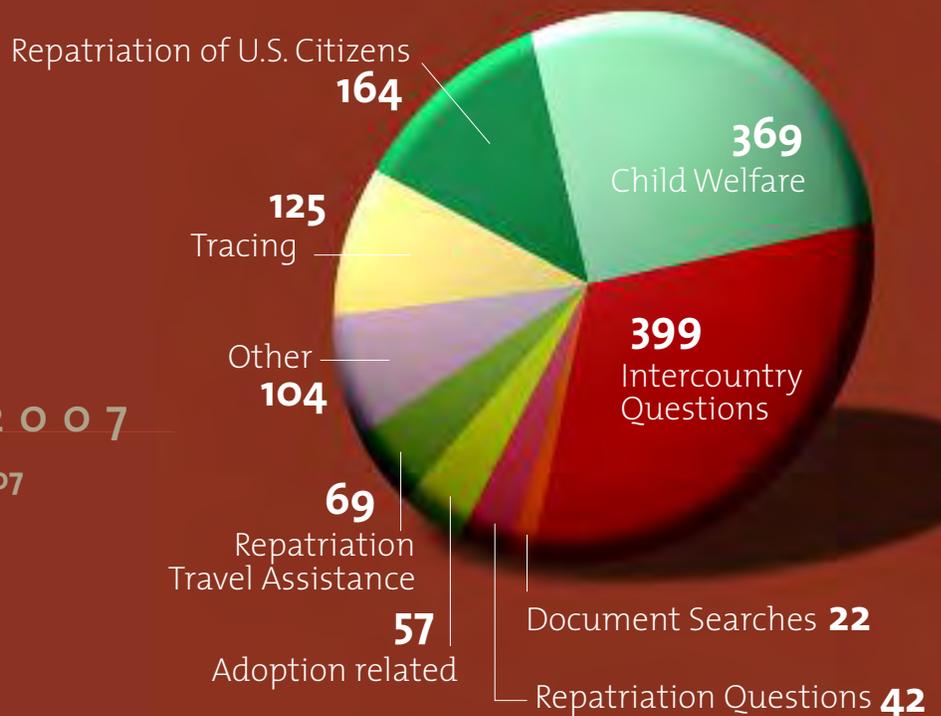
impacted by migration and international crisis through
advances in service, knowledge and public policy.

Through all of its programs, ISS-USA assisted

2897 individuals in 2007, **2082** adults and
815 children for a total of **1351** cases.

CASE TYPES IN 2007

TOTAL: **1351** CASES IN 2007



Planning FOR THE Future

New beginnings and strong foundations—that was the focus of a very exciting year for ISS-USA in 2007! We began the year by **hiring** three professional staff, **building** strong communication, **streamlining** procedures and **cross training** an enthusiastic and dedicated team of social workers, administrators, student interns, senior aides and volunteers. At the same time, our Board of Directors welcomed four new motivated and talented members. Together, the ISS-USA board and staff successfully navigated the many challenges of moving our existing office space—which was being demolished around us—to a brand new suite in downtown Baltimore.

The need for international social work services, training and capacity building is greater than ever before.

With no time to sit back and recoup, immediately following the move we organized a **major repatriation training conference** in Atlanta, GA in partnership with the Office of Refugee Resettlement in the U.S. Department of Health and Human Services.

A month later, we dedicated our Institute for the Study of International Social Service in honor of **Arthur C. Helton**, past board president and **lifelong advocate for vulnerable children, families and adults** impacted by migration.

As we headed into 2008, ISS-USA continued its **relationship building with our partners** around the world. Together we are building the foundation for effective **collaboration** among the many ISS branches, bureaus and correspondents that make up our international Federation, and we look forward to many opportunities to **build capacity** and **provide training** in international social work in the U.S. and overseas. The need for international social work services, training and capacity building is greater than ever before and we are delighted to share in this report just a few examples of how ISS-USA is **bringing resolution across borders**.



[1]

JULIE GILBERT ROSICKY, *Executive Director*
ROBERT CHARLES HILL, *President, Board of Directors*

Highlights & Statistics

REPATRIATION PROGRAM TRAINING

Sharpening Our Assistance Skills

ISS-USA and the Office of Refugee Resettlement (ORR) in the U.S. Department of Health and Human Services (HHS) provided training to state and local social service providers across the U.S. to **assist returning U.S. citizens either in a repatriation or an emergency group repatriation.** Participants will use this information to better assist individuals and families returning to the U.S. due to mental illness, destitution, natural disaster, or armed conflict. The conference was held September 13-14, 2007 at the Delta Training Center in Atlanta, GA.



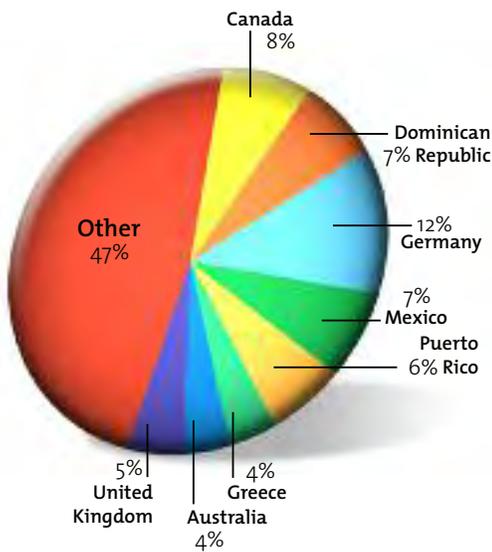
[2]

INTERCOUNTRY PROGRAM

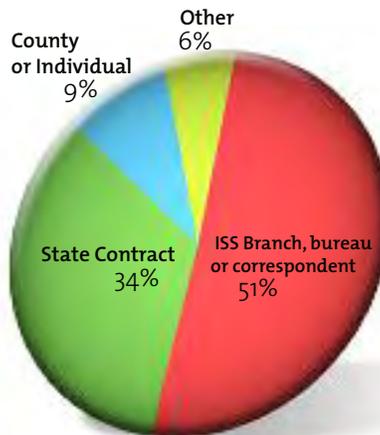
How International Cooperation Works

ISS-USA opened 300 new cases in 2007, carried over 378 cases from 2006, for a total case activity of **678 cases.** As described below, **almost half of the cases involved a part-**

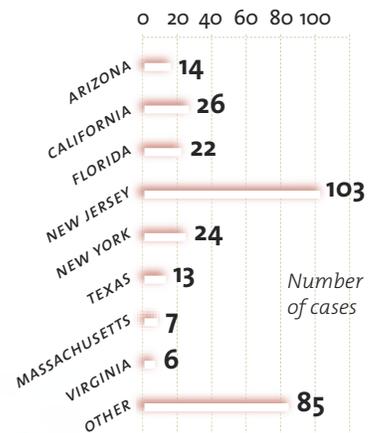
ner iss branch, bureau or correspondent referring a child welfare case regarding a child or family that lives in the U.S. One-third of cases, referred by states, involved a child or family living outside the U.S. and the remaining cases involved U.S. counties or individuals seeking information about a child or family living outside the U.S.



Cases by Country
ISS-USA worked in 62 countries



The Intercountry Program



Most Common States for Referrals
ISS-USA worked with 40 states

INTERNAL ACHIEVEMENT

Stronger Than Ever

Prior to 2007, ISS-USA experienced a high staff turnover rate of approximately 35 percent. Beginning in 2007 and over the past 18 months, ISS-USA has stabilized its staff and now has a turnover rate of **less than 10 percent.**

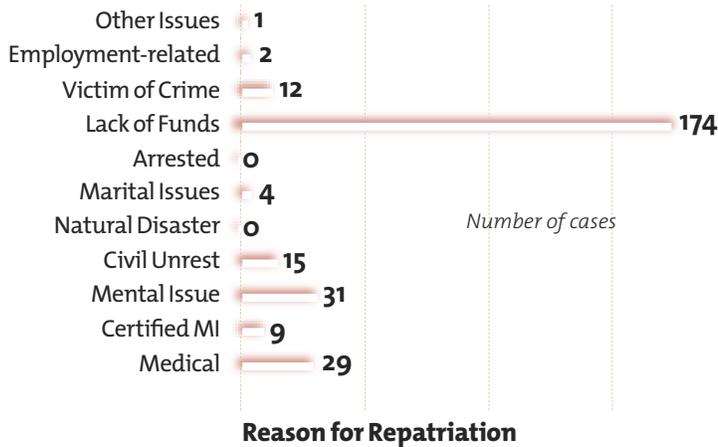


U.S. REPATRIATION PROGRAM

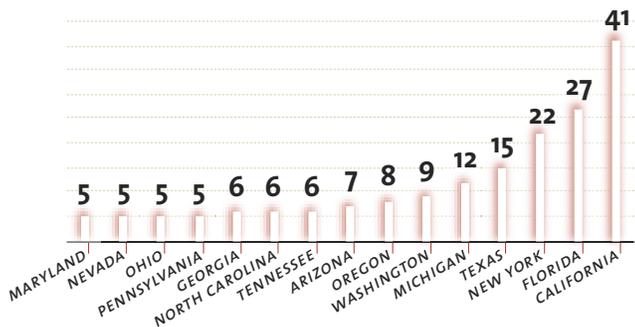
Bringing Them All Back Home

317 individuals (31% children, 69% adults) were provided repatriation assistance in 2007.

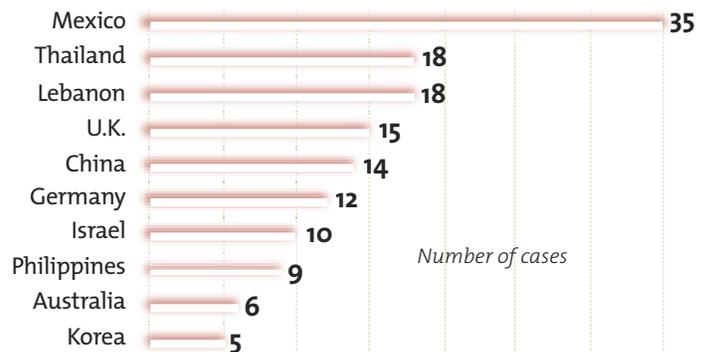
Of the 31% of children repatriated, one-quarter of them returned alone as unaccompanied minors. The number of unaccompanied minors continues to rise each year.



[3]



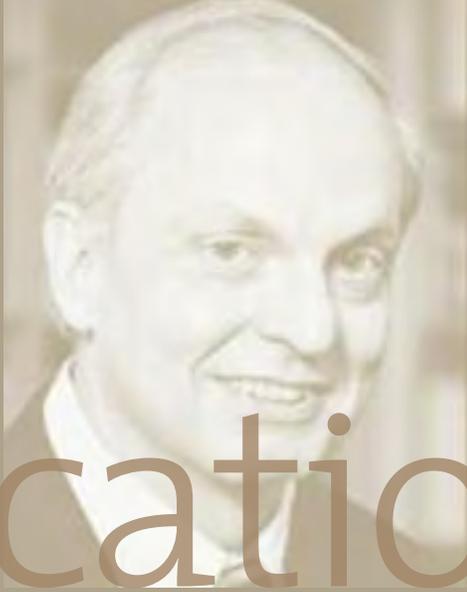
States which settled the largest number of repatriates
ISS-USA resettled repatriates to 38 States



Most Common Countries of Disembarkation
ISS-USA repatriated individuals from 61 Countries

Dedication

of the
**Arthur C. Helton
Institute**
for the Study of
International
Social Service



[4]

The Arthur C. Helton Institute for the Study of International Social Service, a program of ISS-USA **funded by the Jessie Ball DuPont Fund**, is named for Arthur C. Helton, who, at the time of his death in the bombing of the United Nations Headquarters in Baghdad, was the Chairman of the Board of Directors of ISS-USA. His work as a renowned lawyer and scholar will be continued at the Institute through the development of an intellectual center to provide education and training on issues that affect vulnerable children separated from the care of their families across international borders. **The official dedication** and launching of the Arthur C. Helton Institute for the Study of International Social Service took place in the new offices of International Social Service-United States of America Branch on October 18, 2007.

INSTITUTE HOSTS FIRST MAJOR EVENT

ISS-USA, in collaboration with the University of Maryland School of Social Work is hosting, "Crossing Borders, Connecting Families: International Social Work in the 21st Century." September 18-20, University of MD School of Social Work, Baltimore, MD.

PRESENTATIONS

■ **Interagency Cooperation: Collaboration as Best Practice.** The Intersection of Immigration and Child Welfare: Emerging Issues and Implications Sec-

ond National Forum. April 1-3 2008, Chicago, IL.

■ **The Intersection of Law and Social Service: Ensuring Best Practices for Children of Immigrants Separated from Their Families:** Child Welfare League of America National Conference. February 25-27 2008, Washington, D.C.

■ **Hague Adoption Convention—Almost There: The Process and the Benefits to the U.S.A.** Intercountry Adoption Conference Hosted by ISS-Japan, February 13-14 2008, Tokyo, Japan.

■ **Cultural Competence.** Maryland Crime Victims' Resource Center, Inc. (MCVRC) Second Annual Hope II Grantees' Meeting. October 24, 2007, Ellicott City, MD.

■ **Children Separated From Families Across International Borders:** Options, Services, and Factors Affecting Best Interests: Child Welfare League of America: 2007 Mid-Atlantic Region Training Conference: Crisis in Child Welfare: Strengthening Public Policy and Practice. September 24, 2007, Baltimore, MD.

■ **ISS-USA & The Repatriation Program: Second Annual Conference on Unaccompanied Children: International Perspectives on Unaccompanied Alien Children.** May 17-19, 2007, Miami-Dade College, Miami, Florida.

■ **ISS-USA & The Repatriation Program: 2007 National Refugee Program Consultation: "The New Generation of Refugee Resettlement"** January 22-24, 2007, Washington, D.C.

PUBLICATIONS

ISS-USA's Arthur C. Helton Institute for the Study of International Social Services was asked by the National CASA Judges' Page to assemble a group of articles to help Family Court Judges, social workers and CASA volunteers understand more about international issues in dependency court cases. **A collection of articles and an editorial by ISS-USA's executive director, Julie Gilbert Rosicky** can be found in the February 2008 edition of the Judges' Page: www.nationalcasa.org/judgespage

Additional articles:

■ **Where Have All Our Children Gone? Examining Documentation Standards for International Placement.** Felicity Sackville Northcott, PhD, Director, Arthur C. Helton Institute for the Study of International Social Service, ISS-USA; Jamie Rae Harvey, ISS-USA Intern MSW Candidate, University of Maryland at Baltimore School of Social Work (on the October 2007 Judges' Page.)

■ **Overcoming Governments' Obstacles to the Proper Care and Custody of Unaccompanied and Separated Alien Minors.** (2007) Howard Davidson and Julie Gilbert Rosicky. In *Protecting Children: A Professional Publication of American Humane. The Intersection of Migration and Child Welfare: Emerging Issues and Implications*. Vol. 22, 2, pgs. 83-98. To view a copy of this article, go to www.iss-usa.org/ "Arthur C. Helton Institute"/"Publications".

Intercountry Adoption

Finding Families for Children

ISS-USA and ISS-Japan **share information** about the U.S.'s recent ratification of the Hague Convention on Intercountry Adoption



THESE FOUR CHILDREN, SPECIAL NEEDS ORPHANS LIVING IN HONG KONG, WERE ADOPTED THANKS TO A COLLABORATION BETWEEN ISS-HONG KONG, ISS-USA AND AN ADOPTION AGENCY IN THE U.S.

On April 1, 2008 the U.S. became **fully compliant** with the Hague Convention on the Protection of Children and Co-operation in Respect to Intercountry Adoption.

ISS-USA was invited to **share its expertise** and be part of the vetting procedure during parts of the ratification process. The implementation of this convention is widely viewed as a positive step towards further safeguarding children by:

- 1) **creating a central authority** within the U.S., the State Department;
- 2) **changing the philosophy of adoption** to a "finding families for children" approach;
- 3) **decreasing the likelihood** of the abduction, sale or trafficking of children;
- 4) **increasing the capacity**, accountability and transparency of the agencies providing services;
- 5) **increasing the rigor** throughout every aspect of the process to ensure that the best interests of children are met at each stage.



KUNIKO OMORI, Director ISS-Japan

ISS-Japan invited ISS-USA, the ISS General Secretariat's International Reference Centre for the Rights of Children Deprived of their Family, and **ISS- Philippines** to Tokyo to present to an audience of chief stakeholders including adoption and social service providers and key government officials in an effort to advocate to the Japanese government about the benefits of ratifying the Hague Convention on Intercountry Adoption.

[5]



ISS-USA CERTIFIED THE HOME STUDY THAT ENABLED THESE ORPHANED CHILDREN TO BE ADOPTED BY A U.S. FAMILY LIVING AND WORKING IN KENYA.

Global Cooperation

Geneva and beyond

ABOUT the Federation

International Social Service is a non-profit organization that was **established in 1924 in Geneva, Switzerland**. Initially its purpose was to offer services to families who had become separated when migrating from Europe and the Middle East to America. Presently, ISS is a **global network** with branches, affiliated bureaus on **five continents** and correspondent offices in more than **140 countries**.

VISION of the Federation

ISS works to **protect, defend and support children, families and individuals** in disadvantaged situations as a consequence of global movement, whose circumstances have led to the separation of families and children. ISS aims to ensure that respect for human rights is accorded to every individual.

MISSION of the Federation

ISS is a worldwide network, which offers professional services and helps to resolve inter-country social and

legal problems affecting children, families and other vulnerable persons, wherever they are living. ISS' work is **guided by the international conventions** relating to the protection of children and families, including the UN Convention on the Rights of the Child, the Hague Conventions on child abduction, international adoption and child protection.

PRINCIPLES of the Federation

- ISS **promotes and protects** the rights of families, children and other vulnerable persons according to the UN Conventions on Human Rights and the Rights of the Child. Inherent in this approach is prioritizing the best interests of the child.
- As ISS celebrates diversity, it continually strives to practice in a **culturally competent** manner.
- The principles of **neutrality, confidentiality, independence and impartiality** are at the heart of our work.
- ISS' **shared commitment** to families, children and individuals unites its global network.

[6]

*ISS-Germany
(from left):*

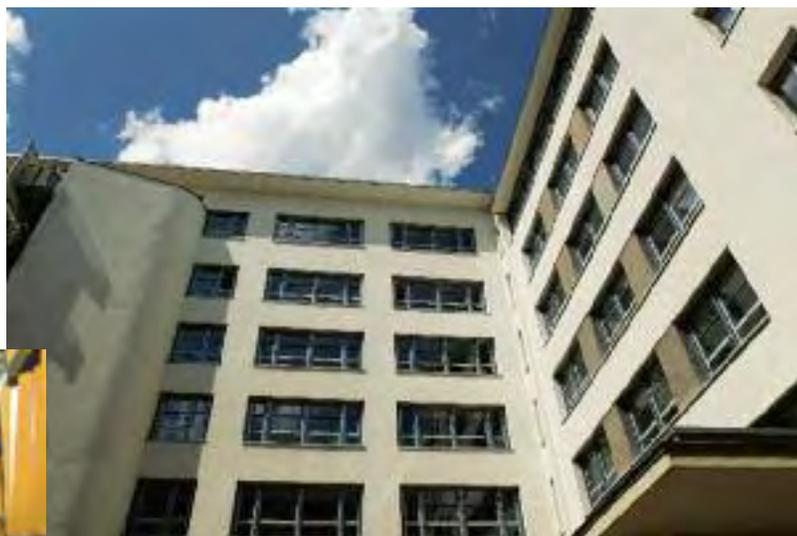
*Frank Harwig
social worker*

*Ulrike Schwarz
lawyer*

*Gabriele Scholz
Director*

*Far right:
Marie-Therese
LeBlanc,*

*Directrice
Adjointe
Direction Accueil
Integration for
ANAEM which
houses the ISS
affiliated
bureau in France*





STRUCTURE OF THE FEDERATION

The Federation is comprised of the **General Secretariat, National Branches, Affiliated Bureaus and Correspondents**

GENERAL SECRETARIAT

has a **leading role** in the coordination of all ISS units. The Secretary General is Mr. **Jean Ayoub**.

NATIONAL BRANCHES

are **legally independent non profit** organizations. They represent ISS in their respective countries.

AFFILIATED BUREAUS

are bodies **linked to iss by a special agreement**. Most are governmental.

CORRESPONDENTS

can be organizations or individuals that have an agreement with ISS to **exchange services**. They collaborate closely with the ISS General Secretariat.

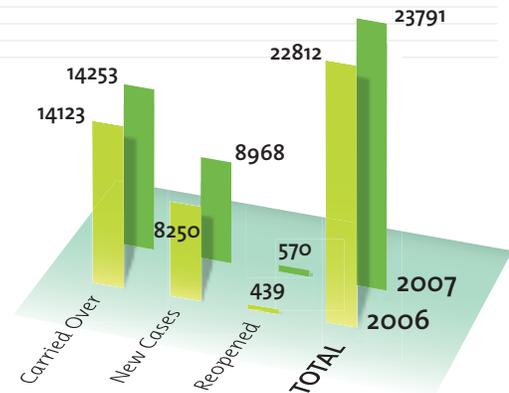
[7]



JEAN AYOUB, Secretary General of International Social Service in Geneva, is a senior executive in International and Humanitarian Affairs with more than 25 years of experience in development, emergency management, people and program management.

His four **strategic objectives** for ISS are:

- **STRENGTHEN** the components of the network to expand it.
- **IMPROVE** the network's effectiveness and efficiency through increased cooperation and coherence.
- **DEVELOP** the image, visibility and credibility of the network.
- **CONSOLIDATE** relations with governments and external partners.



ISS CASELOAD WORLD WIDE

The Long Voyage Home

A collaborative effort between ISS-USA and ISS-Japan reunites a woman with the family she never knew.



[8]

Wendy's birth mother, Kazuko, and maternal grandmother. Wendy's maternal grandfather was killed in World War II.

The voyage home was a long one for Wendy Bryant Gow.

Fifty years had passed since her Japanese birth mother, Kazuko Ikuta, last held her. Fifty years since Kazuko's tearful resignation that daughter Arisa would be given up for adoption. Fifty years since everyone's life changed.

A NEW HOME

For Billie and Lee Bryant, Arisa's arrival was a blessing. Stationed in Japan with the Air Force, they welcomed the six-week-old into their lives. They renamed her Wendy and provided a loving home.

The Bryants encouraged Wendy and brother Stan, also adopted in Japan, to be proud of their heritage. Both excelled in school and as

competitive swimmers, where each earned top amateur rankings.

Wendy graduated from the University of North Carolina in Chapel Hill before a dream job in fashion took her to New York. She married her college beau and moved to Atlanta, where daughters Winston and Lily were born. She returned to Chapel Hill and is very much the person Lee and Billie had hoped she would be. Splitting time between her daughters and her three companies, she is successful, intelligent and happy.

MANY QUESTIONS, FEW ANSWERS

Despite that, something was missing. "All of my life, I've had a feeling I didn't quite fit in, no matter how much I achieved," she said. "There's always been this little space in me that never felt like home was home."

She wondered about the mother she never knew. There were so many questions and so few answers. She searched, but every inquiry left her hopelessly empty-handed. Eventually, Wendy's dream of meeting her birth mother dimmed.

That changed last October when a letter arrived from ISS—the organization that had arranged the adoption. Wendy's heart raced as she envisioned a reunion with her mother and "an opportunity to complete something missing in me."

Those hopes were crushed when Wendy's cousin, Yoshimi, wrote, "Your mother passed away in 2001." Shock

“All of my life, I've had a feeling I didn't quite fit in, no matter how much I achieved.”

and sadness slowly gave way to the letter's purpose. There was a bank account that only Wendy could access, and ISS-Japan was asked to find Kazuko's long lost daughter.

International family tracings are an important part of the ISS mission. "There can be many dead ends, but there are also some wonderfully rewarding outcomes," says Susan Oslund, ISS-USA's International Social Work Supervisor. Such was the case with Wendy.

A MOTHER'S LOVE

ISS-Japan and ISS-USA collaborated – finding Wendy and facilitating everything thereafter – communications, the inheritance, and a family reunion in Japan.

Answers, long sought, were now at hand. Wendy learned that her father John was an American businessman working in Tokyo for a New York-based insurance company. He and Kazuko dated for two years before John returned home, never knowing that he and Kazuko were to have a daughter.

Wendy also discovered how desperately Kazuko wanted to keep her, even though Japanese society

"She did the kindest thing she possibly could by giving me up, but I think she sacrificed her life to have me," Wendy said. The loss of Arisa had a profound effect on Kazuko. She severed all contact with her family, living a solitary life until her death.

Kazuko could never make it right. She was rarely seen without Lily, a doll that most considered a substitute for her Arisa. Ironically, years later and continents away, Wendy named her second daughter Lily as well.

As the reunion approached, anticipation built. "I wanted to see where I came from and how my mother lived," Wendy said.

"Nothing could have prepared us for the reception we received. From the moment we got off of the plane, the people were just so lovely."

WARM REUNION

Though there was no translator for the reunited family's first meal together, sentiments transcended words.

"You hear so much about how reserved the Japanese are, but these were beautiful, warm, loving, kind people," Wendy gushes. "I will never forget my elderly aunt giving me the longest, hardest hug."

Wendy immediately noticed her cousin's height. Like Wendy, she was nearly six-feet tall.

"I assumed that my height was inherited from my father," she said. "Little did I know I may have inherited my height from

my Japanese relatives. That was just totally unexpected."

Everyone's life has been changed forever. "Leaving was emotional," Wendy recalls. "We fell in love with the country, its culture, its history, beauty and people — especially

my lovely new family!"

It was a long voyage home indeed for Wendy Bryant Gow, but one well worth the wait. "Returning home was incredible, exhilarating, educational, awesome, and bittersweet as I had often dreamed of returning home to meet my birthmother — though in a sense I did."

Wendy believes that every adoptee should have the opportunity to connect with their heritage. "This trip and the connection I now have with my Japanese relatives are a blessing and a dream come true."

"I owe a great deal to the people at ISS," Wendy says. "They opened doors no one else could. They couldn't have been more lovely."

"Now, for the first time, I feel complete."

EDITORIAL NOTE: Each year, ISS-USA works on a wide variety of **family tracing projects**. Although efforts to locate Wendy's biological father were unsuccessful, ISS was able to reunite Wendy's brother with his Japanese mother.



(Above) Wendy, with daughters Winston (left) and Lily (right), in their Chapel Hill home.

(Left) Wendy and daughters reunited with their Japanese relatives.



considered it scandalous to rear a mixed-race child. Kazuko's letters revealed her despair. "I see Arisa in my dream every night," Kazuko wrote. "Whenever I see a mother holding her baby in her arms on the street, I feel sad and cry when I come home."

Statement of Activities and Changes in Net Assets

Year ended December 31, 2007 with Summarized Information for 2006

	Unrestricted	Temporarily Restricted	2007	2006
SUPPORT AND REVENUE				
Contributions				
Foundations and agencies (Notes 2 and 3)	\$ 85,930	\$ —	\$ 85,930	\$ 300,156
Individuals and corporations	8,750	—	8,750	2,800
In-Kind contributions	24,000	—	24,000	—
	118,680	—	118,680	302,956
Services Provided				
U.S. Government	704,569	—	704,569	1,047,428
State Governments	199,732	—	199,732	192,300
Other	80,384	—	80,384	39,342
	984,685	—	984,685	1,279,070
Other Revenue	13,772	—	13,772	759
[10] Net assets released from restrictions (Note 2)	71,881	(71,881)	—	—
Total Support and Revenue	1,189,018	(71,881)	1,117,137	1,582,785
EXPENSES				
Program Services				
Intercountry casework/repatriation	937,600	—	937,600	1,198,203
Management and General Administrative	224,241	—	224,241	284,342
Total Expenses	1,161,841	—	1,161,841	1,482,545
Change in Net Assets	27,177	(71,881)	(44,704)	100,240
NET ASSETS				
Beginning of year	221,552	166,653	388,205	287,965
End of Year	\$ 248,729	\$ 94,772	\$ 343,501	\$ 388,205

The accompanying financial information has been derived from the audited financial statements of ISS-USA for the year ended December 31, 2007.
A full copy of this statement, prepared by Tait, Weller and Baker LLP, Certified Public Accountants is available upon request.

Our Youngest Donor

DANIEL VALENTI JOHNSON

with his mother (R) Ms. Elana Hope Johnson
and grandmother (L), a senior aide with
ISS-USA, Ms. Brenda Allen.



When his grandmother told Daniel about her work at ISS-USA, Daniel looked thoughtful. He told his Mom, "I want to help those kids who don't get to be with their families. I want to do something too." And so, Daniel has made two separate contributions to ISS-USA, at 9 years of age, he is our youngest contributor!

D O N O R S

BEATRICE ADLER
DOUGLAS AND KATHLEEN ANTAYA
ROGER ANTAYA
HUGH AND VICTORIA BLAIR-SMITH
HAROLD BROOKS
RICHARD DENMARK
PAMELA DETERING
DOUGLAS AND SARAH DUPONT
IRVIN FOSTER
MINDY FRANKLIN LEVINE
JACQUELINE GILBERT
SHELDON AND SARA GILBERT
ARTHUR AND SALLY GRANT
PHILIP HELBLING
MARJORIE HELTON
ZION HILLELY
DANIEL VALENTI JOHNSON
JOANNE KIM
BARRY KONIC
JAMES AND PAMELA KRAUSE
RICHARD KRENZKE
JIDITH LAUGHREN
PAUL NEUMAN
KENNETH AND PATRICIA NORTHCOTT
JULIAN AND JANET NORTHCOTT
PATRICIA SCHULTZ
MANNIE SIPRESS AND FAMILY
MICHAEL AND HOPE SLONIM
LAURA TILDEN
NORMA TUCKER
DAVID WEBSTER AND DANIELLE DRISSEL
GLENN WRIGHT AND KRISTINA HORN
ANDREW YUDER

[11]

ISS-USA would also like to extend their appreciation to :

ISS-USA BOARD OF DIRECTORS
THE U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES, ADMINISTRATION
FOR CHILDREN AND FAMILY SERVICES OFFICE
OF REFUGEE RESETTLEMENT (ORR)
THE STATES OF NEW JERSEY,
ARIZONA AND LOUISIANA
THE HADLEY FAMILY/NEW YORK
COMMUNITY TRUST

JESSIE BALL DUPONT FUND
FAMILY AND CHILDREN SERVICES
OF CENTRAL MD
BIGHEADIS
UNIVERSITY OF MARYLAND SCHOOL
OF SOCIAL WORK
JOHNS HOPKINS UNIVERSITY
MORGAN STATE UNIVERSITY
and anyone else that we might have missed.

Staff

STEPHNEY ALLEN

Director of Operations

FELICITY SACKVILLE NORTHCOTT

*Director of the
Arthur C. Helton Institute for the Study of
International Social Service*

ESTHER KEINKEDE

Fiscal Coordinator



(All photos Left to Right)

MI CHANG

Intercountry Case Manager

CANDICE JOHNSON

Intercountry Case Manager

JUANA BODDEN

Intercountry Case Manager



[12]

AMANDA WILLIAMS
Administrative Assistant

AURIANE ISIS
Repatriation Assistant



SUSAN OSLUND
International Social Work Supervisor

BERNICE WHITTINGTON
Repatriation Assistant

SALOMÉ SULLIVAN
Intercountry Case Manager



ANNA SMITH
Senior Aide

BRENDA ALLEN
Senior Aide



Social Work Interns

G. KWAME GYAMPOH
*Social Work Intern, MSW student
at University of Maryland School
of Social Work*

JAMIE HARVEY
*Social Work Intern, MSW student
at University of Maryland School
of Social Work*

ASHAUNTE GARY
*Social Work Intern, BSW student at
Morgan State University*

Work Study Students from Johns Hopkins University

ANNE FEHRENBACHER
ELIZABETH CAUDLE
INGRID SCHMIEDERER

Volunteer

MARIANNE DIGEROLAMO
Casework Volunteer

Board of Directors



Bottom row, left to right: MARY JANE FALES, ROBERT CHARLES HILL and KATE BURNS.

Top row: MUNI FIGUERES, NANCY H. GREENE and BARBARA GILMORE.

Not pictured: ROBERT G. MILES, BRUCE A. MORRISON, ALEXANDER PAPACHRISTOU and JACQUELINE BHABHA

ROBERT CHARLES HILL

President, is the founder of Hill & Associates, PLLC, a law firm focused on providing professional services to meet the special needs of global sports and entertainment organizations and international athletes and other celebrities in immigration and visa matters.

MARY JANE FALES

Vice President, is a human services consultant. She is an individually elected member of the International Council of the ISS world federation and a former executive director of ISS-USA.

DR. ROBERT G. MILES

Treasurer, is President and Chief Executive Officer of Lutheran Child and Family Service of Michigan, a statewide agency with a staff of 400, providing an array of child welfare services including family preservation, foster care, residential treatment of adolescents and adoption.

NANCY H. GREENE

Secretary, is a former social worker and attorney, and is currently working as a Legal Recruiter for E.P. Dine, Inc. in New York City. Prior to going to law school, Nancy worked for ISS-USA as Director of Intercountry Services.

JACQUELINE BHABHA

is the director of the University Committee on Human Rights Studies at Harvard University and Jeremiah Smith Junior Lecturer at Harvard Law School.

KATE BURNS

is Senior Policy Officer – Gender Equality for the Office for the Coordination of Humanitarian Affairs at the United Nations, in New York. She has worked for 30 years in international humanitarian action in Africa, Asia, Latin America and at the UN in Geneva.

MUNI FIGUERES

was Minister of Foreign Trade of Costa Rica, External Relations Advisor at the Inter American Development Bank, Washington DC; and is a board member of several international educational and development institutions.

BARBARA GILMORE

is an environmentalist, conservation supporter, a teacher/naturalist and serves on the boards of Wisconsin Public Radio and the Task Force on Family Violence and is a member of Rachel's Network, a national organization that engages women in environmental activism.

BRUCE A. MORRISON

is Chairman of the Morrison Public Affairs Group (MPAG), which he founded in 2001 to conduct and supervise a broad practice involving strategic advice and representation for both domestic and international clients. He is a former Member of Congress (CT-3, 1983-91) and former Chairman of the Federal Housing Finance Board.

ALEXANDER PAPACHRISTOU

is president of the Near East Foundation, a U.S. NGO founded in 1915 that mobilizes communities in peril in the Middle East and Africa to overcome conflict, climate change and migration. He graduated from Princeton University and Harvard Law School.



International Social Service, Inc.

United States of America Branch

200 East Lexington, Suite 1700
Baltimore, MD 21202

Telephone: (443) 451-1200 ■ Fax: (443) 451-1220 ■ Internet: www.iss-usa.org

International Social Service
United States of America Branch, Inc.

200 East Lexington, Suite 1700
Baltimore, MD 21202

Telephone: (443) 451-1200
Fax: (443) 451-1220
Internet: www.iss-usa.org

Concept and Design
VINCENT WINTER ASSOCIÉS

Since 1995 VWA, which is headquartered in Paris, has created editorial design strategies and concepts for magazines, newspapers, annual reports and websites in the U.S., France, the U.K., Switzerland, Holland, Greece and Germany.

In addition to his design expertise, founder Vincent Winter, is also an award-winning photographer.

Contact: vw@vwaparis.com



*Bringing
Resolution Across
Borders*