

2009-2010

Separated  
But Not Alone



*Focus on the best interest of children separated from their families*



BRINGING RESOLUTION  
ACROSS BORDERS

## ISS-USA is making a difference...

- **COORDINATING** services, answering questions, offering training to **3,363** individuals in 2009, including **798** children and **2,565** adults
- **PROVIDING** repatriation assistance to **488** eligible American citizens, including **166** children, from **78** countries; those repatriated returned to **48** states
- **ASSISTING** with a wide range of **intercountry services** to **1,915** individuals, including home studies, tracings, child welfare checks, and other services – of these, nearly half of the cases were referred by other units in the ISS
- **SUPPORTING** **560** individuals with **technical assistance**, more than half of which came via the ISS-USA website ([iss-usa.org](http://iss-usa.org)); inquiries ranged from tracings and home studies to more specific questions about ISS services
- **ADVOCATING** on behalf of **children**, as **70%** of all services provided by ISS pertain to the welfare of children
- **TRAINING** some **400** individuals in 2009 through teleconferences, webinars, national and international conferences, and the ISS Helton Institute Annual Conference

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Milestones, Outcomes and Achievements	The International Federation; Training	The Helton Institute; New Thinking	Haiti: How A Catastrophe Fueled Change	Financials; Donors and Sponsors	The ISS Staff; Board of Directors

President's Letter

In 2009 we had the privilege to touch some 3,363 lives. Through our work in repatriation, home studies, tracings, searches and related services, we were called upon to be there when families were separated by national borders. It is vitally important work, and I am honored to have served as Board President for the past four years.

I am happy to report that ISS-USA is a different organization than it was four years ago. While we continue to enjoy a distinguished reputation for our international casework, **the organization has spread its influence into the areas of scholarship and public service**—with



research through the Helton Institute; the annual training conference at the University of Maryland School of Social Work; the ground-breaking work of our Fostering Connections grant and partnership with Rutgers University School of Social

Work and the New Jersey Division for Youth and Family Services; and advocacy efforts informed by real world experience to promote the best interests of children everywhere.

As I pass the Chair to incoming Board President, **Robert Miles**, in January, it is gratifying to see how far ISS-USA has come and exciting to anticipate the many wonderful things it will continue to achieve in the years ahead.

**ROBERT CHARLES HILL**  
*President, Board of Directors*



Executive Director's Letter

The theme for this year's annual report, **Separated But Not Alone**,

is both a perfect reflection on the year past as well as ongoing reminder of the work that remains ahead. The cataclysmic Haitian earthquake has facilitated a renewed focus on what is in the best interest of children who are separated from their families. There are ramifications abounding. From the repatriation of Haitian earthquake survivors to the challenges that undercut intercountry adoptions, there is now a groundswell of support to find connections and help families stay together. ISS-USA has been a leader in these issues. Through **our unrivaled Intercountry casework**, we have made remarkable strides — the kind of strides that help separated children feel that they are not alone. Our successes would not be possible without the efforts of our remarkable board and talented staff. For that reason, I would like to thank Robert C. Hill for his years of service as Board President. Under his direction, ISS-USA has flourished and is ready to take its place as a **National Resource Center on International Child Welfare and Child Protection**.

**JULIE GILBERT ROSICKY**  
*Executive Director*

# Milestones, Outcome

## Repatriation: ISS Builds Links with States Through On-Site Training

*“For more than ten years, ISS-USA has been instrumental in assisting the Office of Refugee Resettlement (ORR) with the management of the U.S. Repatriation Program. Upon written notification by the Department of State that a person/s is in need of repatriation assistance, ISS-USA processes the case/s for ORR eligibility determination, and works with the appropriate state or territory to ensure proper reception and provision of necessary services. ISS-USA also assists with all financial management and training activities. Through this successful collaboration, many U.S. citizens and their dependents have received critical services in a timely manner.”*

—ELIZABETH RUSSELL  
U.S. Repatriation  
Program Coordinator



From Left to Right, Eskinder Negash, ORR Director, Elizabeth Russell, U.S. Repatriation Program Coordinator, Ken Tota, ORR Deputy Director, Chhiv Heng, U.S. Repatriation Program Specialist

ISS visited five states (IL, VT, NH, OR and NC) to provide onsite training to state repatriation coordinators. The training covered the practical considerations of providing services to eligible repatriates. Through an overview of the program and in-depth discussions of typical cases, the training sessions have proven greatly beneficial to new and more experienced coordinators alike.

In all, 56 people received the onsite training. “We really appreciate the training and support from ISS,” said Patrick Flood, Deputy Secretary of Human Services and State of Vermont Repatriation Coordinator. “We in Vermont feel that with their support we will be able to provide timely and successful repatriation assistance.” Germano Martins, the State Repatriation Program Coordinator from New Hampshire added, “When I travel outside the U.S., coming back, I am always pleased to read the words: ‘Welcome Home...’ As a Nation we are responsible for repatriating (eligible) Americans who need help returning to the USA. To me being the State of NH Repatriation Coordinator is much more than a job, it is an honor and privilege.”



Vermont Repatriation Team (from left to right): Diane Nealy, Denise Lamoureux, Patrick Flood, & Pam Dalley

## New Software Strengthens Operations, Quantifies Results

ISS-USA recently implemented a case tracking software program called Efforts to Outcomes (ETO™). The software helps ISS-USA and the Office of Refugee Resettlement

(ORR) to understand in what ways the assistance provided to eligible repatriates helps them. In addition, the software, which is web-based, enables ORR and ISS-USA to

collaborate effectively in all aspects of the program, from planning for the repatriate’s arrival, to processing loan repayment. ISS-USA will be using the repatriation database to enter

information on more than 7800 eligible individuals and families that received assistance at the port of entry after returning from Haiti, directly following the devastating earthquake.

# es and Achievements

## INTERCOUNTRY ADOPTION

### Together with Thomas: The Importance of Family

Annie Buchanan, while on a fellowship in pediatric infectious diseases at the Kilimanjaro Christian Medical Centre-Duke University Collaboration, hoped to adopt a child. When Thomas' mother Tumaini, which means "hope" in Swahili, became severely ill, her dying wish was for Annie to adopt him. Although the adoption court process



in Tanzania is taking time, Annie and Thomas have been immediately adopted by Thomas' entire extended family. Thomas' family is an inspiration to us all because it is an example of how a child can have loving parents, access to his extended family, and in turn his culture, language, and identity.



### "In the Matter of Cha Jung Hee"



The documentary "In the Matter of Cha Jung Hee" chronicles the saga of filmmaker Deann Borshay Liem's journey to uncover how she could have been adopted as Cha Jung

Hee, when she was in fact *not* Cha Jung Hee. Through her journey she brings to light the adoption practices of the 1960s and raises important questions about intercountry adop-

tion from its origins to present. The film was shown on PBS, and on the POV website. Deann kindly invited ISS to prepare a commentary which was included on the PBS website. ISS-USA is proud to be part of ongoing efforts in the US and with ISS partners, including the ISS General Secretariat International Reference Centre for the Rights of Children Deprived of their Family (IRC), to continue to advocate for best practices in intercountry adoption.

### Considerations That Influence Outcomes



"In the Best Interest of the Child: More Questions Than Answers," an article written

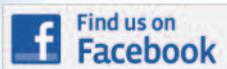
by Julie Rosicky, was published in the August-September issue of *Adoption Today*. This article was adapted from her Keynote Address at the 2010 Joint Council on International Children's Services Annual Conference. The article/keynote uses a chapter of *The Brothel Boy and Other Parables of the Law* by Norval Morris as an example of the myriad of considerations necessary to making decisions about what's best for children in terms of custody, adoption, and family.

### ISS Expands Its Electronic Presence

In addition to our regular e-newsletter, ISS-USA Today with more than 3500 subscribers, we added a blog to our website called **Fostering Connections**. The aim is to pro-

vide a forum for commentary on a wide range of international social service issues. <http://issblog.iss-usa.org/>. ISS-USA can also be found on **Facebook**. Finally, our aver-

age website hits have gone from 1,414 to 1,667 in the past year — meaning that there were approximately **3,000** additional hits over the course of the past year.



# International Federation

## Five ISS Branches at 2010 Joint World Conference

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Approximately **3,000** social work academicians and practitioners from 118 countries traveled to **Hong Kong** for the 2010 Joint World Conference on Social Work and Social Development.

ISS presented "**Children and Families Separated Across Borders: Service Delivery Models and Advocacy for Change.**" The session provided an overview of ISS services;



how ISS works as an international federation of social workers; and facilitated discussions of key global child and family welfare issues.

The panel was comprised of **Stephen Yau**, ISS Hong Kong; **Julie Rosicky**, ISS-USA; **Andy Elvin**, Children and Families Across Borders, UK Branch of ISS; **Stephan Auerbach**, ISS Switzerland; **Carmel Alakus**, ISS Australia; and **Adrielle Panares**, ISS Hong Kong.



Adrielle Panares, Julie Rosicky, Stephen Yau, Andy Elvin, Stephen Auerbach, Carmel Alakus

## International Council Meeting in Geneva



### *New Statutes, Governance— Full Speed Ahead*

The ISS International Council meeting in Geneva culminated with the adoption of revised organizational Statutes, a new Governance Board, and a **new responsibility for ISS-USA Executive Director Julie Rosicky**. Rosicky was named Chair of the Professional Advisory Committee (PAC). With this new role, she will participate on the ISS Governance Board, as the representative for Directors of ISS Member Organizations. Members of the Governing Board include **Doug Lewis**, Chairman of ISS UK— Children and Families Across Borders, Chair, **Nathalie Haym**, Treasurer, **Dr. Maria Mabetoa**, Deputy Director General ISS South Africa; **C. P. Ho**, President of ISS Hong Kong; **Dick Chamney**, President of ISS Canada.



# Building A Stronger ISS Network in Latin America

*ISS and Red Latinoamericano de Acogimento Familiar (RELAF)*



**Julie Rosicky**, executive director of ISS-USA and **Dick Chamney**, President of the board of ISS Canada, attended “**Celebration of Experiences. Strengthening Advances to Guarantee the Right to a**



RELAF board and staff. ISS correspondents from Brasil and from Bolivia were also in attendance. The ISS delega-



(Above:) The Iguaco Falls. (Left:) Mirentxu Baca, Julie Rosicky, Susana Malinski. (Right:) President Lula (L).



**Family”** in Foz de Iguaco, Brasil on behalf of the ISS network. Brasil’s President Lula delivered the keynote address to more than 500 attendees from 21

countries in Latin America, the Caribbean and North America. Dick and Julie spent time getting to know **Mirentxu Baca**, the ISS/RELAF Project Director, **Mathilde Luna** the CEO of RELAF and the many members of the

tion met with many new potential ISS partners. ISS and RELAF will look for joint research projects to understand how ISS and RELAF can be most effective in addressing the needs of children separated from their families in Latin America.

## ISS Network Supports ISS Japan Helps Advocate for the Hague Convention on Intercountry Adoption in Japan

**Sylvie LaPointe**, Casework Supervisor, ISS Canada, **Andy Elvin**, CEO of ISS-UK, **Julie Rosicky**, Executive Director of ISS-USA, **Kuniko Omori**, ISS Japan’s General Director, **Andrew Utschig**, U.S. Department of State Immigrant Visa Chief and social workers **Ai Ohba**, **Chiaki Hihara**, and **Aya Nakamura**, presented to 60



child welfare experts, government officials, academics and others concerned with the safe placement of children. For the past three years, ISS Japan has hosted a panel of experts to advocate for Japan to create formal adoption regulations, and ultimately lay the groundwork to ratify the 1993 Hague Adoption Convention.

## ISS General Secretariat and Federation Publish World Report



ISS handled almost **16,000** cases: **60%** dealing with migration; **20%** dealing with family-based care/adoption; and **12%**

dealing with family conflict. The remaining **8%** addressed the legal, documentation, intercultural marriage counseling and other needs of families separated across borders.



Events

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- **Health and Human Services:** Meetings of Agencies and Courts, Crystal City, VA, August, 2009
- **Migration and Child Welfare National Network:** TVPRA Conference, Washington, DC, October, 2009
- **University of Maryland School of Social Work,** International Social Work Student Conference, October, 2009
- **ISS-USA 2nd National Conference:** Practical Considerations: The Nexus of Social Work and Law in International Child Welfare, Baltimore, MD, October, 2009  
Keynote address delivered by Judge Oscar Gabaldón who is presiding over a Model Court in El Paso, Texas.
- **National Council on Juvenile and Family Court Judges (NCJFCJ) Annual Conference,** Las Vegas, NV, March, 2010
- **Overseas Citizens Services University,** DOS, Washington, DC, May, 2010
- **HHS Court Improvement Annual Conference,** Washington, DC, July, 2010
- **International Center for Missing and Exploited Children,** Fairfax, VA, August, 2010
- **Civil Society Working Group on Child Protection,** Washington, DC, October, 2010
- **The Ethics of Adoption in the 21st Century,** St. John's University New York City, NY, October, 2010

## Fostering Connections: Expanding our Thinking

In 2009 ISS-USA was awarded a **Fostering Connections to Success Demonstration Project grant** to support an innovative program in New Jersey. The project partners are Rutgers University Institute for Families and New Jersey Department of Children and Families, Division of Youth and Family Services (DYFS). The intent of the project is to train select DYFS employees and judges on best practices when working with children in the

child welfare system who may have international family connections. In addition to training, the project is tracking how many cases, and how many individual children, are in need of international case management services. When we submitted the grant application to the Department of Health and Human Services we knew that few people understood the scope of need for international case management services. However, the past year has proven that there is an urgent and growing need for a **National**



## ISS-USA to Host Third Annual Social Work Conference in Baltimore



**Ambassador Susan Jacobs and Judge Peter J. Messitte** will address the audience of 2010 Conference: **"Fractured Families: The Causes and Consequences of Children Separated from Their Families Across International Borders."**

Ambassador Jacobs was appointed by Secretary of State Clinton as Special Advisor to the U.S. State Department Office of Children's Issues, to provide expertise on Intercountry adoption and abduction issues. Judge Messitte has extensive experience with family law matters, in particular as one of four judges designated by the U.S. State Department as U.S. Representative to Judicial Network under the Hague Convention on the Civil Aspects of International Child Abduction.

# lishments

S Y S T E M T H I N K S A B O U T F A M I L Y

## Resource Center on International Child Welfare and Child Protection

to provide training, technical assistance and child advocacy to everyone charged with care of children within our borders, crossing our borders and leaving our borders.

There have been numerous high profile reminders that children are separated from their families in many ways. In some instances these cases are very public examples of private torment: international child abduction or international adoptions that disrupt. A national disaster in Haiti pushed the crisis of global child welfare to the forefront of discussions about what is in a child's best interest. What remains, however, is the fact that **these very difficult cases are only a peek into the growing problem of families pulled apart** across international borders.

We must train every state, every county and every individual social worker, lawyer and judge on best practices in identifying international family resources. It is imperative to understand that **multi-national, multi-ethnic families are far more the norm** than the exception.

**The state of New Jersey** has made the most extraordinary commitment to their children by participating in this demonstration project. The Institute remains committed to finding the necessary resources to provide every jurisdiction in this country with the same level of support under development in New Jersey.

— FELICITY NORTHCOTT

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

## Institute Hires New Staff

**Wendy Jeffries** is the **Program Manager** for the Fostering Connections to Success Demonstration Grant. She develops qualitative research instruments and protocols for data collection and analysis,

provides technical assistance on a wide range of international child welfare issues, and oversees day to day operations of the project.

**Yomaira Rodriguez** is the bi-lingual (English/

Spanish) **Intercountry Case Manager** for the Fostering Connections to Success Demonstration Grant. She manages all Intercountry cases referred to ISS-USA from the State of New Jersey.

## Institute Partners: Rutgers

**Carl Siebert** is a researcher with a passion for challenging work. As Lead Evaluator for the Fostering Connections to Success Demonstration Grant Project, he directs the effort to understand the impact of the work being done.

"The potential impact of this project is bigger than any other I have been involved with," says Siebert, Assistant Director for Research and Evaluation at the Center for International Social Work and the Institute for Families at Rutgers

School of Social Work. "We have the opportunity to improve the quality of life for both social workers and the people who receive services. Most training is evaluated on the basis of knowledge increase. That only addresses the learning at the time of the training. We will evaluate knowledge transfer to see if the training has an impact beyond the time of training."

"Working with ISS and DYFS has been a delight," says Siebert. "They are opening

doors; our collaboration is working well."

What they have learned so far has been fascinating to Siebert. "We have seen that many social workers are unfamiliar with international placements and tend to look for other solutions," he said.

"This work has a very different dynamic. It's a brand new thing, one that has a quasi-experimental design, highly invested people and an opportunity to have a huge impact. It's the kind of thing that gets me going."

## NJ Department for Children and Families

**Shanelle Robinson** was recently appointed the **International Liaison for the New Jersey**

**Department of Children and Families** (DCF). She is a certified social worker in the

state of New Jersey. Shanelle has been employed by DCF for nearly six years.



# Across Borders

## An Earthquake Is Felt Everywhere: Re-Examining What We Do for Children and Families

On January 14, 2010, the U.S. Office of Refugee Resettlement (ORR) embarked on one of **the most complex emergency evacuation responses in recent U.S. history**. The catastrophic earthquake that shocked Haiti resulted in **the repatriation of more than 28,000 U.S. citizens** and others to the U.S.

In the U.S., ORR is the lead Federal agency responsible for the coordination and provision of temporary services to U.S. citizens and dependents repatriated from a foreign country.

Through repatriation agreements, ORR worked in collaboration with the states of New Jersey, South Carolina, Florida, and Maryland to provide services to those who came on **835 flights**

**in a period of 38 days.**

Following the Homeland Security guidelines, ORR was responsible for the care of approximately **650**

**unaccompanied Haitian children** who were temporarily placed in HHS custody until released to their prospective adoptive parents.

In addition, ORR was part of various emergency activities involving the evacuation of approximately **284 critically ill individuals**. ORR is committed to providing necessary benefits and services to best assist vulnerable populations, including refugees, asylees, and U.S. repatriates.

—**ESKINDER NEGASH**  
*Director of Office of Refugee Resettlement*



### STARTING AGAIN

## From Tragedy to Hope: The Story of One Haitian Family

**L**IFE WAS GOOD FOR **Stenio D’Haiti** in his Haitian home of Croix-des-Bouquets. He had a beautiful family, a comfortable lifestyle and high hopes for the future. **In a matter of 35 seconds, however, his life was forever changed.**

He remembers the moment clearly—Tuesday, January 12, 2010, just before 5 p.m.—when a cataclysmic

earthquake with a 7.0 magnitude rocked the country, leaving behind hundreds of thousands dead, injured or homeless.

Within those brief moments, D’Haiti bore witness to **unimaginable devastation**. “There were two terrible shakes. I couldn’t even see what was going on,” says D’Haiti. “There was so much yelling, so many

blood-soaked people, and so much tragedy. It was unbelievable.”

Debris poured down on D’Haiti, as he heard the frantic cries of his two-year-old daughter, Sabellah. She was trapped inside a collapsed apartment complex. Despite a dislocated shoulder, he desperately clawed through the dense pile of destruction to reach his little girl. “No one wanted to go in



the assistance the girls have received through the U.S. Repatriation Program. “I thank the government for this program,” says D’Haiti. “We have a chance to get back on our feet.”

The U.S. Repatriation Program was established in 1935 to

provide temporary assistance to U.S. citizens and their dependents identified by the U.S. Department of State as having returned, or been brought, from a foreign country to the U.S. because of a crisis and who are without immediate access to resources available to cover their needs.

The program provides temporary assistance necessary for their transition and reestablishment in the U.S.

**“Without the Repatriation Program,**

**families like the D’Haitis would be homeless and in desperation,”** says ISS’s Salome Sullivan.

ISS-USA Executive Director Julie Rosicky takes great pride in the program that her organization has administered for more than ten years. To her, the D’Haiti family is emblematic of the good work provided through the Repatriation Program. “We are so hopeful for them,” she says. “They are well educated and resourceful people, committed to regaining the lifestyle they once enjoyed.”

“The shock of the earthquake is always on my mind. It was the most tragic experience in my life,” D’Haiti says. “But I have hope. We know life is hard, and we are confident we will recover.”

the house,” he remembers. “Nobody would help me.”

**D’Haiti dug for 13 grueling hours,** until he reached the child and her nanny. Miraculously, both were unscathed. The joy of holding Sabellah was profound, but finding wife Christelle, and daughters, Starina and Stara, occupied his every thought. They hadn’t returned from the city. “I didn’t know what had happened to them,” he said.

When they returned the next day, D’Haiti finally gave way to his emotions. “When I saw them come home, it was a feeling I just can’t describe. It was a blessing to me.”

Still, D’Haiti’s sense of loss was deep. His father’s body was never found. “Some memories are too painful,” he says. When an aftershock hit a few days later, D’Haiti sent the girls to Florida, where a friend cared for them until the family could be reunited a week later.

**Today, they are adapting to a new life in Miami.** D’Haiti, a network engineer, and Christelle, a non-profit administrator, are desperately searching for work and a way to make ends meet.

Despite the struggles, the D’Haitis are thankful for their good health and



*When I saw them come home, it was a feeling I just can’t describe. It was a blessing to me.*

—STENIO D’HAITI

## Advocating for Children and Families

**The Guidelines for the Alternative Care of Children**, adopted by UN General Assembly (UNGA) on 20 November 2009 provides recommendations in



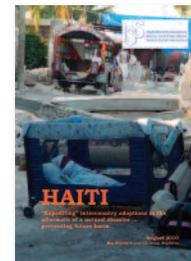
matters of protection and well-being of children who are in need of alternative care, or who are at risk of becoming so.

### ISS-USA Advocates for Social Workers to Help Vulnerable Children and Families in Haiti.

Julie Rosicky, spoke about the need to develop social work capacity in Haiti at “Building a Strong Foundation for Children and Families of Haiti” a one-day meeting organized and hosted by the Congressional Coalition on Adoption Institute (CCAI). Senator Mary Landrieu delivered the keynote address.



### Haiti: “Expediting” Intercountry Adoptions in the Aftermath of a Natural Disaster...Preventing



**Future Harm** identifies lessons learned and provides an objective analysis of the fast-tracking measures implemented in

intercountry adoption from Haiti, against the backdrop of international norms.

# Statement of Activities and Changes in Net Assets

Year ended December 31, 2009 with Summarized Information for 2008

<b>SUPPORT AND REVENUE</b>	2009	2008
<b>Contributions</b>		
Foundations and agencies	\$ 66,930	\$ 103,212
Individuals and corporations	15,926	33,492
In-Kind contributions	115,778	85,930
	<b>\$ 198,634</b>	<b>\$ 253,567</b>
<b>Services Provided</b>		
U.S. Government	\$ 1,029,139	\$ 809,608
State Governments	170,077	203,827
Other	65,150	90,699
	<b>\$ 1,264,366</b>	<b>\$ 1,104,134</b>
Other Revenue	\$ 20,029	\$ 8,968
<b>Total Support and Revenue</b>	<b>\$ 1,483,029</b>	<b>\$ 1,366,669</b>
<b>EXPENSES</b>		
<b>Program Services</b>		
Intercountry casework/repatriation	\$ 1,299,178	\$ 1,138,854
Management and General Administrative	182,735	209,170
<b>Total Expenses</b>	<b>\$ 1,481,913</b>	<b>\$ 1,348,024</b>
<b>Change in Net Assets</b>	<b>\$ 1,116</b>	<b>\$ 18,645</b>
<b>NET ASSETS</b>		
Beginning of year	\$ 362,146	\$ 343,501
<b>End of Year</b>	<b>\$ 363,262</b>	<b>\$ 362,146</b>

The accompanying financial information has been derived from the audited financial statements of ISS-USA for the year ended December 31, 2009. A full copy of this statement, prepared by Tait, Weller and Baker LLP, Certified Public Accountants is available upon request.



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BARRY KONIG

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

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ARIZONA DIVISION OF CHILDREN, YOUTH AND  
FAMILIES

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NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES,  
ADMINISTRATION FOR CHILDREN AND FAMILIES

OFFICE OF REFUGEE RESETTLEMENT

THE CHILDREN'S BUREAU

U. S. DEPARTMENT OF STATE BUREAU OF CONSULAR  
AFFAIRS, OVERSEAS CITIZENS SERVICES, AND OFFICE  
OF CHILDREN'S ISSUES

## **INSTITUTIONS OF HIGHER LEARNING**

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MORGAN STATE UNIVERSITY

RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK  
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JESSIE BALL DUPONT FUND

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VINCENT WINTER ASSOCIÉS

*and anyone else that we might have missed.*



# Staff

## SENIOR MANAGEMENT TEAM



**JULIE GILBERT ROSICKY**  
*Executive Director*

**STEPHNEY ALLEN**  
*Director of Operations*

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

**SUSAN OSLUND**  
*Director of International Services*

## OPERATIONS



**ESTHER KEINKEKE**  
*Fiscal Coordinator*

**BERNICE WHITTINGTON**  
*Repatriation Assistant*

**AMANDA WILLIAMS**  
*Administrative Assistant*

**GRACE WINGO**  
*Haiti Evacuation Data entry*

**MAYA CAMPBELL**  
*Haiti Evacuation Data File Clerk*

## RESEARCH AND TRAINING



**WENDY JEFFRIES**  
*Project Manager, Fostering Connections*

**SALOME SULLIVAN**  
*Repatriation Program Training Manager*

## CASEWORK



**JUANA BODDEN**  
*Intercountry Case Manager*

**YALEMZEWD BUKELE-MULAT**  
*Repatriation Case Manager*

**MI CHANG**  
*Repatriation Case Manager*

**CANDICE JOHNSON**  
*Intercountry Case Manager*

**YOMAIRA RODRIGUEZ**  
*Intercountry Case Manager*

**AUDREY NOGUERA SABISTON**  
*Repatriation Case Manager*

**STUDENT INTERNS** (in alphabetical order) **TEREZA KAPLANOVA** UMBC • **DYLAN LACHMANSINGH** MSW Student, Catholic University

**YVONNE NJAJA** BSW Student, Morgan State University • **KRISTIN REUTER** MSW Student, Catholic University

**ADRIANNA SHANEY** Goucher College (Walter Sondheim Jr. Maryland Nonprofit leadership Program)

**MARIE THORPE** Summer 2010-volunteer/intern • **ANGELA VOEGELE** MSW Student, University of MD School of Social Work

**ANJANAE WILSON** BSW Student, Morgan State University

**VOLUNTEERS** (in alphabetical order) **RYAN BACOTE** Baltimore Summer Youth Works Program • **IRENE BROBBEY**

**DANIELLE COOK** Baltimore Summer Youth Works Program • **TSION TECLE**

## Board of Directors



*Left to right:* JAMES PAUL, BRUCE MORRISON, BARBARA GILMORE (with Muni Figueres), ROBERT CHARLES HILL, JAMES CALVIN, NANCY H. GREENE, ROBERT MILES, JACQUELINE BHABHA.

*Not pictured:* ALEX PAPACHRISTOU

### ROBERT CHARLES HILL

*President*, is the founder of Hill & Associates, P.L.L.C., 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.

### NANCY H. GREENE

*Vice President*, 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.

### 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

### BARBARA GILMORE

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

### 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.

### JAMES R. CALVIN

Ph.D. is Associate Professor of Management and Organizational Systems, and Director of the Leadership Development Program (LDP) for Minority Managers at the Carey Business School, Johns Hopkins University and an Executive Board Member of the Center for Africana Studies.

### 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 past 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.

### JAMES PAUL

has an active general litigation practice involving antitrust, mergers and acquisitions, insurance, employment, foreign corrupt practices, trusts and estates, tax, and products liability. Mr. Paul also functions as general counsel to Clifford Chance where he has been a partner since 1978.

**ISS SALUTES...**  
Muni Figueres who left the ISS-USA board of directors this summer in anticipation of her new post: Ambassador from Costa Rica to the United States. Congratulations Ambassador Figueres!



**International Social Service**

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*Concept and Design*

**VINCENT WINTER ASSOCIÉS**

Headquartered in Paris since 1995, VWA 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.

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