

SPECIAL ELECTION EDITION AMERICAN FOREIGN SERVICE ASSOCIATION • APRIL 2017

The Committee on Elections is conducting the AFSA Governing Board election and vote on three proposed Bylaw Amendments. This packet contains the candidate list, candidates' statements, proposed Bylaw amendments plus explanation, and a statement of opposition to one proposed amendment.

AFSA Governing Board Election for the 2017 to 2019 Term

Candidate:	Position:
Barbara Stephenson *	President
Tom Boyatt *	Secretary
Earl Anthony (Tony) Wayne *	Treasurer
Joe De Maria	State VP
Kenneth Kero-Mentz *	State VP
Ann Posner	USAID VP
Steve Morrison	FCS VP
Daniel T. Crocker *	FCS VP
Hoa Van Huynh	FAS VP
Bill Haugh *	Retiree VP
John K. Naland	Retiree VP

Candidate:	Position:
Anne Coleman-Honn *	State Rep
Thomas Michels	State Rep
Martin McDowell *	State Rep
Salina Rico	State Rep
Josh Glazeroff *	State Rep
Tricia Wingerter *	State Rep
Andrew J. Scheineson	State Rep
Adam Vogelzang	State Rep
Christopher C. Ashe	State Rep
Lawrence W. K. Casselle *	State Rep
Matthew Hilgendorf	FCS Rep
Andrew Wylegala	FCS Rep
John (J.J.) Hurley	APHIS Rep
Steven L. Herman	BBG Rep
Thom Wright	FAS Rep
George Colvin	Retiree Rep
Alphonse F. La Porta *	Retiree Rep
Philip A. Shull *	Retiree Rep

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Contact the Committee on Elections by email
at election@afsa.org ■

* Member of the Strong Diplomacy slate

2017-2019 AFSA Governing Board Election

Candidates' Statements

Barbara Stephenson for President *

As head of the Strong Diplomacy slate, I thank all the AFSA members who voted for me and for the whole slate in the 2015 elections. I asked you then, as I am asking you now, to cast your vote for a strong slate of candidates united around a compelling governing vision: every decision we take as AFSA Governing Board members will be based on what makes the Foreign Service stronger—in fact and in reputation.

With my commitment to transparency and accountability as foundations of good governance, I have used the President's Views columns in the Foreign Service Journal to keep you informed of the Board's work. We developed an agreed strategy built around three pillars or lines of effort:

Inreach, to understand fully members' aspirations and concerns, which drive AFSA's advocacy agenda with Department management and on the Hill;

Workforce planning, to give AFSA the capacity to serve effectively as the principal advocate for the long-term institutional well being of the Foreign Service, a competitive "up or out" service established by the Foreign Service Act of 1980; and

Outreach, to raise awareness of the vital work of the Foreign Service and develop a domestic constituency prepared to defend us.

Our abiding commitment to good governance also led us to undertake reforms to improve governance at AFSA. Our annual budget process increasingly reflects the strategic vision of the Governing Board, which is, as the bylaws make clear, responsible for governing AFSA in the interest of our members. Our committee structure and minutes process now comport with established best practices. If Strong Diplomacy is returned to the Governing Board, expect further work to improve AFSA governance so that member dues are used as efficiently and effectively as possible for the benefit of the Foreign Service.

Resources permitting, we will strengthen Congressional advocacy efforts, drawing on AFSA's new Ambassadorial Advisory Council to chart an effective course and represent the Foreign Service in meetings on the Hill. And, resources permitting, we will further expand outreach efforts so elected representatives know how much their constituents value the Foreign Service, whether that is farmers who appreciate our

work to open markets for their crops or members of AFSA's strategic partner organizations (Global Ties, World Affairs Council) who share our commitment to global engagement and have deep roots in their communities across the 50 states.

A vote for me and fellow Strong Diplomacy candidates is a vote for continued work by a united Governing Board to make the Foreign Service stronger. We know from repeated polling that nine in ten Americans favor strong American global leadership. And we know from experience that such leadership is unthinkable without a strong, career professional Foreign Service. The stakes are high and the challenges facing the Service serious. Fortunately, the candidates for Strong Diplomacy include some of our profession's most skilled and sophisticated advocates. I am grateful to each of them, including Strong Diplomacy founding member and AFSA secretary Bill Haugh, for stepping forward to serve. Use your vote to put them to work for you, for a strong Foreign Service, and for continued American global leadership.

Bio note: Barbara Stephenson has served as president of AFSA since July 2015. As Dean of the Leadership School at FSI (2013-2015), she launched a Department-wide dialogue—the Leadership Roundtable—to improve leadership and management to unleash the tremendous talent at State. She served previously as Ambassador to Panama and DCM/Charge in London. She won a Distinguished Honor Award for delivering the "civilian surge" to Iraq—without breaking the back of the Foreign Service. She also served as Consul General in Belfast and CG and COM in Curacao and received a Superior Honor Award for her work on the peace agreement in El Salvador. With over thirty years of service, she entered as a political officer and has since served inter-functionally, meeting the needs of the Service whenever and wherever called.

Tom Boyatt for Secretary *

We in the Foreign Service are fortunate to have the opportunity to participate in two rewarding universes: the formal world of our careers as Foreign Service officers and Specialists, and the alternate world of AFSA. The latter supports the former and both are dedicated to the most effective possible

American diplomacy in the nation's service.

Entering the Service before cones existed, I was both a consular and administrative officer in Antofagasta, Chile; an economic officer during a stint at the Treasury and later economic "counselor" in Luxembourg; political counselor in Nicosia; country director in NEA; DCM in Santiago; and Ambassador to Upper Volta and to Colombia. I count myself very lucky to have served in all of the cones and four of the five geographic bureaus of my day.

In AFSA world I have served as post representative in Nicosia; Vice President in charge of elections competing against AFGF to represent State, AID and USIA; President during our initial negotiations with management regarding personnel policies and procedures; Treasurer multiple times as well as a retiree representative and retiree Vice President for the last two years. For more than 50 years I have had the privilege of working in the AFSA context with several generations of very talented Foreign Service colleagues to pursue the best interests of the Foreign Service itself and its people. I would not trade my experiences in both worlds for anything.

The Strong Diplomacy slate since 2015 has worked for a more efficient Foreign Service and supported AFSA as its principal advocate. I have pursued the same objectives my entire professional life. During the last two years under Barbara's inspired vision AFSA has made great progress on the three pillars: outreach to the public and Congress, in-reach to assess member views, and the development of a transparent and viable work force planning model and process. Undergirding all of this has been Barbara's leadership in driving significant improvements in the governance of AFSA in fulfillment of our fiduciary responsibilities. Much remains to be done and I am honored to part of the Strong Diplomacy Slate in the 2017 elections.

There are also potential external challenges in the form of a new Foreign Service Act and/or possible changes to the statutory basis of our employee-management system. We are monitoring these situations and discussing any necessary responses.

Given the work still ahead and the potential challenges, I ask you to vote for me and my colleagues on the Strong Diplomacy Slate. We are fully committed to the tasks ahead, and to leaving a better and stronger AFSA and Foreign Service to our successors.

Earl Anthony (Tony) Wayne for Treasurer *

I am very pleased to be part of the Strong Diplomacy slate as the candidate for Treasurer. The vision we share -- that every decision by AFSA's Governing Board members should be guided by what makes the Foreign Service stronger in fact and reputation -- is as important as ever, given the serious challenges we may well face as professionals in the years ahead. My years of experience have shown me that AFSA has an essential role to play as an advocate in strengthening the Foreign Service and that AFSA needs strong leadership and clear vision to carry out that role well.

I am honored to join Barbara Stephenson and the other members of the slate to take forward the work underway to: 1) understand well our members' aspirations and concerns so that we can more effectively direct AFSA's advocacy; 2) improve workforce planning in order to enhance the long-term institutional well-being of the Foreign Service; and 3) raise awareness of the vital role that the Foreign Service has in assuring the well-being of the United States and the successful pursuit of our national interests. We will benefit greatly from a larger domestic constituency that understands and values the importance of a strong and effective Foreign Service. Barbara and our team are also committed to continuing to improve the governance of AFSA, based in principles of transparency and accountability. I ask for your vote so that I can help with this work.

Bio note: Earl Anthony (Tony) Wayne served in the Foreign Service from 1975 to 2015. He was confirmed as a Career Ambassador in 2010. Wayne served as the U.S. Ambassador to Mexico (2011-15), Deputy Ambassador and Coordinating Director for Development and in Afghanistan (2009-2011), and U.S. Ambassador to Argentina (2006-2009). Wayne was Assistant Secretary of State for Economic and Business Affairs (EB) from 2000-2006. Prior to EB, Wayne worked as Principal Deputy Assistant Secretary of State for European Affairs, Deputy Assistant Secretary for Europe and Canada, and Deputy Chief of Mission at the US Mission to the European Union, among other posts. He received a number awards during his State Department career, including the Cordell Hull Award, the Charles Cobb Award, and the Department's Distinguished Honor award.

Wayne is currently a Public Policy Fellow at the Woodrow Wilson International Center for Scholars, a nonresident senior fellow with the Atlantic Council's Global Business and Economics Program, and a non-resident senior adviser for the Center for Security and International Studies. He is a consul-

tant, including for HSBC Bank in Latin America on countering illicit finance. He also chairs AFSA's Political Action Committee.

Wayne has Masters Degrees from Harvard, Princeton, and Stanford, and a BA is from UC Berkeley.

Joe De Maria for State VP

You do have a choice.

I am Joe De Maria and I would like you to elect me State Vice President of AFSA. I am a consular officer with more than 25 years' experience with service in seven countries and five Washington bureaus.

I am running to serve everyone in the bargaining unit and to protect our right to organize and bargain collectively.

In the best spirit of consular service, I promise to be accessible and focus on customer service. Do you know your AFSA Officers personally? As office hours, I will have lunch and breakfast at the cafeterias in HST and FSI on published days several times per week, when anyone can join me and talk about anything, with no appointment. I will never forget I work for you and serve at your pleasure.

I am running against a slate of long-serving AFSA officers who have done a great job dealing with management for several years, but like all other public employee unions, AFSA now is under threat to its very existence. It has been reported that the White House is looking to the example of Wisconsin as a model to degrade government unions. Members of Congress are planning to end the decades-old right of federal employees to have fair representation in the workplace. Right now, the issues are the use of official time for union business, like resolving disputes, and spreading free rider ("right to work") laws, but it won't end there. They will cite a report that links public sector collective bargaining with increased public spending and say unions have no place in government. Their position used to be: "When we get the unions to the bargaining table, we're going to win." Now, their position is: "We're not going to let them get to the bargaining table." There is a big difference.

At a recent meeting of AFSA candidates, a member of the Strong Diplomacy Slate said such concerns are speculative. I hope he's right and I'm wrong, but we must be proactive to counter such ideas. We can do that by working with the other two unions which represent State employees and our organized coworkers throughout the federal government and beyond. Otherwise, AFSA will simply be a professional association with no input into the terms and conditions of work. As

our first diplomat, Benjamin Franklin, said, "If we don't hang together, we will surely hang separately."

Further, management should support AFSA in its own interest. Management and the Foreign Service have enjoyed a healthy, cooperative relationship for decades, which has made our Foreign Service the global standard for excellence and our foreign policy strong. That partnership should not be questioned.

Please vote for me this spring.

Kenneth Kero-Mentz for State VP *

I believe having passion for the job makes the job. And I have loved the State Department, the Foreign Service, and AFSA – our union and our association – since I joined State over 17 years ago. Now I want to channel my passion to advocate for you as your next AFSA Vice President for State. Over the years, I have seen a number of changes and improvements – more diversity and greater training for supervisors and managers, to name just two. But in these, and other areas, there is still more we can and must do to make this institution I love (and which I suspect you do too) stronger in the face of challenging times.

I know our bureaucracy can be tough to navigate, and tougher to change. Advocacy can be difficult, but it is critical, especially when the challenges seem most daunting. I have a proven track record of using my passion to move State forward, helping others, and achieving positive outcomes for my fellow employees.

Early in my career, I volunteered as AFSA's Post Representative twice and won the AFSA Post Rep of the Year award in 2009 while in Berlin. Upon returning to Washington, I served two terms on the AFSA Governing Board, first under the leadership of Susan Johnson and later with Bob Silverman. I learned a great deal from both and was proud to support Barbara Stephenson and her Strong Democracy slate in 2015. This year, I'm even more proud to join the Strong Diplomacy slate as we work together to support and promote the Foreign Service.

Outside AFSA, my passion for advocacy has also supported GLIFAA, the organization representing the foreign affairs LGBT+ community. My time on that Board, and particularly the year I served as GLIFAA President taught me valuable lessons on dealing with the Department's senior leaders on controversial, but needed, reforms. Prior to joining State, I spent five years on Capitol Hill, giving me insight into working successfully with Congress as well. Finally, my assign-

ments abroad (in Erbil, Baghdad, Colombo, Berlin, and Rio de Janeiro) and in Washington (in EUR and DRL) give me the breadth and depth of experience needed to represent the diversity of our service and advocate for our unique needs.

I believe AFSA must be a place where everyone can share concerns and ideas, safely. During this critical time, I want to work for you and with you to support and improve this organization, this institution, which inspires our passion. I know how to work with senior management, and I know how to advocate for our foreign service and our Department. I ask for your vote, and I look forward to hearing from you in the coming months.

Ann Posner for USAID VP

USAID's achievements are noteworthy. Its highly skilled and dedicated work force of professional Foreign Service Officers (FSOs) are a considerable weapon to combat poverty and disease and to create sustainable societies dedicated to democratic principles, gender equality and economic growth. And we must continue to help in countries that face the terrible realities of extreme weather, famine, regional conflicts and corruption. The demands of these challenges can place pressure upon our Foreign Service Officers. They may live and work in difficult and hazardous conditions and endure separations from their families.

Rajiv Shah, former USAID Administrator stated recently: "Health and development spending has evolved into a rigorous, innovative and professional enterprise dedicated to measured outcomes. Aid and development practitioners know how to set smart targets, engage private-sector partners, adapt to changing circumstances and make sure taxpayers get the most value for their investments. And they have evidence that what they are doing works."

With 19 years as a FSO in USAID and another eight years as a Foreign Service spouse - "eligible family member" I bring my first-hand experiences in USAID missions within US Embassy communities to bear. As Constituency Vice President for USAID, I will call upon my knowledge and years of experience as a USAID Executive Officer to represent the perspectives and concerns of FSO's and their families.

Knowing that USAID is vigorous and innovative and we constantly adapt to changing circumstances and situations, I will collaborate with Foreign Service colleagues in the State Department and other Foreign Affairs agencies to be sure that our voices and our unique perspectives and history are considered in our Government's foreign policy agenda.

Steve Morrison for FCS VP

Standing up to Management is not easy or something that should be taken lightly. I have only acted with your best interests at heart using the courage and wisdom that comes from a 20-year Foreign Service career and 10 years working in Washington prior to joining the Commercial Service.

As an example, I stood up to Management abuse no fewer than three times in just the past 12 months. Last year, Management mistakenly misled several officers into postponing language training until I stepped in, pointed out the dangers to those officers' careers and families, and -- working with the affected officers -- Management's decision was reversed. About the same time, other officers began receiving word that pre-retirement training was being canceled. I objected, filed an Implementation Dispute, and negotiated a restoration of classes and MOU. Along the way, Management admitted that "the change was a mistake" and that "the Foreign Service is different" (i.e., needs to be protected).

Similarly, you know the lengths I went to -- and risk I ran -- pointing out Management excesses with respect to travel. As a result of our work, trips were canceled and money was saved for real trade promotion. I fought forcefully, honorably, wisely, and in person and in writing. I did not quit.

The job of AFSA VP, thankfully, is not all about opposition and thus I can point to many instances where AFSA and Management worked together to improve the Commercial Service such as changes to the composition of Selection Boards (that led to better and faster awards and promotions), a revived When Actually Employed program, and TDY Lodging.

As for the future, Suzanne and I began working on outreach even before 2016 was in the record books. We met and discussed Hill priorities with our colleagues in December. I subsequently met with Senator Cory Booker's staff and Appropriations Committee staff regarding resources. It goes without saying that ITA's budget is under tremendous pressure and 2017 is shaping up to be a "make-or-break" year for the Commercial Service.

In sum, now is not the time to "change horses." The new Administration has been encouraged to engage in "straight-out war" against long-standing protections. Labor law is complex and thus my esteemed AFSA colleague wrote, "I am a political officer, but I've engaged in more negotiations during this assignment than during any of my overseas postings." The CS AFSA VP is the primary negotiator for personnel matters before the Commercial Service. It is the final backstop to potentially disastrous new or changing policies directly

affecting your career. In times like this, you need a fighter and a finisher. I am that person and thus hope you will re-elect me as your AFSA VP.

Daniel T. Crocker for FCS VP *

Barbara Stephenson is leading the Strong Diplomacy slate for AFSA. I'm asking for you to vote for our team. And I'm asking you to vote for me as your FCS VP on that slate. There are three reasons.

First, we need a unified Governance Board representing our interests. Barbara's leadership is exemplary in this regard – she's drawn an outstanding team together. When she was Ambassador to Panama, I served as her SCO and can attest to her recognition of the importance of FCS as a core member of her senior staff. We all know country teams that function well and ones that don't. Think of this AFSA team as a high performing one and vote for us.

Second, Strong Diplomacy's commitment to three pillars serves your interests. Inreach means learning from you what is most important for us to tackle. For FCS I will always ask for your feedback and validation and give you better transparency. Workforce planning emphasizes our adherence, unique within Commerce, to a professional Foreign Service with an up or out system. Outreach is perhaps the most critical component for us. We need to engage much more aggressively with our stakeholders within Congress and use key associations such as DEC's and the US Chamber as force multipliers to engage on our behalf.

Third, I am passionate about our mission and will bring that to bear on defending and advancing FCS interests through AFSA. We already insist on data-driven metrics and outcomes to show how well we serve the US business community. I will leverage this data, our US and foreign network, and associations and clients to raise our profile much more dramatically. I will give you data-rich briefs for the Codels you host. I will challenge Commerce where needed to ensure that our budget is spent on giving us what we need to deliver for our clients. I will be boots on the ground for you in DC. If you want to see a higher level of energy on your behalf and to ensure that FCS is leveraging the full power of AFSA, vote for the Strong Diplomacy slate and for me as your FCS VP. Questions? Email me at dcrocker@alum.mit.edu.

Bio note: Dan Crocker is a Senior FCS Officer currently serving as SCO in Madrid. He previously served in Panama, Brazil, Mexico, and the Dominican Republic. Dan also served in

HQ as Executive Director for the Western Hemisphere and led the global implementation of Salesforce for FCS. He's received the Superior Honor Award, two Meritorious Honor Awards, the Franklin Award, two Commerce Bronze Medals, and two Director General's Awards for his work on advocacy issues, technology applications, and interagency collaboration.

Hoa Van Huynh for FAS VP

Dear AFSA colleagues:

Thom Wright and I seek your vote for the positions of FAS Representative and Vice President.

We are a team of passionate and seasoned FSOs. Thom is finishing up his second tour in Jakarta after serving in India. I have had the privilege to serve U.S. farmers and ranchers for over 25 years in various overseas and domestic positions like London and Guangzhou, experiencing all of FAS's program areas.

We are hopeful to be given a chance to represent your voices in the important challenges that FAS faces. These include the agency's shrinking FSO roster, the need for effective training and leadership development, support for families and singles alike, good job opportunities and openings for time in DC, and the important effort to make FAS a diverse and inclusive workplace. We are likewise dedicated to facilitating communication between FSOs and management, especially with FSOs in the field who lack day to day contact with our leadership.

We will do our best to represent you in working with the Management to address these challenges if we are fortunate to earn your vote.

Hoa Van Huynh - Candidate for FAS Vice President

Thom Wright – Candidate for FAS Representative

Bill Haugh for Retiree VP *

I ask for your support to serve as #Strong Diplomacy candidate for Retiree VP. I will work to:

- Protect the retirement benefits and entitlements we earned.
- Provide responsive services to the retiree community.
- Communicate often and clearly to the retiree community.
- Support the active duty Foreign Service, whose contributions to American prosperity and security are the best argument for a strong FS retirement system.

We face real challenges. The defined benefit retirement of the Foreign Service is a target – Strong Diplomacy will fight to

protect it with smart strategies and tough tactics. A great system of career-long retirement planning is vital for the globally deployed Foreign Service -- we'll fight to keep the progress achieved. We'll help you prepare for retirement, with outreach to understand the options. You can contact me at any time for help on retirement questions, benefits, WAE service, access to the Department, and survivor benefits. We'll help you stay in touch with the Foreign Service community. Find us on Facebook: Strong Diplomacy - AFSA 2017.

Enabling the work of the Foreign Service community -- seeking out and listening to your views -- that's what I did for 35 years. As a Management Officer overseas, I built the platform for the Foreign Service mission and made life better for the community. In Washington, I collaborated with AFSA to implement constructive change. As Chair of the Washington ICASS Executive Board, I built consensus among the foreign affairs agencies. I served in three regional bureaus, on the Seventh Floor, in hardship posts and European capitals, in the M Family, and a functional bureau. As Dean of the School of Language Studies 2012-14, I championed foreign language skills, a strategic asset for the Foreign Service and the nation.

I'm proud to be the Strong Diplomacy candidate for Retiree VP. Secretary of the AFSA Board since 2015, Strong Diplomacy reinvigorated AFSA. We look at issues through the lens of one simple but powerful question, "Does this make the Foreign Service stronger?" We strengthened AFSA's internal governance, we ramped up public outreach and member "inreach," and we engaged effectively with management at State and the Foreign Affairs agencies.

Barbara Stephenson leads a diverse slate from all cones and many specialties, active duty and retired, from all foreign affairs agencies. We humbly ask your support for Strong Diplomacy to keep AFSA in the lead.

Bill Haugh bio note: I joined the Foreign Service in 1980 after six years as an Army officer. My last assignment was Executive Director at FSI. I retired in April 2015, and work as a WAE. Kathryn and I have two adult daughters who grew up at posts overseas and in Washington.

John K. Naland for Retiree VP

It goes without saying that the Foreign Service today faces unique challenges. We retirees can, indeed must, help AFSA confront those challenges. To start, we need to rethink the role of the Retiree VP. Traditionally, Retiree VPs have been distinguished former senior officers whose myriad of other

activities (lecturing, consulting, traveling, etc.) left only a few hours a week to dedicate to AFSA. That limited role may have been adequate in the past, but it is not today.

The Administration is proposing deep cuts in funding for diplomacy as well as drastic changes to federal retiree benefits (some of which could impact current retirees). Congress is considering changes to union "official time" rules that would force AFSA's President and active duty VPs to either go on LWOP to remain full-time AFSA officers or to limit their union activities to lunch hours, evenings, and weekends.

Given these threats, the next Retiree VP needs to do more than attend a few AFSA meetings a month and write four Foreign Service Journal columns a year. If you give me your vote, I pledge to dedicate 20 hours per week to AFSA. Not only will I devote time and energy, but I will do so employing uniquely-relevant expertise and experience.

As you may recall, I served as AFSA President (2001-3 and 2007-9) and AFSA State VP (1999-2001). Those were periods during which AFSA fought hard for funding for diplomacy and development and secured key legislative victories including Overseas Comparability Pay. If elected Retiree VP, not only will draw on that experience when advising the AFSA Governing Board, but I will take an active role in defending the Foreign Service to Congress, the media, and American people.

I have also sat on the other side of the labor-management negotiating table. As the immediate past Director of the Office of Retirement (2011-15), I have deep knowledge of our Foreign Service retirement system (indeed, AFSA turned to me to write the summary in pages 10-15 of your 2017 AFSA Directory of Retired Members). If elected Retiree VP, I will use my expertise to assist retirees who turn to AFSA with questions or problems. When needed, I will meet with the Office of Retirement and the Retirement Accounts Division.

Last summer when AFSA President Barbara Stephenson presented me the 2016 AFSA Achievement and Contributions to the Association Award, I said I hoped the award would be a mid-term evaluation of my contributions to AFSA instead of a final grade. If you give me your vote for Retiree VP, I will work hard to make additional contributions to AFSA's vital mission over the next two years. You can reach me at nalandfamily@yahoo.com. Thank you.

Anne Coleman-Honn for State Rep *

I believe the Foreign Service plays a critical role in advancing U.S. interests around the world and that we need AFSA to be a skilled and respected advocate for our profession--both with Department management and on Capitol Hill--as we face the substantial challenges ahead. That's why I am excited to join the Strong Diplomacy slate as a candidate for State representative under Ambassador Stephenson's leadership.

The Strong Diplomacy board will continue to focus its efforts in three key areas: understanding the concerns and priorities of our membership; strategic planning to meet the long-term needs of our service; and building a domestic constituency to support and defend the vital role of the Foreign Service in U.S. global leadership. In all we do, we will ensure your member dues are spent wisely.

I am an O2 Economic-coned officer, am part of a tandem, and have served in four bureaus and across cones. As a founding member of the Balancing Act employee organization, I am proud to have partnered with AFSA to bring best practices from other parts of the Federal government--such as the emergency backup care program for dependents and a shared leave bank--to State to help employees meet work and family obligations. Please join us in making the Foreign Service a stronger institution.

Thomas Michels for State Rep

Our nation is entering a period of significant domestic and international transition and uncertainty. As career members of America's diplomatic cadre, it's our professional obligation to promote excellence in the Foreign Service and defend the integrity the institution. We must increase our vigilance and carefully vet Departmental decisions to fully understand the impacts on our profession and our families. We need to remain vigilant in supporting our families, ensuring overseas security as well as advocating for fair compensation and benefits.

I am asking you to join me in defending our profession and integrity. I am motivated and tenaciously dedicated to serving and promoting the Foreign Service. I am committed to addressing issues that directly impact the Foreign Service and our families. Together we can take advantage of this uncertain time of change to advocate for the professionalism of the Foreign Service and be positive agents of change to ensure our organization's successful future.

I joined the Department of State in 2004 as a Security Engineering Officer. Currently I am posted with OBO Con-

struction Facilities Security Management. Other postings include Moscow DS/CMP/TSC, Baghdad, Islamabad, Ottawa and DS/FSE/PME.

Prior to joining the State Department, I have over twelve years of experience as a project engineering manager in industrial automation. I obtained a BS in Electrical Engineering from Lawrence Technological University and a MBA degree from Pepperdine University.

Martin McDowell for State Rep *

Thank you for the opportunity to help represent you in AFSA. I am honored to be part of Ambassador Stephenson's Strong Diplomacy team.

We are facing a number of challenges in uncertain times – from securing support for the irreplaceable function we perform for the American people, to ensuring a continuation of the professionalism and accountability that are the hallmarks of our Service.

I know that under Ambassador Stephenson's leadership, AFSA will continue to exercise thoughtful outreach to build our constituency and win over stakeholders, advocate for long-term strategies to make us stronger and help us grow, and most important – to practice active, smart and responsive listening to best represent all of you.

I'm an O1 Political Officer and have dealt with a range of issues – from policy to administration – while serving across three cones in four overseas tours. I've also spent three tours in Washington and earned some State and interagency process stripes doing jobs from country desk work to the 7th floor. Great bosses and colleagues also taught me that good leaders never ignore their weaknesses, to stay humble, and to remember that effective embassies and offices reflect the sum of their parts. With your support, I welcome the chance to serve all of you. Thank you.

Salina Rico for State Rep

Diplomacy and how we represent America is evolving. Political priorities and shifting foreign policy may re-focus our goals abroad. But what remains consistent is our passion to serve, loyalty to the constitution, and our collective strength. I joined the Foreign Service nearly six years ago with a strong commitment to serve and a deep conviction that our diplomats need to be as diverse as our country.

Now with that same conviction, I am running for the AFSA

Board. The unique challenges female diplomats face along with many other FSOs is one we must address together. Retention of our most dynamic diplomats is a priority. The proposed budget cuts and restructuring of State makes this a critical time for all of us. We must use our collective strength to improve our institution and defend our profession. I have the energy and drive to push our agenda forward. I believe we must spearhead a nationwide campaign to the American people and Capitol Hill to showcase the incredible patriotism, devotion, and expertise of our Foreign Service professionals.

Bio Note: Salina Rico is currently a Financial Economist in the Office of Development Finance, she is State's liaison with the multilateral banks and reviews World Bank and IDB loans worth millions. She is an EEO Counselor. She has served on Housing Boards, and as Treasurer and Secretary at Embassy Commissaries.

Josh Glazeroff for State Rep *

As a member of the Strong Diplomacy slate, I am committed to strong leadership and clear vision. Our team is united by a shared program and determined to make a real difference by making the most of AFSA, the voice of the Foreign Service. If elected, we will be guided in our decisions by this central test: "Does it make the Foreign Service stronger?" I am committed to continue work in three key areas: inreach to gain nuanced understanding of members' aspirations and concerns, workforce planning to make the Foreign Service stronger and better functioning in fact, and outreach to develop a domestic constituency to defend us. I have 20 years of experience, much of it as a Consular officer. Through my time in the Service, I have come to believe that we can do more to be better leaders and managers. I have seen improvements in how we think about both leadership and management initiated by personnel who cared deeply about making positive change real. AFSA has a role to play in encouraging and coordinating such efforts at a Departmental level. Such initiatives will make AFSA members and the Department as a whole more resilient and better prepared. Voting for the Strong Diplomacy slate is a great opportunity to strengthen the Foreign Service in fact and in reputation.

Tricia Wingerter for State Rep *

I am seeking your vote to be one of your State representatives on the AFSA Governing Board. I was honored to have been asked by Ambassador Stephenson to join her in seeking a sec-

ond term as a State Representative on the Strong Diplomacy Slate. It has been a pleasure to have served the membership of AFSA over the past two years and, in particular, represent specialists on the Governing Board.

I am especially proud of the accomplishments of Ambassador Stephenson, the Governing Board and the dedicated excellent professionals on the AFSA staff over the past two years. Under Ambassador Stephenson's continued leadership, I am confident that AFSA will continue to build on the public outreach and reinforce strong ties within our membership. Her targeted conversations with each specialist and generalist group are a good example of giving a voice to all members of AFSA.

As a Foreign Service specialist, an OMS for over 27 years, I appreciate the challenges families have overseas and domestically. If reelected to the Board, I will continue to work vigorously in support of EFM positions (my husband has worked at six separate missions as an EFM) and, having raised two daughters entirely overseas, I have a true appreciation for families in similar situations.

Thank you for allowing me to serve you in the past, and appreciate your continued support.

Andrew J. Scheineson for State Rep

Diplomacy starts at home, and after six years in the Department I am excited for the chance to represent the State Foreign Service at this crucial time for our nation and vocation. The United States relies on a dedicated, experienced, and professional diplomatic corps to be able to achieve its goals in a world filled with ever-evolving challenges. Too many Americans see global affairs as a zero-sum game. In times of fear and distrust, we must devote greater efforts not only to speaking to the outside world, but also to our fellow citizens and our elected leaders and representatives. As a State representative, I will focus particularly on AFSA's communication with both the legislative branch and the administration. Our union must advocate vocally for sound policies that appreciate the importance and value of both the Foreign Service and our civil service colleagues. AFSA must also fight to keep the State Department a vibrant, inclusive, and fair workplace that not only encourages but draws strength from diversity. Finally, I will support and seek to expand efforts to connect with our neighbors and communities in the United States, including through "hometown diplomat" programs. Such programs are crucial not only to build public support and

understanding of our mission, but to inspire a greater spirit of global engagement. Thank you for your consideration, and hopefully for your vote.

Adam Vogelzang for State Rep

My name is Adam Vogelzang and I am running as an independent candidate for State Representative. I have nearly 14 years in the Foreign Service, with experience in four of the five cones overseas. My family and I have served in high hardship posts as well as non-hardship posts. Serving in this range of posts and positions has provided me with a well-rounded perspective of what AFSA members do every day to serve our country.

As parents of seven children, three of whom have disabilities, my wife and I are members of the Foreign Service Families with Disabilities Alliance (FSFDA). We are very concerned by the unnecessarily restrictive approach that MED has recently adopted toward the Special Needs Education Allowance (SNEA). FSDFA has done excellent work with AFSA and MED to address this situation. If elected as State Representative, I will ensure that AFSA continues to press this issue with MED and keep it as a top priority. MED should allow FS families to make the best educational choices for their children and fully support them with the SNEA.

Though I am passionate about SNEA issues, I know there are many other member priorities, from overseas comparability pay to assignment restrictions to looming budget cuts. If elected, I promise to do my best to serve as your representative to AFSA. Thank you for your support.

Christopher C. Ashe for State Rep

As the late Speaker of the House Thomas "Tip" O'Neill once said - people like to be asked for their vote. So - I respectfully request your vote. I have decided not to affiliate myself with any particular slate or platform this year and, frankly, can't understand why we need slates and platforms in AFSA. So, what will a vote for Chris Ashe get you? Someone who will tirelessly advocate for your safety (and the safety of your family), enhanced professional development opportunities beyond the one week we get every 2-3 years at FSI ("leadership in a week" - really?), transparent opportunities to advance, and, hopefully, met expectations for a challenging and rewarding career within our Foreign Service. Pretty simple. I won't promise lofty goals because frankly, I think the next year will be a challenge for all of us and it's not clear what the Administration wants

for our Foreign Service. But after 13 years at the Department, I know the Foreign Service, its challenges, its opportunities, and its potential and pitfalls for each of us. In return for your trust and vote, I'll do my part to advance your interests, hold Department management accountable, and ensure our Foreign Service remains the sought after career that attracted all of us to serve our country in the Department and overseas.

Lawrence W. K. Casselle for State Rep *

My name is Lawrence W. K. Casselle and I am running as a candidate for the AFSA Governing Board on Ambassador Barbara Stephenson's Strong Diplomacy slate. I again seek your support and vote.

As a veteran of this dedicated team, I am proud to say that we have made significant progress over the past two years on our main goals including workforce planning, in-reach and outreach efforts. We have heard directly from so many of you at our Foreign Service focus groups; however there remains much work still to be done. We are at a critical juncture in the history of our chosen profession and these challenging times require a uniquely experienced Governing Board to navigate these unpredictable waters.

Together, the Strong Diplomacy slate will remain nimble and responsive to you, our constituency. We will continue to aggressively seek new ways to ensure that the Foreign Service's unique interests and selfless contributions to national security are fully represented, not only in Washington DC, but to the greater American public.

I am a veteran Diplomatic Security Service law enforcement and security professional with over 14 years of experience both domestically and overseas at traditional and unaccompanied posts. I alongside my colleagues will continue to ensure that all voices, both generalist and specialist alike, are heard as we endeavor to make our Foreign Service even stronger.

Matthew Hilgendorf for FCS Rep

Greetings from Washington. It's a very interesting time to be at HQ and I am grateful for the opportunity to represent us while I'm here. The political environment is not business as usual and I want to see CS emerge from this important inflection point stronger and sharper. What is occurring in Washington, with the possible reconfiguration of agencies and departments, is unusual and requires the strongest CS team

possible. And while this political environment is generating uncertainty, I am choosing to embrace a spirit of possibility that will favor those agencies and constituents that have a fresh perspective and clarity of mission. We need to work together to protect, and enhance, the role and mission of the CS Foreign Service Officer. I have spent my CS career believing that who we are and what we do matter. I believe in active management of LES, in value for ICASS, and accountability in our relationship with GSO and FMO. I care about improving our work conditions and defending our rights. My strong communication skills and clarity of thinking have earned me success in all of these areas.

No one knows the set of challenges we will face but given the chance, I will apply experience, desire, and capability to ensure our role is not only defended but enhanced. -matthewilgendorf@gmail.com

Andrew Wylegala for FCS Rep

I look forward to serving as AFSA CS Rep to return a portion of the vast benefit I've gained from decades with the CS/FS families, over my teaching assignment at National Defense University in Washington. Given that school's focus on resourcing global strategy, during my workweek I will be thinking and writing about nuts-and-bolts resource matters not remote from those confronting our agencies and Service. I'll also be bringing to the effort a wide perspective shaped over seven postings on four continents, serving at small and large missions (currently, Tokyo), and covering key employee interests from housing and commissary functions, to awards and grievance committees, and chairing ICASS groups. Connecting with many CS colleagues and (and long-lost friends from other agencies) will be a highlight of returning home for my wife and me after so long abroad, and I cannot think of a more momentous time to delve into Foreign Service issues, from bread-and-butter ones, to the strategic and transformational planes. Foreign Service funding and recognition; talent attraction, development and retention; as well as family member employment are among my top interests for our vocation. On the outside, my wife plans to keep at music (composition) while I will chip away at fitness (decomposition) and travel, photography and writing interests. I look forward to engaging, helping colleagues, and having fun with this role and responsibility.

John (J.J.) Hurley for APHIS Rep

As the newest and one of the small member agency of AFSA, APHIS has the unique position to speak up for the little guy. I look forward to representing my APHIS colleagues on the AFSA Board. APHIS has a unique and important mission in the diplomatic word. I will strive to make sure our issues are heard and fellow Board members are aware of APHIS' importance and its contributions in achieving US foreign policy goals. I grew up in a Foreign Service family (Chile, Paraguay, Spain, France, Austria) and am well aware of the challenges employees and their families encounter in their careers. I was one of those FS brats!! now as an employee (Panama , Guatemala, Washington DC) I hope to be a worthy advocate for the families and members of our fine Agency.

Thom Wright for FAS Rep

Dear AFSA colleagues:

Thom Wright and I seek your vote for the positions of FAS Representative and Vice President.

We are a team of passionate and seasoned FSOs. Thom is finishing up his second tour in Jakarta after serving in India. I have had the privilege to serve U.S. farmers and ranchers for over 25 years in various overseas and domestic positions like London and Guangzhou, experiencing all of FAS's program areas.

We are hopeful to be given a chance to represent your voices in the important challenges that FAS faces. These include the agency's shrinking FSO roster, the need for effective training and leadership development, support for families and singles alike, good job opportunities and openings for time in DC, and the important effort to make FAS a diverse and inclusive workplace. We are likewise dedicated to facilitating communication between FSOs and management, especially with FSOs in the field who lack day to day contact with our leadership.

We will do our best to represent you in working with the Management to address these challenges if we are fortunate to earn your vote.

Hoa Van Huynh - Candidate for FAS Vice President

Thom Wright – Candidate for FAS Representative

George Colvin for Retiree Rep

I served as political officer from 1987 to 2014, primarily in Africa. As retiree representative on the AFSA Board, I would support retiree matters, including better treatment of WAEs (a problem I've experienced). But our historic moment demands a larger vision – one where retirees have a special place.

A year ago I began warning President Stephenson and other Board members about views advocated by Donald Trump, including a Muslim travel ban, resumption of torture, disparaging the U.S. human-rights record, unjustified pro-Russia statements, attacks on trade agreements, and separation from NATO and our European allies. I expressed concern that a Trump administration would have difficulty attracting qualified staff, suffer from erratic policy direction, and have little understanding of or use for a professional Foreign Service. I called on the Board to speak out about these dangers.

These concerns were treated contemptuously and dismissively. They are now the substance of everyday news, and the administration is planning major cuts in the budget of a State Department left drifting and demoralized.

AFSA should use its independent voice to address such issues, and retirees – who are less vulnerable than active-duty staff – should take the lead. That would truly be “strong diplomacy,” and if elected I would advocate doing so. AFSA should not be partisan or reckless, but it must support a principled and professional Foreign Service.

George Colvin, afediplomat@yahoo.com

Alphonse F. La Porta for Retiree Rep *

During the past two years I have been privileged to represent the Retiree constituency on the Strong Diplomacy Slate headed by president Barbara Stephenson. Strides have been made to enhance Retiree communications, which I advocated in 2015, defend Foreign Service interests on Capitol Hill, and improve internal AFSA governance.

The next two years will be harder with three main issue areas to challenge AFSA:

1) Anti-union measures to end “official time,” dues payments by payroll deduction, and perhaps the provision of office space, communications and other infrastructure support. AFSA must plan now to adjust and plan to compensate key AFSA elected leaders now seconded by the foreign affairs agencies.

2) Further work on governance to realign internal policy and functional responsibilities in order to build resilience and staff responsiveness and competence.

3) Governing Board transparency and improving communications with the entire membership. AFSA needs to return to openness and expand information-sharing in order to maintain its strength as a labor advocate.

Above all, it will be necessary to defend the Foreign Service, resist politicization, and promote the highest standards of ethics and professionalism in the national interest. As a former AFSA president and State vice president, I am committed to advancing the interests of Foreign Service members and their families in all agencies.

Philip A. Shull for Retiree Rep *

I am honored to run for one of the “Retiree” positions on the Strong Diplomacy slate (SD). Our governing vision that every decision we take will strengthen the Foreign Service (FS), and our robust platform stressing inreach, outreach, and good governance chart a sound and realistic course for the future. AFSA's work in helping shape, advocate, and defend this critical institution has never been more urgent.

Over my 31 years with USDA/FAS I served in Beijing (twice), Guangzhou, Seoul, Buenos Aires (covering also Uruguay and Paraguay), Hong Kong, and Manila. I retired in 2016 as Minister Counselor in Beijing. In every one of these posts, interagency teams leveraged our diverse expertise and perspectives to produce powerful and invaluable results. Indeed, wherever we serve and in whatever capacity, our experience, judgement and insights acquired through hard work under challenging conditions have repeatedly proven vital to the nation.

Despite our many profound and often heralded achievements, too much of what we do remains unknown by most of America. If elected, I will use my extensive private sector contacts and experience in public education and “marketing and promotion” to help build a national understanding and appreciation for our broad work and essential mission.