

Fletcher Women's Network Newsletter

Issue 7, November 2009

Guest editor: Adrienne Fitch-Frankel, F'01
Editor: Claire Carroll, F'90

Focus on Fletcher Women at Non-Profit Organizations

We are so pleased to present this newsletter. It caps a year of FWN successes: the *Babinec* held in March at Fletcher; the institutionalization of the FWN with by-laws, a thriving newsletter, a growing online community via the NING, and the wonderful issue in front of you providing information to funnel year-end tax deductible contributions to organizations run by Fletcher women. Our upcoming Winter 2010 issue will feature FWN members engaged in entrepreneurial pursuits.

Best wishes for the holiday – and please support the work of fellow alumnae by giving to one of the groups outlined below by guest editor *Adrienne Fitch-Frankel (F'01)*.

Claire Carroll (F'90), editor



From Guest Editor Adrienne Fitch-Frankel

The goals of my work are simple. End child slavery in the cocoa fields. Promote Fair Trade. Fair Trade prohibits child labor, empowers cocoa farmers with the sweet hope of escaping poverty through the fruit of their labors, and respects the environment. Our Fletcher sisters around the world working for NGOs have similar aspirations: end poverty, protect the environment, and promote the welfare of women and children. Funding nonprofit work is always tough, but especially so in today's economic climate. Threatened with severe cutbacks, programs are being eliminated and jobs cut, endangering opportunities for Fletcher alumnae to contribute efforts to heal the world.

This past spring, at a brunch hosted by Fletcher alumna *Sara Jablon Moked (F'06)* for the Bay Area FWN chapter, *Linda Yeung (F'91)* facilitated a discussion on "how Fletcher women can best support each other." Among the group's many ideas was to enable FWN nonprofit leaders to attract funding for their programs and continue their important work during these tough economic times. We volunteered to guest-edit this newsletter to achieve that goal.

As you consider year-end charitable contributions for 2009, we hope you will donate to one of the worthy causes featured below. Your support will make it possible for your fellow Fletcher graduates to continue bringing the best of what a Fletcher education has to offer into the critical international policy dialogues and challenges of our day.

Fletcher Non-Profit Leaders

Advancing Girls' Education in Africa (AGE Africa)

Alumna connection: Xanthe Scharff Ackerman (F'06)

Job Title: Founding Chair

Website: www.ageafrica.org

Donate: www.ageafrica.org/contact



Organization Description:

Advancing Girls' Education in Africa (AGE Africa) is all about women - and all about Fletcher! The organization was started by a group of female alumnae F'06-'08 who wanted to help disadvantaged girls in Malawi attend secondary school and get the skills they need to succeed. The organization retains its Fletcher roots throughout the Board of Directors, staff and volunteer core. This summer, five Fletcher women (four MALD and one GMAP student) went to Malawi to develop the AGE Africa program further, and to design a Monitoring and Evaluation framework. *(See Did You Know... below to read about Rebecca Perlmutter's summer internship with AGE!)*

Ipas

Alumna connection: Barbara B. Crane, Ph.D. (F'71)

Job Title: Executive Vice-President

Website: www.ipas.org

Donate: http://www.ipas.org/Donate_Now/Donate.aspx



Organization Description:

Fueled by the belief that every woman has a basic human right to make safe reproductive choices, Ipas works to integrate woman-centered comprehensive care—including safe elective termination, post-abortion care, contraception, and links to other reproductive health services—into national health systems, with emphasis on capacity-building, quality of care, and sustainability. Ipas's main objectives are to:

1. Increase availability and quality of safe abortion care
2. Increase sustainable supply of abortion-related technologies, including MVA and medical abortion
3. Increase women's ability to prevent and manage unwanted pregnancy
4. Reform abortion laws and policies and increase resources for safe abortion care

In line with these objectives, we train health care providers, facilitate access to drugs and equipment, advocate for women's reproductive rights, and implement research and communications programs to increase awareness among policy-makers and the public about the magnitude and consequences of unsafe abortion, which results in the deaths of nearly 67,000 women globally each year.

Headquartered in Chapel Hill, North Carolina, Ipas has overseas offices in 11 countries: Ethiopia, Ghana, Kenya (serving the Africa region), Nigeria, South Africa, India, Nepal, Bolivia, Brazil, Mexico, and Nicaragua (serving Central America). We conduct activities in more than 25 additional countries in collaboration with local partners, including Zambia, Malawi, Mozambique, and Pakistan.

Global Exchange

Alumna connection: Adrienne Fitch-Frankel, JD (F'01)

Job Title: Fair Trade Campaign Director

Website: www.globalexchange.org/cocoa

Donate: www.globalexchange.org/donatefairtrade



Organization/Program Description:

Do you love chocolate? Are you passionate about the welfare of women and children, ending poverty among rural agricultural households, and protecting the environment? We have a way for you to support all the things you love most!

You may already know that cocoa farmers live at the mercy of volatile commodities. Do you know that, according to the U.S. Department of State and the ILO, there are over a quarter of a million children trapped in abusive child labor in the West African cocoa fields? Or that twelve thousand of those children are believed to be slaves, trafficked into the region?

A donation to Global Exchange, whether it is \$35 or \$1000, will make it possible for us to continue our work to end poverty and abusive child labor in the cocoa fields. Global Exchange is a national pioneer and leader of the Fair Trade movement. In the past year alone, we have educated millions about Fair Trade.

Global Exchange's Fair Trade Campaign is the best investment you can make in today's economy, because there are fabulous and guaranteed future returns, such as:

- Helping to end child slavery on cocoa farms, because Fair Trade prohibits the worst forms of child labor
- Giving farmers a path out of poverty, enabling them to meet their families' basic human needs like food, education and health care
- Protecting forests by making it economically viable for farmers to protect the forest canopy under which Fair Trade cocoa grows, thereby preserving critical biodiversity safe havens and carbon sinks
- Empowering kids here at home for a lifetime of social justice activism and leadership by developing a national network of children, parents, and teachers to work together to educate their own communities about Fair Trade

One of our programs is *Reverse Trick-or-Treating* through which 10-20,000 groups of schoolchildren hand-out Fair Trade chocolate to the household they visit. Attached to the chocolate is an informational card about the problems in the cocoa industry and how Fair Trade makes a difference. Children receive the kits for free and distribute Fair Trade chocolate to nearly a quarter of a million households. Global Exchange also distributes an innovative Fair Trade curriculum to schools, to support teachers' efforts to help students think about global issues.

Global Exchange is a leading voice in policy advocacy to end the worst forms of child labor in the cocoa industry, engaging with business, government, and civil society leaders. Right now, we are offering a free copy of *Business Unusual: Successes and Challenges of Fair Trade* as a gift with any contribution of \$50 or more.

P.S.: Any plans to refresh your wardrobe? Indigenous Designs, a Fair Trade clothing company creating economic development opportunities for families throughout Latin America, will give you 30% off your purchase and donate another 25% of your purchase to Global Exchange's Fair Trade Campaign, from now through December 31, 2009. Both career and casual clothes are available at www.indigenousdesigns.com, discount code "global."

CARE

Alumna connection: Carlisle J. Levine, PhD (F'99)

Job Title: Senior Technical Advisor, Advocacy Evidence Systems and Impact Assessment

Website: www.care.org

Donate: Specify donation be designated to: FY10 PA Women's Empowerment

By phone:

- Within the United States: 1-800-521-CARE or 1-800-521-2273 (24 hours)
- Outside the United States: +1-404-681-2552 (M-F, 8:30 a.m.-6:00 p.m. ET)

By mail: follow instructions at <http://www.care.org/donate/mail.asp>.



Organization Description:

Those dedicated to alleviating global poverty know that services for women and girls are critical to achieving this success. A girl who is educated delays childbirth, and has greater skills for generating income and raising a family. A mother who safely gives birth is able to raise healthy and educated children capable, like their mother, of contributing to their families and communities. A woman with access to financial services is not only able to launch a small business, but also invests her earnings in her family's well being. However, while it is well known that women and girls are key to poverty alleviation, it is less well understood how most effectively to help them achieve their potential. Recognizing the importance of women's empowerment to poverty alleviation, CARE has launched three Signature Programs dedicated to maternal health, girls' education and leadership, and women's access to financial services.

Simultaneously, to extend the reach of our women's empowerment approaches, we have formed a cross-divisional team to gather and synthesize learning from our traditional projects and Signature Programs. In analyzing the successes of these interventions, we are demonstrating clear linkages between women's empowerment and development outcomes. And, more importantly, we are identifying the domains in which changes are required, and then the types of interventions that have proven effective in helping women and girls fully contribute to the well being of themselves, their families and their communities.

Those dedicated to women's empowerment know that helping women and girls achieve their potential depends on helping them increase their knowledge, capacities, and most importantly, their ability to make decisions about their own lives. Drawing on successful programming in a number of sectors and a range of countries, we are identifying the approaches we have found to lead to women's and girls' increased knowledge, capacity and decision making authority; their societies' (family and community) increased recognition of their rights and roles as decision makers; and changes in institutions, policies and norms that allow for their greater participation in formal and informal decision-making processes.

We are sharing our findings with other organizations dedicated to alleviating global poverty through a number of mechanisms: project visits and meetings with project staff; documentaries, social media and reports, among others. Our intention is that others will benefit from our findings and replicate our approaches, and will also, in sharing their findings from their own experiences, help us further improve our own practices, thus, increasing the effectiveness of all of our development interventions and extending the reach of our successes.

Latitude Cultural Center (La Toulzanie (Lot), France)

Alumna connection: E. Barbara Phillips, PhD (F'61)

Job Title: Founder and Director

Website: www.latitude.org



Donate: Potential donors could help our effort by becoming members of *Latitude* (10 Euros—about \$15) or any amount, by sending a USD check to: E. Barbara Phillips, 1043 Oxford Street, Berkeley, CA 94707.

Organization Description:

We were organized in 2000 to bring development to the countryside and this remains our main mission. We normally host two kinds of events: 1) a wide-ranging series of summer lectures/talks/events (see Conferences on our website for this year's topics) that are free to the public, with each followed by conversation and refreshments, and 2) a series of weeklong courses (in French, English or both). We suspended the courses this year because of the global economic downturn, but will resume them in 2010. Course fees include lodging and meals, and the program. Furthering our efforts to encourage a cultural mix (and because they do not need lodging), locals pay a lower rate.

Mediation Way, Inc

Alumna connection: Gonca Sonmez-Poole (F'98)

Job Title: Producer, Urban Nutcracker

Website: www.mediationway.org

Donate: gonca@mediationway.org



Organization Description:

Ten years ago and shortly after my studies at Fletcher, I founded Mediation Way, Inc. (a 501 (c) 3 non-profit registered in Massachusetts) after receiving a grant from the United States Institute of Peace. *Mediation Way* is committed to using the tools of the media (I was in television before attending Fletcher) to educate the public at large. Please visit our website for our mission statement, history, bios and more. We will soon release our documentary "Urban Nutcracker: Anatomy of a Ballet" nationally through American Public Television.

Wilhelm & Karl Maybach Foundation

Alumna connection: J. Marlow Schmauder (F'94)

Job Title: Executive Director

Website: www.maybach.org

Donate: <http://www.maybach.org/give.html>



Organization Description:

The foundation mentors unusually promising young leaders facing adversity to bring about positive change. We are currently running three projects:

- 1) Africa Health Sciences: In partnership with Harvard University the Foundation supports a young Ugandan doctor and researcher with the goal to develop a strong core of global health leaders within Sub-Saharan Africa to combat HIV/AIDS and other infectious diseases.
- 2) World Trade Center Documentary Arts: Four young documentary photographers have the opportunity to photograph one of the most restricted sites in the world, and become leaders in the next generation of documentary photographers who may raise awareness about political, cultural, and social issues.

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3) Post-Apartheid Role Model: With Foundation support a talented young South African athlete is positioned to play successfully on a professional polo team in an international area. His skilled participation will demonstrate that exclusive and discriminating segments of society are antiquated, and that sports teams and fans may benefit from adjusting to a global and diverse world.

Inveneo, Inc.

Alumna connection: Stephanie Linden Seale (F'95)

Job Title: Senior Manager, Program Development

Website: <http://www.inveneo.org>

Donate: <http://www.inveneo.org/?q=donation>



Organization Description:

Inveneo's mission is to deliver the tools of computing, Internet access and other technologies to rural and underserved people and organizations in Africa and South Asia. We believe in the power of access to technology to transform people's lives in simple, yet profound, ways through access to better education, healthcare, economic development and relief services.

The highly sustainable technologies we provide are designed to overcome the key challenges that these rural organizations face, including lack of power, lots of dust, heat and humidity, and lack of affordable Internet or technical expertise. Our projects range from deploying a solar-powered computer center in a girls' school in rural Tanzania, to designing and implementing community technology access centers for refugee camps in Rwanda and Bangladesh.

Inveneo and its partners have deployed cost-effective, low-power, customized and sustainable solutions to individuals and organizations in nearly 200 communities in 23 countries in sub-Saharan Africa and two in south Asia. The clients receiving Inveneo certified Information Communication Technologies (ICT) solutions include schools, community centers, clinics and hospitals, microfinance programs and e-government projects, each of which now has the opportunity to provide important and much-needed services to its constituents.

Quantum Leaps, Inc. & WEConnect International

Alumna connection: Elizabeth A. Vazquez (F'96)

Job Titles: Executive Director & Founder/Executive Director

Websites: www.QuantumLeapsInc.org & www.WEConnectInternational.org

Donate: evazquez@quantumleapsinc.org, info@WEConnectInternational.org



Organization Descriptions:

Quantum Leaps, Inc., helps fuel the global growth of women's entrepreneurship by sharing best practices with governments, international institutions, associations, corporations, foundations and entrepreneurs.

WEConnect International increases opportunities for women-owned businesses to compete in the global value chain, thereby improving competitive advantage and facilitating sustainable economic growth. Our partners include the World Bank Group and the International Trade Centre, and our corporate members include Accenture, Alcatel-Lucent, AT&T, Cisco Systems, Citigroup, HP, IBM, Intel, Manpower, Motorola, Pfizer and Walmart.



Did you know that...?

Evelyne Schmid (F'08) prepared the research for the updates of the Truth Commission Digital Collection (<http://www.usip.org/library/truth.html>). The collection contains reports and information on the background and results of truth commissions and commissions of inquiry worldwide, and aims to facilitate the work of those involved and interested in transitional justice. (See also the NING forum on Transitional Justice.)

Nancy Hooff (F'78), formerly a U.S. Foreign Service Officer with USAID, has been applying her international economic development experience as a founding partner and principal (along with her husband) of Somerset Development Company: www.somersetdev.com. Somerset focuses on revitalizing urban, underserved communities in Washington, D.C. and Baltimore. Nancy's company recently renovated the Professional Arts Building (PAB) just blocks from the Inner Harbor in Baltimore, and had it placed on the National Register of Historic Places. On June 29th, **Marcia Greenberg (F'91)** attended the ribbon cutting ceremony for this project, which included remarks of appreciation from the Mayor of Baltimore and Representative Elijah Cummings, among others. Marcia reports that the building provides modern, elegant rental units for a range of income levels.

Cheryl Cameron-Cumings (F'90) has started a nonprofit that works with youth who are blind. See her profile on the NING for more information.

Kristen Rainey (F'07) has helped to establish a "sustainable" resort community in San Miguel de Allende, Mexico. The community includes a resort, spa, bistro, winery, equestrian center, film studio, farmers' market, and educational center.

Selinde Dulckeit (F'91) is living in Shanghai and working for Ogilvy PR. She says, "I am never quite sure how I ended up in PR... It is an interesting and lively job for sure - and China makes it even more so."

Rebecca Perlmutter (F'10) took lots of pictures during her summer internship in Malawi with AGE Africa (see description above). Check the NING to view Rebecca's photos (and others). Rebecca also reports that the student group that gathered recently to discuss conducting a gender analysis of Fletcher has become an official club. Called the "Gender and Equality Network," it has its own NING: <http://nbigdeal.ning.com/>. At its first official meeting as a club, members discussed the importance of having solid gender analysis tools.

FWN networking in action: When **Necia Stanford (F'01)** and **Kate Farnsworth (F'85)** sent updates on their new postings in Sudan, the FWN put them in touch with each other! In August, Necia began a three-year term as Chief of Party of the USAID-funded *Gender Equity through Education (GEE)* Program in Southern Sudan. Implemented by Winrock International, the program encourages women to enter the field of education and teaching by providing scholarships for girls to attend secondary school and for women to attend teacher-training colleges. Necia also works with the Ministry of Education to adopt gender sensitive policies and to strengthen retention and girls' success through activities like mentoring, career counseling, health/HIV information, and providing sanitary pads. Meanwhile, Kate arrived in Sudan in mid-August to serve in Khartoum as the OFDA's country representative and work with the short-term emergency response team. Kate has "worked a lot in Sudan over the years, so it is like coming home . . ."

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President Obama has nominated **Erin Conaton (F'95)**, the staff director of the House Armed Services Committee, to be the number two official at the Air Force! According to Foreign Policy's *The Cable*: "If confirmed, Conaton would have a premier role in shepherding the Air Force through an extremely tumultuous time. As undersecretary, she would have a leading role in guiding the Air Force's interactions with Congress and would be involved in several of the major acquisitions issues the service is currently embroiled in. 'Erin is a good person who will be assuming a very tough position,' said one Air Force insider, 'Her connections to [Chairman Ike] Skelton will really help the Air Force, but she is taking on a heck of a challenge considering all the problems facing the service.'" Congratulations, Erin – we will be cheering for you!

And another alumna in "high places" and playing a truly important role for the Obama administration is **Farah Pandith (F'05)**, who was appointed Special Representative to Muslim Communities in June 2009. Responsible for executing Secretary of State Hillary Clinton's vision for engagement with Muslims around the world on a people-to-people and organizational level, Farah reports directly to the Secretary of State. Prior to this appointment, she was Senior Advisor to the Assistant Secretary of State for European and Eurasian Affairs and focused on Muslim communities in Europe. She also worked on issues relating to countering violent Islamic extremism. Before joining the Department of State, she served as the Director for Middle East Regional Initiatives for the National Security Council where she was responsible for coordinating U.S. policy on "Muslim World" Outreach and the Broader Middle East North Africa initiative.

And Fletcher alumnae keep on moving.... **Alice Slayton Clark (F'91)** has moved to Frankfurt, Germany with her husband (Ted Clark (F'91)) and two children. **Isabella Meijer (F'92)** has been back in Boston for six years now, after stints in Athens, Brussels, and Paris – and now lives on the North Shore in Marblehead. **Yoon Park (F'91)** might, just really might, be moving back to the U.S. after more than a decade in South Africa! Before that, however, she intends to see Alice in Frankfurt. **Linda Yeung (F'91)** plans to visit Yoon before she moves – and we are looking forward to great photos on our NING!

Responses to the FWN Newsletter featuring alumnae working in the United Nations

Delighted to hear from several alumnae who read our summer 2009 newsletter, we wanted to share their experiences:

I had to smile as I read about their careers, recalling my own transition from Fletcher to the UN...more than 40 years ago, says **Susan Goodwillie Stedman (F'66)**. I had decided that the UN was where I wanted to be, so I appealed to Professor Leo Gross, who'd been one of the drafters of the UN charter, for advice and a reference. "What do you think the United Nations wants with a 24 year-old, inexperienced, American, *female?*" he growled. "You stay here and do your PhD. with me." I was flattered, I guess, but I'm a trench person, not a scholar, and wanted to see some action. He was furious when I declined his invitation, and refused either to write a word on my behalf or to put me in touch with anyone at the U.N.

So off I went to the Personnel Department...the last place one should start, I knew, but where else? I was invited to write a press release for the upcoming General Assembly. I had never seen a press release, but a kindly guard in the gallery helped me locate several of the documents Council members were discussing.

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Alumnae comment on recent newsletter

Thanks to him, I whipped out what apparently was a prize-winning press release. I got the job, went from there to UNDP, and met the love of my life.

I would have liked to stay with UNDP but I was too young, inexperienced, female, and American to score a position in the field. So I went across the street to interview with the Ford Foundation. The first question the interviewer asked was how I felt about "women's lib." Despite the fact that it was 1970, a shrill, bra-burning moment in the women's movement, I hadn't thought much about the women's movement. I simply wanted to go out into the world and give something back, as my upbringing and a superb education had suggested was both my responsibility and right to do. I screwed up my courage to ask him what women's lib had to do with the Ford Foundation's work. "There are 13 candidates for this job and you're the only woman. And we've never hired a woman at this management level," he said. This was before affirmative action but clearly, at this "cutting edge" foundation, the heat was on.

The Foundation invited me back for several more interviews. When I finally wound up with an officer in the personnel department, as things were getting serious, I found myself imploring him to consider my education, experience, and whatever relevant qualities they might find in me, but NOT my gender. I got the job. And then I got married . . . and they had to rewrite the manual for overseas personnel, which had hitherto referred to "the Foundation officer *and his wife*..."



From Maura Lynch (F'95):

I am currently the Special Advisor to the UN Special Representative of the Secretary-General in the UN Mission in Liberia, and before that I was Chief of the Humanitarian Coordinator's office here. Previous assignments have included working on the tsunami response for OCHA and on humanitarian/transition policy at UNDP. I have also held UN posts in Jordan, Georgia, Congo, Iraq and Kenya. Prior to joining the UN, I worked with Catholic Relief Services in Eritrea, the Balkans, the Caucasus, Lebanon and India. My first job in relief/development came during my summer MALD research and NSEP language study in Georgia when I was hired to work with the International Rescue Committee.

A New Newsletter Feature: Fletcher Alumnae Publications

We would like to feature publications by Fletcher alumnae – whether books or chapters, articles printed or on-line, non-fiction or fiction. Please let us know when you publish so we may share the information with other alumnae – and beyond!

Rebecca Cook (F'72), Professor of Law and Faculty Chair in International Human Rights, Faculty of Law at the University of Toronto: **Gender Stereotyping Transnational Legal Perspectives** by Rebecca J. Cook and Simone Cusack: Drawing on domestic and international law, as well as on judgments given by courts and human rights treaty bodies, *Gender Stereotyping* offers perspectives on ways gender stereotypes might be eliminated through the transnational legal process in order to ensure women's equality and the full exercise of their human rights. Rebecca is also the author of [Human Rights of Women: National and International Perspectives](#). Both books have been published by the University of Pennsylvania Press: See <http://www.upenn.edu/pennpress/book/14658.html> and <http://www.upenn.edu/pennpress/book/409.html>.

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Karla Brom (F'89) wrote a piece for the World Bank's group on microfinance focusing on the importance of good asset liability management for microfinance institutions: **"Asset Liability Management for Deposit Taking Microfinance Institutions."** See CGAP Advancing Financial Access for the World's Poor at <http://www.cgap.org/p/site/c/template.rc/1.26.10804/>.

Wendy Sherwin Swire (F'90) recently co-authored her first book entitled **Anytime Coaching: Unleashing Employee Performance** (published in 2009 by Management Concepts, available on Amazon.com). The book presents the case for viewing each manager and employee interaction as an opportunity for coaching; coaching in the moment to enhance employee performance that, when multiplied over many interactions and many employees, yield optimal organizational results. The authors present recent research in neuroscience, leadership development and positive psychology, along with a practical model and real world examples in their work. Wendy is principal of Swire Solutions that helps to improve workplace performance through executive coaching, training and conflict resolution services. She is an adjunct faculty member at the Johns Hopkins Carey Graduate School of Business and a certified executive coach. She can be reached through our NING.

Marcia Greenberg (F'91) has had an unexpectedly good year for her writing. Through **Barbara Crane (F'71)**, she had the opportunity to write a piece for a Congressional Quarterly Reader, Controversies in Globalization: Contending Approaches to International Relations. Though a staunch advocate for women's rights, she wrote the "no" piece in response to: "Gender: Should the United States Aggressively Promote Women's Rights in Developing Nations?" She suggests that the piece articulates the difference between the perspectives of lawyer advocates and Fletcher-trained development professionals. Marcia's other chapter, co-authored with Elaine Zuckerman of Gender Action, is "The Gender Dimensions of Post-Conflict Reconstruction: The Challenges in Development Aid" in Making Peace Work: The Challenges of Social and Economic Reconstruction published by the United Nations University's World Institute for Development Economics Research. A shorter version of the chapter was published in the Oxfam Gender and Development series several years ago.

Martha Brettschneider (F'91) recently had an essay published in the November issue of the online magazine *Cahoots*. "Unlikely Sisterhood" recounts Martha's visit to an Algerian hammam (bathhouse) while travelling as a college student more than 20 years ago. The experience provided insight into aspects of Muslim women's relationships that most Westerners never have the opportunity to witness. See: http://www.cahootsmagazine.com/index.php?option=com_content&task=view&id=670&Itemid=5.

New FWN By-Laws and Call for Nominations

Thanks to the work of **Barbara Crane, Mieke van der Wansem, Jan Sallinger** and **Ivka Kalus-Bystricky**, the FWN now has by-laws. We will soon post them on our public site: <http://fwn.uit.tufts.edu> (which you may also access thru a link on the main page of the NING). Along with the bylaws, we are recruiting new leadership. **If you are interested in devoting a bit of time to our growing network and collaborating with other alumnae, or would like to suggest someone for a leadership position, please email Lynn Salinger at lsalinger@nathaninc.com or contact her through the NING.**

Once the network has new leadership, including a Treasurer, we will send out a request for donations to build a reserve fund to cover the FWN's modest operating expenses. Thanks in advance for your willingness to give a little.

A NING with Zing!



Membership on our social networking website – or NING – has surpassed 300 members, covering alumnae with a 50-year span of connections to Fletcher. Like The Fletcher School itself and its women graduates, the global nature of the FWN is one of its most valued features. It is essential therefore that we ensure inclusion of women who live outside the U.S. or beyond the main U.S. clusters of Fletcher women graduates. As the NING is one tool for making those connections, we recently revised the site’s profile categories to enhance its search function and enable Fletcher women not only to communicate with one another, but also to find one another when traveling to another country or seeking colleagues with similar interests. As noted above, Necia Stanford and Kate Farnsworth found each other on the NING. In addition, members can post job openings, fellowship notices, and events (for which the NING can track RSVPs). If you are not yet on the NING and want to join, send an email with the subject line “JOIN FWN NING” to megreenberg@hotmail.com.

NOTICE: NING NEEDS

Innovative Individuals to create

NING news to

Grow the Network!

Help support the growth of FWN and particularly the NING by working with us on monthly NING updates to announce new members and other developments to all 300+ members and entice even more activity. One alumna, **Christine Kowalczyk (F’96)**, has volunteered to work with students with Global Women. But recognizing the unpredictable demands on Fletcher women’s lives, and consistent with the FWN imperative to share work and backstop each other, we would like to another alumna for this ongoing project. Have just a little time to contribute – at home and flexible? If so, please volunteer to Marcia at megreenberg@hotmail.com (with “monthly NING update” in the subject line).

A gentle but encouraging postscript: Please do not forget to include our featured organizations in your end-of-year giving. Every little bit is appreciated – and will promote the sort of international concerns that led us to The Fletcher School and our common global citizenship!