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# Front Lines

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

SEPT./OCT. 1995

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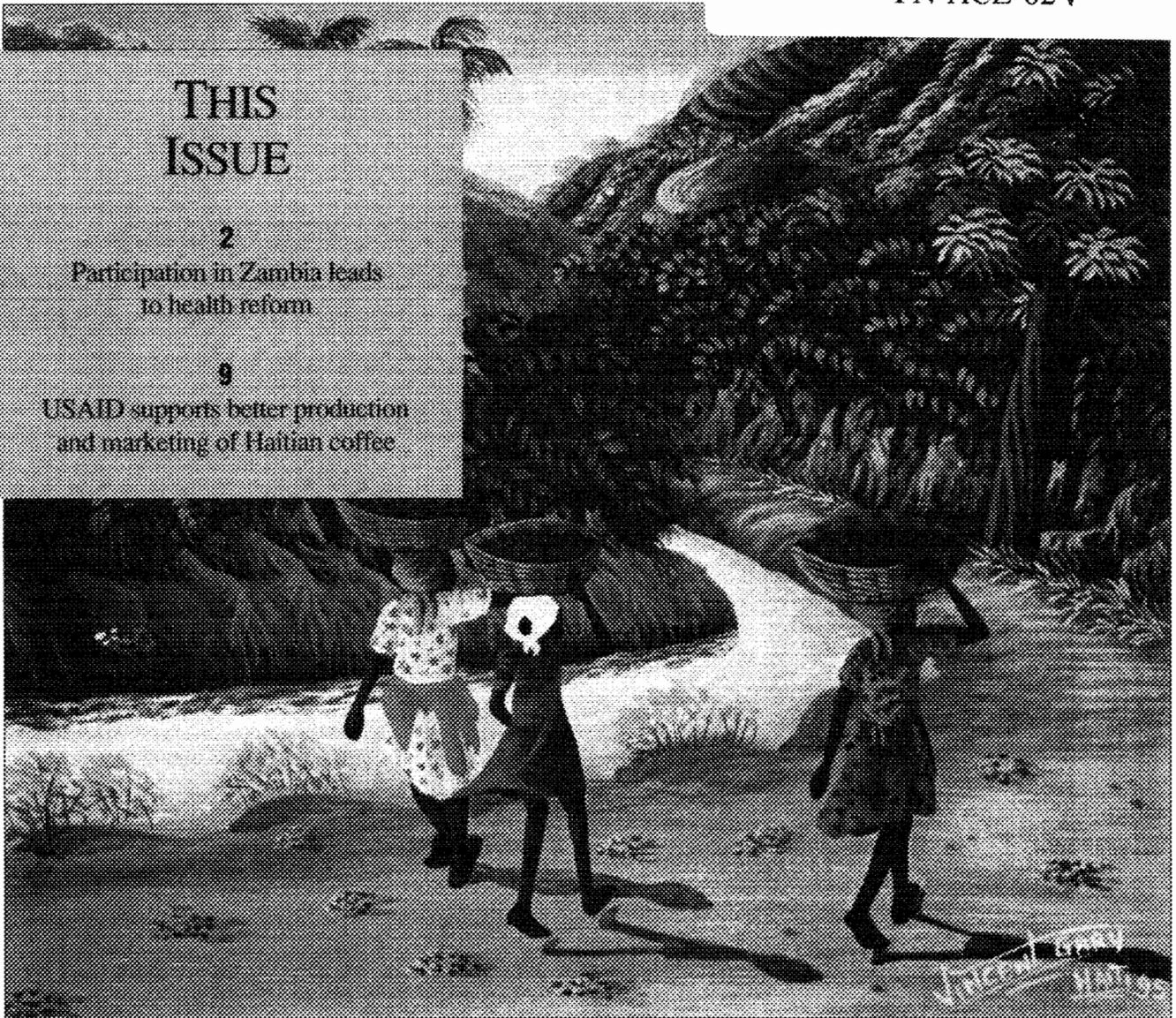
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Participation in Zambia leads  
to health reform

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USAID supports better production  
and marketing of Haitian coffee



**USAID**



**SEPTEMBER/OCTOBER 1995**

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**USAID Hot Shots**

**Move over, Cal Ripken!**



As the agency's most spirited, yet often defeated, softball team, Band-AID, led by Coach Joe Nassif (bottom row, fourth from right), had a smashingly victorious final game of the season against USAID senior staff. (Action shots to follow in a future issue.)



**Photo Credits:** John Wiebler, page 2; John Samples, page 3; Betty Sneed, pages 4 (top) and 5; and Victoria Jaffe, page 4 (bottom).

**Cover artwork:** One of 13 paintings by Haitian artist Vincent Gary, who was commissioned to depict coffee farming to help market Haitian Bleu coffee. See story on page 9.



*Front Lines* is printed on recycled paper.

# Front Lines

## NEWS & FEATURES

THE FRONT LINES OF A LONG TWILIGHT STRUGGLE FOR FREEDOM—*John F. Kennedy*

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**3** USAID contributes to decreased infant mortality rates

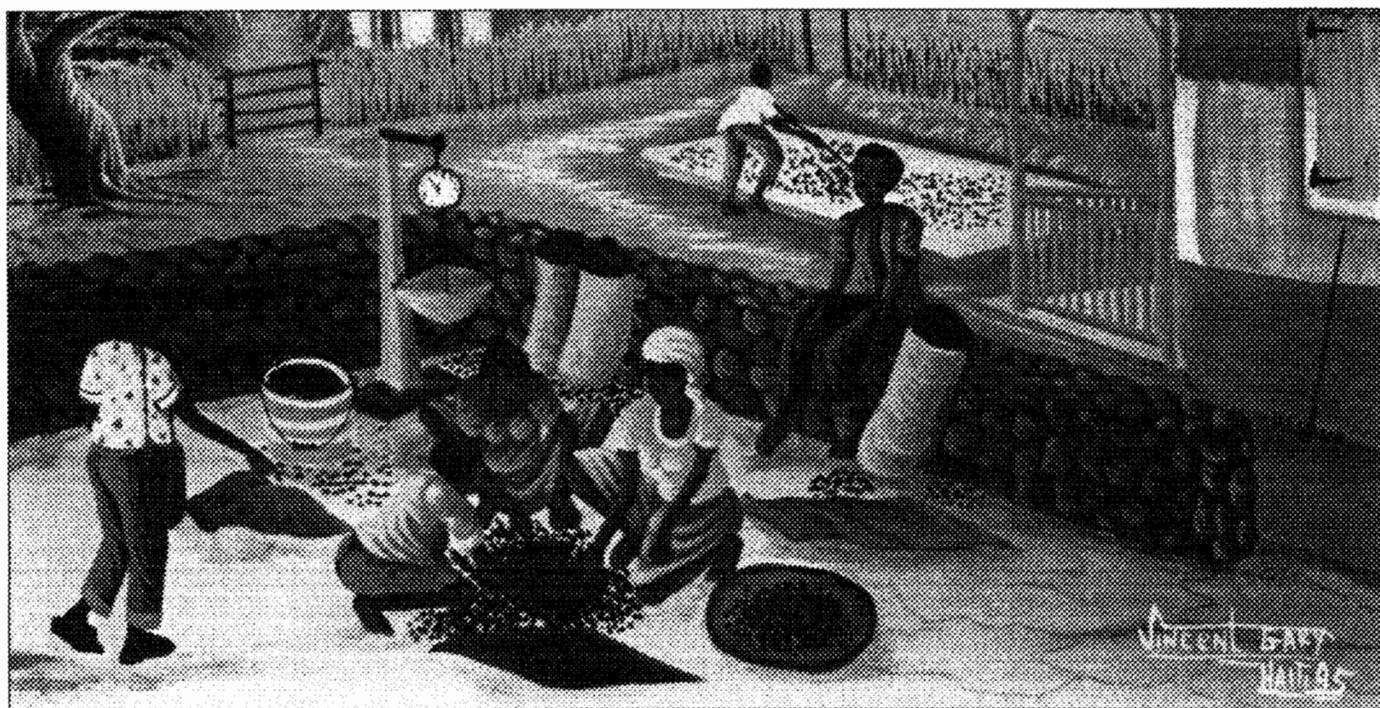
Keith Brown sworn in as East, Southern Africa regional director

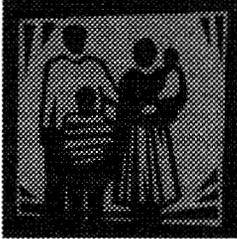
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Test Your Ethics IQ





## Participation in Zambia leads to health reform

For years USAID employees have known that development assistance works best when it takes into account the priorities of affected groups. However, designing a project that truly reflects the views of all key stakeholders is easier said than done.

In Zambia, USAID recently encouraged participation in its child health project design by requesting advice from all levels — the Ministry of Health (MOH), the donor community, non-governmental organizations, mothers and health workers in the community.

“This was a new way of doing business in Zambia,” said Dr. Paul Zeitz, USAID child survival technical adviser. “It generated high levels of good will that will support the project during implementation.”

USAID/Zambia Mission Director Joe Stepanek added, “We in the field rarely see

people sitting down and talking things through and trying to understand the situation. We were determined to make sure USAID reflected the full respect of the Zambians.”

Initially, a group of 45 people from the public and

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***“Never in 30 years of international work have I seen donors as willing to work together with government.”***

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private sectors met over a period of eight weeks in late 1994 and early 1995 to identify priority gaps in Zambia’s health sector. They formed small teams and conducted joint field visits, meeting with district- and community-level health officials, mothers and other

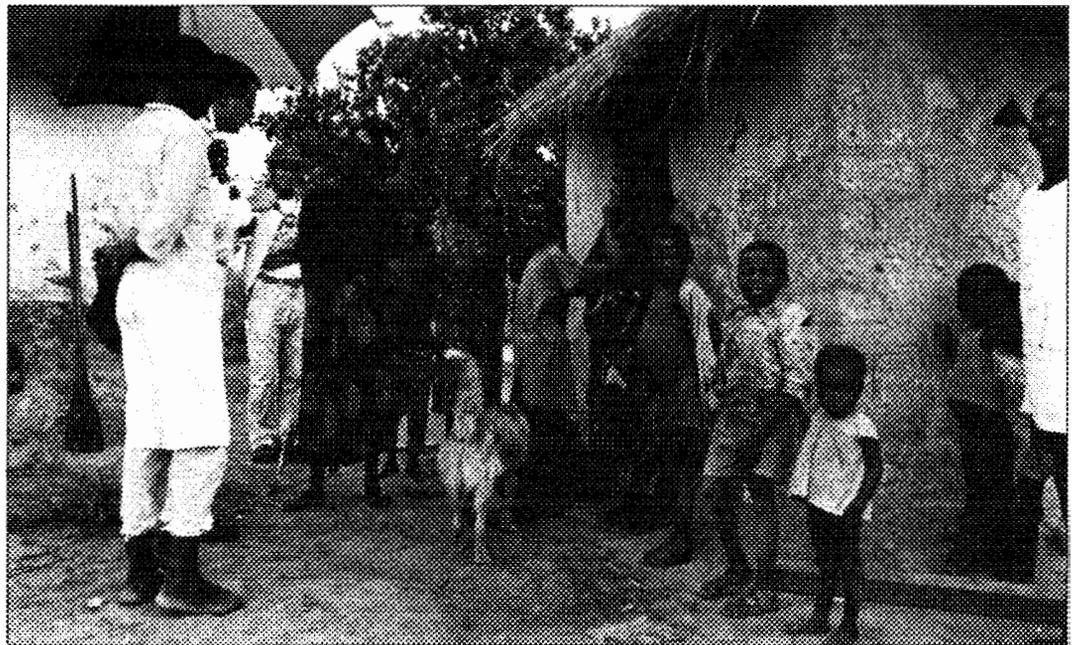
household members.

Under the previous health care system, which provided adequate care for some people, large segments of the population were left with limited access to quality health care. Health care in the country had deteriorated significantly, leaving Zambia as one of the few African countries with a rising infant mortality rate. Zambia’s rates of child malnutrition and HIV infection are also among the highest in Africa.

The Zambian government began overhauling its health care system and decentralizing authority after the Movement for Multiparty Democracy won the 1991 election, campaigning on the promise of improved health for all.

“Little in the area of improving technical quality had

(Continued on p. 3)



Dr. Paul Zeitz, USAID child survival technical adviser, interviews a community health worker and villagers on health concerns in Mutipula, Zambia.

## USAID contributes to decreased infant mortality rates



Has it really been a year since the Cairo conference? Tipper Gore and Assistant Administrator for the Global Bureau Sally Shelton visited the Masr el Khadima clinic in Cairo last September while attending the 1994 International Conference on Population and Development. This USAID-supported clinic is an example of Egypt's successful child survival program.

USAID has supported Egypt's programs to reduce maternal mortality and increase child health for the past decade. The child survival program is now operational countrywide.

Infant mortality decreased steadily during the past decade, dropping from 108 deaths per 1,000 live births in 1980 to 61 deaths per 1,000 in 1992. Much of this success has been achieved through efforts to eliminate diseases such as neonatal tetanus, which went down from 7,256 reported cases in 1986 to 993 cases in 1994. USAID financed more than 80 neonatal intensive care units throughout the country and, along with UNICEF, trained more than 80 percent of the 15,000 midwives practicing in Egypt.

### Zambia (Continued)

been done previously," said Steve Wiersma, USAID/Zambia senior technical adviser.

Now with the support of high-level MOH personnel such as Deputy Minister Katele Kalumba, Zambia's health sector reform is at the forefront. "We are pleased with the participatory process," Kalumba said. "USAID has gone from not being involved at all in the health reform process to taking a leadership role."

In this new child health project, scheduled to get under way in late 1995, USAID is working with the Zambian health sector to promote community involvement in child health activities, improve training of health center staff, strengthen technical capacity for policy analysis and planning at all

levels, develop the ability to use data for decision-making and develop public/private partnerships for child health.

By promoting partnerships

One of the key elements in making the participatory process work was the clarity of the government's vision for its health reform, according to

Nutrition Office in Zambia.

By focusing the attention of all participants—from health center staff to international donors—on meeting health

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***By promoting partnerships between communities and the formal health sector, the project will help the people of Zambia take more responsibility for their own health, making health reform easier to sustain.***

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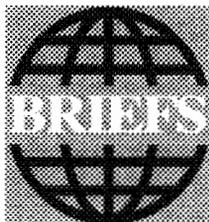
between communities and the formal health sector, the project will help the people of Zambia take more responsibility for their own health, making health reform easier to sustain. USAID also supports MOH efforts to establish a policy that encourages the private sector to provide quality services and health-related products.

Jama Gulaid of UNICEF/New York. "It was something quite remarkable, and was a major factor in helping the donors work together," he said.

"Never in 30 years of international work have I seen donors as willing to work together with government," said Paul Hartenberger, director of USAID's Public Health and

needs as defined by the people themselves in their local communities, this project design process helped create a clearer common vision for health reform in Zambia. ■

—By Lynn Crawford Cook, an intern with the BASICS project



## Olds appointed USAID representative to Poland

Suzanne Olds, an experienced Foreign Service officer, was sworn in on June 22 as the new USAID representative to Poland. Olds administers USAID's \$65 million assistance program to Poland, which focuses on three strategic objectives: supporting private sector development; strengthening Poland's transition to democratic governance; and refining and expanding Polish efforts to restructure its social service systems, including poverty relief, health care and housing.

"Poland is at an exciting time in its transition," Olds said. "As the first program to be active in Central Europe,



USAID has been a prominent player in working to make changes happen. I look forward to continuing the excellent work done in the field and helping make our programs sustainable throughout the coming years."

Before assuming this position, Olds was the agency's first representative to Armenia.

She also has served as the first USAID representative to the West Bank program; narcotics coordinator in the Bureau for Latin America and the Caribbean; director of USAID's population office in India; and director of the Office of Health and Population in Bangladesh.

Olds worked in private industry in the field of family planning, health and population before joining USAID in 1981.

A native of Drexel Hill, Pa., she has a master's degree in public health from the University of Michigan and a bachelor's degree in sociology from Duke University. ■

## Keith Brown sworn in as East, Southern Africa regional director

Keith Brown was sworn in on July 26 at the State Department as the new director of the Regional Economic Development Services Office for East and Southern Africa (REDSO/ESA). The office, based in Nairobi, Kenya, assists in the design and implementation of USAID programs and projects in 21 countries in the region.

Before assuming his new post, Brown attended the Department of State's 37th Senior Seminar, the most advanced professional development program available to senior foreign policy and national security officials of the U.S. government. He was appointed to the Senior Foreign Service on Nov. 21, 1991.

Brown joined USAID in 1976 as an International Development Intern and has

served in Egypt, the Philippines and Washington.

He has two degrees in business administration—a bachelor's from Lincoln Univer-

sity and a master's from the University of Southern California.

Brown is married to Susan Padama of Cotabato City, the Philippines. ■



Keith Brown (right) receives the oath of office for his new post from Frank Almaguer, deputy assistant administrator for human resources, while his mother holds the Bible.

## How far have we come in 75 years?

On Aug. 22, USAID employees met in the East Auditorium to mark the 75th anniversary of the passage of the 19th Amendment, which guaranteed women the right to vote.

This year's national theme is "Celebrate the Vote: Make Your Future." In preparing for the future, while celebrating the past, the Federal Women's Program of the Office of Equal Opportunity Programs (EOP) sponsored a 90-minute workshop on "Everyday Equality."

Marty Langelan conducted the workshop. Langelan is past president of the D.C. Rape Crisis Center; author of the book "Back Off: How to Confront and Stop Sexual Harassment and Harassers;" an instructor in self-defense; and a consultant for corporations, government agencies, universities and community organizations.

The workshop provided the opportunity to examine how working conditions have changed for women over the past 75 years and to learn practical skills to improve equality on the job today. Langelan's lively presentation



**Marty Langelan**

was interspersed with audience questions and role playing.

She began the workshop by describing how many formal barriers to women's equality have come down, e.g., in the past, women couldn't apply for disability insurance or credit cards in their names and employment ads segregated jobs for men and jobs for women. She recalled ads for women "bookkeepers" for \$8,000 while men "accountants" were offered \$25,000.

Langelan, who served as an SES senior economist at the U.S. Department of Transporta-

tion and received the department's Silver Medal for outstanding professional achievement, pointed out that during World War II many women worked for the federal government as bookkeepers, secretaries and clerical workers, but they were not encouraged to go into professional jobs such as economists. After the war, many women stayed in government and went on to college.

While many formal barriers for women are removed, many informal barriers far more subtle exist today to reduce women's effectiveness, she said.

In an active interchange with the audience, Langelan demonstrated how women are subtly "put down" when male counterparts constantly interrupt them; take notes while conversing one-on-one with them; skip over women when introducing a group; comment on their appearance but not their work; and observe the stereotypical male-female work relationship. She explained the latter by describing how a major company lost a multimillion-dollar contract because the men at the meeting asked the only woman present if she could get

coffee and drinks for them, not realizing they were talking to the vice president.

"Women often have learned to accommodate harassment rather than to stop it," Langelan said.

She offered tips on combating today's harassment. One method is to spotlight the problem. If, for example, a man remarks that women engineers are not capable, ask him to repeat that statement, explain why he thinks that and to name the women engineers. The person then may realize the absurdity of his remarks.

Individuals also can combat harassment by being assertive. For example, if you are being constantly interrupted or put down, tell that person that when he does A (interrupts), the effect is B (you feel put down), and you expect C (for the interruption to stop).

"Name the behavior you expect," Langelan said.

A short film narrated by Walter Cronkite, "Women Get the Vote," closed the workshop. ■

—By Betty Snead

### Test Your

## ETHICS IQ

Dee Lite, a USAID project officer, is thinking that she'd like to supplement her federal salary by taking a private-sector job with a consulting firm that is neither seeking nor doing business with USAID. The job would require Dee to meet with employees of the Department of Education to promote federally sponsored alternative education strategies developed by the consulting firm. Can Dee take the outside job?

**Answer:** Probably not. Even though the consulting firm is not seeking or doing business with USAID, federal criminal statutes prohibit federal employees from representing anyone before the U.S. government in connection with any matter in which the government is a party or has a substantial interest. The best advice is to get advice from an ethics official before seeking or engaging in any outside employment.

## WHERE

In The  
World  
Are  
USAID  
Employees?



## Moved On

Burton, Stacie, BHR/OFDA/OS  
Cole, Andrew Wesley, RIG/A&I/  
Dakar  
Doctor, Michael, M/IRM/SDM  
Faulkner, Rosalind, COMP/YOC/  
COOP  
Gianni, Monica, ENI/FS  
Golden, Megan, A/AID  
Hargraves, Giovanni, M/FM/LM  
Herzfeld, Valerie Ellen, LPA/PL  
Howe, Elizabeth Ann, COMP/  
YOC/COOP  
Johnson, Sheree Vereen, COMP/  
YOC/COOP  
Long, Lynellyn, ENI/HR/HP  
McPherson, Carmen Theresa,  
ENI/PCS  
Patterson, La Juanita, COMP/  
YOC/COOP  
Rosenthal, Dan Kreister, ENI/ED/  
SB  
Sanford, James, Peru  
Teasley, Robin Felicia, COMP/  
YOC/COOP  
Thomas, Scott, COMP/FS/  
REASSGN  
Tran, Oai, M/FM/A/OE

## Promoted

Almog, Orli, COMP/YOC/COOP,  
student trainee (program analyst)  
Anderson, Karen, LPA/PL,  
supervisory public affairs specialist  
Attmore, Metoff, M/FM/CMP,  
financial management assistant  
(office automation)  
Barrett, Henry Lee, IG/A/PSA,  
supervisory auditor  
Brown, Melissa Gay, COMP/NE/  
OJT, presidential management  
intern  
Buchanan, Mary, AA/BHR,  
secretary (office automation)  
Burrroughs, Jeanne, M/FM/A/OE,  
supervisory financial operations  
specialist  
Byrne, Christine Marie, RIG/A/  
Bonn, auditor  
Clark, David John, RIG/A/Bonn,  
auditor  
Currie, Deborah, M/AS/PMD,  
special management officer

Dent, Kristy, M/FM/CMP,  
financial management assistant  
Destler, Harriett, PPC/CDIE/PME,  
program analyst  
DuBois, W. James, M/FM/CMP/  
GIB, accountant  
Estes, Gordon, IG/I&S/IPS,  
personnel security specialist  
Fawcett, Amy, RIG/A&I/Cairo  
Gallion, Valrie, A/AID, adminis-  
trative operations assistant (office  
automation)  
Gomez, John, M/HR/LRS, labor/  
employee relations specialist  
Haynes, Wanda Renee, M/HR/  
POD/S, administrative operations  
assistant typist  
Jasper, Nyka, LPA/PL, public  
affairs specialist  
Kim, Amanda, ENI/NCA/R,  
international cooperation specialist  
Kindred, Walter Jr., IG/I&S/IS,  
inspector  
King, Joan, M/FM/LM, supervisory  
financial management specialist  
Kosinski, Susan, ENI/DG/RLG,  
democracy specialist  
Libanati, Laura, COMP/NE/OJT,  
presidential management intern  
Lufsey, George, M/AS/PMD,  
space management specialist  
Mangum, Betty, LAC/DPB,  
financial operations specialist  
Nightengale, Margaret, M/FM/  
CMP/GIB, accountant  
Parish, William, IG/A/SPEC RPTS,  
auditor  
Prickett, Glenn, PPC/ENV, senior  
adviser  
Rawl, Dianne, RIG/A&I/Nairobi,  
auditor  
Roziowski, Danielle, M/HR/WPRS,  
presidential management intern  
Scrivner, Tracy, AA/LPA,  
administrative operations assistant  
(office automation)  
Sierra-Zorita, Gretchen, LPA/CL,  
congressional liaison officer  
Stradford, Cheryl, LAC/DPB,  
financial operations specialist  
Strange, Kenneth Richard, RIG/  
A&I/San Jose, inspector  
Thompson, Leola, G/PHN/FPS,  
program analyst  
Tofbert, Brigitte, OG/I&S,  
secretary (office automation)  
Toure, Ayanna, AFR/EA/PA,  
program analyst  
Williams, Aldrena, BHR/FFP,  
secretary (office automation)  
Williams, Tina, IG/I&S/IPS,  
information security specialist

## Reassigned

Adams, E. Cecile, Kenya,  
controller, to El Salvador  
Amani, Todd, Nicaragua, supervi-  
sory special projects officer, to  
special projects officer, LAC/RSD

Baker, Stafford, Ghana, supervisory  
program officer, to supervisory  
project development officer, Egypt  
Balakrishnan, P.E., Jordan,  
supervisory health/population  
development officer, to population  
development officer, Philippines  
Barwicke, George, REDSO/WCA/  
WAAC, financial management  
officer budget/analyst, to financial  
management officer/financial  
analyst, M/FM/CMP/GIB  
Baum, Raymond, Botswana,  
supervisory general development  
officer, to supervisory agricultural  
development officer, Bolivia  
Becker, Carol, ANE/SEA/SPA,  
health/population development  
officer, to supervisory program  
officer, ANE/SEA/SPA  
Bernstein, Linda, ENI/DG/RLG,  
democracy officer, to general  
development officer, Ukraine  
Blakeslee, Katherine, G/AA/STC,  
program analyst, to special  
assistant, A/AID  
Bowles, Bettie, M/AS/ISS,  
supervisory distribution specialist,  
to procurement analyst, M/AS/AP  
Boyer, Jeffery, Peru, supervisory  
project development officer, to  
COMP/FS/REASSGN  
Bradley, Michael, Hungary,  
controller, to financial manage-  
ment officer budget/analyst, M/  
FM/CMP/RP  
Braginski, Aleksandra, ENI/PER/  
ER, private enterprise officer, to  
supervisory private enterprise  
officer  
Brands, William, Malawi, project  
development officer, to general  
development officer, Uganda  
Breen, Frank, Madagascar,  
controller, to REDSO/WCA  
Brems, Susan, Peru, population  
development officer, to supervi-  
sory health/population develop-  
ment officer  
Brent, Robert Stephen, South  
Africa, special projects officer, to  
supervisory general development  
officer  
Brown, Keith, COMP/LT TRNG,  
foreign affairs officer, to regional  
director, REDSO/ESA/OD  
Bryant, Bunyan, GC/ENI, legal  
officer, to Poland  
Burke, Robert, Russia, program  
officer, to supervisory program  
economics officer, LAC/DPB  
Byess, Richard, COMP/LT TRNG,  
foreign affairs officer, to AA/M/  
ROR  
Carpenter-Yaman, Carol, Egypt,  
population development officer,  
to supervisory health/population  
development officer physician,  
Philippines

Cashion, Gerald, AFR/DP/PPF,  
supervisory project development  
officer, to Morocco  
Chaudhry, Iqbal, G/ENV/E,  
engineering officer, to energy  
officer, ENI/EEUD/EI  
Chitwood, Alan, RIG/Singapore,  
inspector, to IG/I&S/SAC/WFO  
Cogdill, John, RIG/Nairobi,  
supervisory inspector, to IG/I&S/  
IS  
Cohen, Neal, Nepal, program  
economics officer, to supervisory  
program economics officer,  
REDSO/ESA  
Darcy, Philippe, RIG/Cairo,  
supervisory auditor, to IG/A  
Delaney, Kim, Guatemala, trade  
development officer, to general  
development officer, Gaza  
Delaney, Richard, M/B/PA,  
program officer, to PPC/PC  
Delaney, Thomas, Guatemala,  
project development officer, to  
Gaza  
Dittman, Sharon, AFR/WA,  
secretary stenography, to program  
operations assistant (office  
automation), ANE/US-AEP  
Dominessy, Larry, Yemen,  
supervisory program officer, to  
program officer, M/B/PA  
Durette, Jean, Egypt, program  
officer, to supervisory program  
officer  
Duvall, Jimmy, Mali, controller, to  
supervisory financial manage-  
ment officer, Hungary  
Ellis, Kenneth, LAC/CEN,  
supervisory regional development  
officer, to deputy mission  
director, El Salvador  
Farr, Kenneth, Indonesia,  
supervisory health/population  
development officer, to Ecuador  
Foerderer, William, Sri Lanka,  
natural resources officer, to  
private enterprise officer  
Foster, Mary Pamela, Egypt, CAP  
(project development), to  
education development officer,  
COMP/FS/REASSGN  
Franklin, Douglas, COMP/FS/LT,  
controller, to Russia  
Funkey, James, Morocco, financial  
management officer budget/  
analyst, to controller, Madagascar  
Gary, Vivianne Pettersson, COMP/  
RTS, supervisory private  
enterprise officer, to supervisory  
housing/urban development  
officer, G/ENV/UP  
Gast, Earl, COMP/FS/LT, project  
development officer, to program  
officer, Russia  
Geylin, Lori Jo, Morocco,  
executive assistant, to COMP/RTS  
Godden, John, SDB/OD, general  
business specialist, to cooperation

- development program manager, BHR/PVC
- Granger, William, M/AS/OD.** supervisory executive officer, to ENI/AMS
- Heesen, David,** Costa Rica. supervisory agricultural development officer, to supervisory natural resources officer, Indonesia
- Holleran, Erin,** Nicaragua, IDI (project development), to project development officer
- Huggins-Williams, Nedra,** Hungary, program officer, to foreign affairs officer, COMP/LT TRNG
- Hunter, Shirley,** Jamaica, controller, to supervisory financial management officer, Egypt
- Johnston, T. David,** COMP/LT TRNG, foreign affairs officer, to deputy mission director, Nepal
- Jordan, Jerry,** COMP/NE/OJT, supervisory executive officer, to executive officer, Hungary
- Jordan, Robert,** Egypt, associate mission director, to supervisory program officer, LAC/DPB
- Karbeling, Michael,** ENI/PD/PSB, program analyst, to international cooperation specialist, AFR/SA
- Kennedy, Barbara,** Cape Verde, USAID representative, to Paraguay
- Kennedy-Iraheta, Deborah,** RHUDO/LAC, housing/urban development officer, to supervisory program officer, Guatemala
- Klosky, Simon,** Guinea, controller, to Kenya
- Klucik, Laura,** ENI/ECA, program officer, to program analyst, ENI/PCS/PS
- Kosheleff, Bruno,** Mali, deputy mission director, to supervisory program officer, Armenia
- Kvitashvili, Elisabeth,** Russia, project development officer, to BHR/FFP/ER, Food for Peace officer
- Lapera, Peter,** Ecuador, supervisory project development, to foreign affairs officer, COMP/LT TRNG
- Lewellen, Mary,** Philippines, controller, to foreign affairs officer, COMP/LT TRNG
- Lightfoot, Harry,** Niger, controller, to foreign affairs officer, COMP/LT TRNG
- Llewellyn, Charles III,** Ghana, supervisory health/population development officer, to health development officer, Nepal
- Lord, Angela,** COMP/NE/OJT, health/population development officer, to population development officer, Egypt
- Lord, John,** IG/A&S/SAC/WFO, inspector, to RIG/Cairo
- Loudis, Richard,** COMP/FSLT, project development officer, to Honduras
- Mahan, Val,** Zambia, general development officer, to COMP/SEPARATION
- Markeset, Edvard,** ENI/EEUD/EL, energy officer, to engineering officer, Egypt
- Marlett, Melanie, A/AID,** special assistant, to international cooperation specialist, AFR/EA
- Mathur, Tej, G/ENV/E,** project development officer, to engineering officer, BHR/ASHA
- McKay, Nancy,** COMP/FSLT, project development officer, to Guinea-Bissau
- McLaughlin, Richard,** Philippines, supervisory program officer, to RSM/EA/PSP
- Meyer, Steffi,** Kenya, supervisory project development officer, to program officer, M/HR/TD/PMT
- Moran, John Frederic,** ENI/ED/EF, general business specialist, to special assistant, AA/ANE
- Morse, Linda, AA/ANE,** deputy assistant administrator, to foreign affairs officer, COMP/FSLT
- Mukherjee, Tridib, M/HR/TD/PMT,** program officer, to agricultural development officer, G/EG/APS/FP
- Mullally, Kevin James,** COMP/FSLT, supervisory agricultural development officer, to supervisory general development officer, Mali
- Mundy, Louis III, IG/A,** supervisory auditor, to auditor, RIG/Cairo
- Nesterczuk, Igor,** Russia, controller, to Senegal
- Niec, Rebecca, AFR/WA,** program officer, to supervisory agricultural development officer, Senegal
- Nilsestuen, Wayne, LAC/RSD,** supervisory general development officer, to deputy mission director, Honduras
- Noble, David,** Pakistan & Afghanistan, supervisory financial management officer, to controller, RCSA/FM
- Nurick, Karen, G/PHN/FPS,** health/population development officer, to COMP/FSLT
- Odle, Lawrence Jr.,** Nicaragua, supervisory project development officer, to COMP/FSLT
- Oldwine, B. Eilene,** Philippines, population development officer, to supervisory health/population development officer, Jordan
- Orr, Peter, ENI/ECA,** supervisory regional development officer, to program officer, AA/LAC
- Osborn, Amy Nolan,** Ukraine, program officer, to COMP/FSLT
- Osborn, James,** Ukraine, natural resources officer, to supervisory project development officer, COMP/FSLT
- Ott, Mary Catherine, LAC/DPB,** supervisory program economics officer, to El Salvador
- Panehal, Alexandria, ENI/EEU/NR,** natural resources officer, to supervisory project development officer, Nicaragua
- Patrick, Henderson, ANE/ORA/O,** supervisory project development officer, to M/HR/WPRS/R
- Patton, Sally Jo,** Nepal, supervisory project development officer, to education development officer, Egypt
- Prudochl-Nandy, Jane,** Haiti, general development officer, to COMP/FS/REASSGN
- Qazi, Iqbal,** Senegal, supervisory engineering officer, to engineering officer, Egypt
- Ray, R. Thomas,** Senegal, Food for Peace officer, to BHR/FFP/DP
- Rhoad, David, ANE/ME,** supervisory regional development officer, to deputy mission director, West Bank/Gaza
- Rishoi, Thomas Lee,** Russia, supervisory private enterprise officer, to associate mission director, Egypt
- Rodokanakis, Phillip, RIG/Singapore,** supervisory inspector, to IG/A&S
- Ross, Lee Ann, ANE/SEA/SPA,** supervisory program officer, to Kenya
- Rudert, Brian,** Nicaragua, supervisory agricultural development officer, to supervisory general development officer, Dominican Republic
- Rushin-Bell, Carotjo, COMP/FSLT,** natural resources specialist, to program officer, Central Asia
- Scott, Frederic,** Morocco, project development officer, to Russia
- Scott, Samuel Jr.,** Malawi, deputy mission director, to special projects officer, BHR/OTI
- Shapiro, Pat, COMP/FSLT,** private enterprise officer, to Ukraine
- Sleeper, Jonathan,** Bolivia, supervisory agricultural development officer, to Nicaragua
- Smith, Hugh, AID/COORD/FODAG,** development coordination officer, to supervisory regional development officer, AFR/SA
- Smith, Lane Lee, RHUDO/NE,** housing/urban development officer, to AFR/SD/SA
- Smith, Marsha, COMP/FSLT,** supervisory financial management office budget/analyst, to controller, Dominican Republic
- Smith, William,** Egypt, supervisory engineering officer, to COMP/FSLT
- Sobh, Adel, M/FM/LM,** accountant, to program analyst, BHR/OFDA/PS
- Stader, Robert,** Panama, supervisory executive officer, to executive officer, Nicaragua
- Stein, James, G/ENV/UP,** housing/urban development officer, to Indonesia
- Stein-Olson, Monica,** Burundi, controller, to Tanzania
- Stickel, Wendy, PPC/PBC,** program officer, to deputy regional director, RCSA/OD
- Thomas, John, COMP/FS/REASSGN,** health/population development officer, G/PHN/FPSSGN
- Trott, Michael Crooks,** Panama, supervisory general development officer, to executive officer, M/AS/QMS
- Truong, Tham,** Guatemala, supervisory program economics officer, to supervisory program officer, Haiti
- Van Der Veen, Jan Herre,** Senegal, supervisory program officer, to the Philippines
- Van Dyk, Eugene, RIG/A/Bonn,** supervisory auditor, to auditor, RAO/EUR/W
- Van Egmond, Alan, PPC/DC,** supervisory program economics officer, to foreign affairs officer, COMP/LT TRNG
- Vincent, Dan, COMP/RTS,** engineering officer, to program officer, ANE/ENA/Y
- Vodraska, Anthony,** Swaziland and Lesotho, supervisory executive officer, to Botswana
- Wallace, Stephen, REDSO/WCA,** supervisory executive officer, to Panama
- Walsh, Thomas III,** Bangladesh, controller, to Guatemala
- Ware, Theresa Anne, ANE/SEA/RPM,** supervisory program officer, to program officer, ENI/NCA/CAR
- Watts, Doral,** Mali, agricultural development officer livestock, to regional development officer, AFR/SD/PSGE
- White, Pamela, M/HR/WPRS/R,** supervisory executive officer, to South Africa
- Wiebler, John,** Zambia, program officer, to supervisory program officer, Nepal
- Williams, Ralph, ENI/PD,** supervisory financial analyst, to management analyst, AA/M/ROR

## Retired

**Akers, Andrew**, ANE/ORAF, controller, 26 years  
**DeGraffenreid, Adrian**, Estonia, USAID representative, 19 years  
**Asselin, Robert Jr.**, COMP/SEPARATION, foreign affairs officer, 26 years  
**Fischer, Fred**, COMP/SEPARATION, foreign affairs officer, 27 years  
**Gothard, Coinage Jr.**, RIG/A/SAN JOSE, supervisory auditor, 28 years  
**Have, Georgene**, ES, secretary, 32 years  
**Kennedy, Ceophus**, M/OP/ENI/NIS, contract officer, 5 years  
**Liercke, Terrence**, COMP/SEPARATION, foreign affairs officer, 26 years  
**MaCaspac, Fe**, M/FM/CAR/FCGL, accountant, 8 years  
**Marshall, Loretta**, M/B/PA, program analyst, 26 years  
**Maxwell, Dayton**, COMP/FSLT, foreign affairs officer, 29 years  
**Nelson, Richard**, COMP/SEPARATION, foreign affairs officer, 28 years  
**Schoax, Christina**, LAC/SPM, supervisory general development officer, 26 years  
**Wingert, Stephen**, COMP/SEPARATION, foreign affairs officer, 19 years

*Years of service are USAID only*

## Obituaries

**Marlin Haas**, 82, died of cancer on Aug. 1 in Sarasota, Fla. He served in Tangier for USAID as deputy auditor general for Africa from 1970-73. In addition to a memorial service held in August in Sarasota, a military ceremony will take place at Arlington Cemetery on Oct. 20. Friends are invited to attend.

**Charles Frederick Lipman**, 62, died of a ruptured aneurysm on Aug. 3 at California Pacific Medical Center in San Francisco. He began his career in Washington in USAID's General Counsel's Office in 1967. He left the agency in 1970 to serve as assistant general counsel for finance at the Overseas Private Investment Corp. He retired in 1986 and returned to his native California to join a San Francisco law firm.

**Sarah Jane Littlefield**, 61, died of cancer on Jan. 13 in Carson City, Nev. She joined USAID's predecessor agency as an economist in 1956 and rose to the rank of mission director in Senegal and Sri Lanka. She also served as deputy mission director in Indonesia and worked primarily in the Africa and Asia regions. In 1976 Littlefield received the Federal Women's Award, which recognizes women who are inspirational to those who choose public service. Littlefield retired from USAID in 1989.

**Ed Navarro**, 78, died Oct. 11, 1994, in the Philippines of a pulmonary embolism and emphysema. Navarro joined USAID in 1963 and served in South Vietnam until 1974. He was largely responsible for the decision made by the Philippines in 1967 to assign a full regimental combat team of engineers to the pacification effort in the Tay Ninh province where Navarro was province representative. Navarro held a commission as a lieutenant-colonel in the U.S. Army Reserve.

**Marjorie Parker**, 73, died Sept. 1 of heart failure at her home in Ocala, Fla. She joined USAID's predecessor agency, the Technical Cooperation Administration, and retired in 1978 after serving as a press officer in the agency's Office of Public Affairs.

**Michael P.W. Stone**, 69, died of cancer May 18 at his home in San Francisco. He entered government service in 1982 as USAID mission director in Egypt. He later directed the agency's Caribbean office. In 1986 he was named assistant secretary of the Army and in 1988 under secretary of the Army. President Bush appointed him as the 15th Secretary of the Army in 1989. At the time of his death, he was a director of BEI Electronics Inc. of San Francisco.

## Memorial funds established

Three senior international staff members of the Foundation for International Community Assistance Inc. (FINCA) were killed in an airplane crash in El Salvador on Aug. 9 while on USAID-funded business. The plane crashed into the Chichotepec volcano, killing **Richard Blazquez**, FINCA's chief financial officer; **Jesus Torres**, FINCA's financial director for Guatemala activities; and **Guillermo Mendez**, a regional programmer based in FINCA's Guatemala hub.

Blazquez is survived by his wife and three children, ages 8, 6 and 1. Torres is survived by his wife and three children, ages 21, 18 and 10. Mendez is survived by his wife, who is expecting their first child at Christmas.

Donations to the memorial fund for the Blazquez children can be made via the Blazquez Children Trust Fund at Crestar Bank, Account 888596065.

Donations to the Mendez and Torres families can be made by sending checks to FINCA International, 1101 14th Street, N.W., 11th Floor, Washington, D.C. 20005. Please make checks payable to FINCA International and indicate which family the donation is for.

## USAID supports better production and marketing of Haitian coffee

Something wonderful is brewing in America—Haitian Bleu coffee.

Named for the bluish color of the coffee bean, Haitian Bleu coffee represents Haiti's entry into the "specialty" coffee market.

Coffee is an important cash crop for the country, which harvests the oldest cultivated coffee in the Western Hemisphere and maintains a European-style coffee culture adopted from the French during its colonial period.

Haitian Bleu coffee is grown in remote mountainous regions under shade. For the most part, individual farmers grow the coffee on their small plots—there are few large coffee plantations.

Until now, Americans didn't have much of an opportunity to experience the coffee, most of it having been consumed in Haiti or exported to Belgium, France, Italy or Japan. But with the popularity of specialty coffee growing enormously in the United States in the last decade, it seemed appropriate for Haiti to broaden its export market by improving its coffee and distributing it to U.S. firms for American coffee drinkers.

USAID/Haiti Project Manager Ron Daniels directs the ongoing, \$7.3 million USAID-funded coffee revitalization project. Project advisers work with a select group of farmers who grow the coffee beans to help them initiate changes in farming that would ensure the cultivation of a consistently high-quality bean. With project assistance, approximately 18,000 farmers began to practice new fertilization and processing techniques that enhanced the quality of the coffee and added to the farmer's

return on post-harvest sales. For example, following practices passed down through generations, most Haitian farmers still husk the harvested coffee in a particularly tedious and labor-intensive way. After drying the "red coffee cherries" in the sun, the farmers place the dried cherries in a mortar and pestle. The farmer then pounds off the dried husk. Now, by removing husks with a water and fermentation process introduced through the project, Haitian Bleu farmers have cut down on their labor input and added 25 percent to the value of the coffee.

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***"This project is an excellent example of how sustainable development can work in Haiti . . . It's beneficial for the farmers, and it's great for the country because it's environmentally sound."***

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With the quality issue addressed, it was time to plan a marketing strategy for the coffee. Working with an independent marketing consultant, Gary Talbot, the farmers opened a marketing office in the country's capital, Port-au-Prince. But how do you create a positive image for a coffee that originates from a country with such a troubled political past?

USAID-funded Volunteers in Overseas Cooperative Development (VOCA) enlisted the support of VOCA volunteer Holly Chase of Connecticut. In April 1995, she visited Haiti and addressed this issue with members of the farmers' cooperative in Port-au-Prince.

During her two-week stay, she worked with the Haitian marketing manager of Cafeieres Natives, Frantz Bissainthe, seeking ways to advertise Haiti's "new" specialty coffee.

Chase suggested that the marketing strategy should take advantage of Haiti's rich painting and crafts tradition. "Haiti's artisans are self-taught and beautifully expressionistic in their representation of Haitian life," she said. "Painting is a vibrant part of their culture."

So she investigated galleries, markets and studios in hopes of finding paintings depicting coffee farming and coffee drinkers. "I

was surprised to discover that there weren't any," she said. "As it turned out, painting is an urban craft, with most coffee farmers too poor to buy paint supplies." Undaunted, Chase and Bissainthe managed to find an accommodating artist, Vincent Gary of Cap Haitien (a northern coastal town in Haiti), and suggested scenes for him to paint.

In all, 13 paintings were commissioned. They may be used to illustrate a calendar, coffee mugs, t-shirts, posters and other promotional items. These advertising tools will further the sale of the coffee that now is being offered to retailers by six American coffee

distributors from California, Oregon, Alaska, New York, Illinois and Florida. The distributors have signed an agreement with Cafeieres Natives to purchase the superior beans at about four times the amount the farmers would receive if restricted to selling to local Haitian coffee exporters. "By elevating the status of some Haitian coffee, namely Haitian Bleu, all Haitian coffee receives favorable publicity," noted Chase. "This improves the prospects for all Haitian coffee farmers as others decide to duplicate project initiatives."

The project also has beneficial environmental ramifications. Because Haitian coffee is shade grown, farmers understand that they must protect the existing forest canopy and plant new trees. Thus, they are now better stewards of the land and can help to reverse the rampant rate of deforestation, Haiti's most pressing environmental problem.

"This project is an excellent example of how sustainable development can work in Haiti," said Dan Riley, Haiti desk officer in the Bureau for Latin America and the Caribbean. "It's beneficial for the farmers, and it's great for the country because it's environmentally sound."

With all these advantages, it's easy to say, "Bwe Kafé Aisyen"—that's Creole for "drink Haitian Bleu!" ■

—By Nancy Long, VOCA's communications coordinator and former editor of Front Lines

*This and other USAID-supported international development projects are featured in the VOCA "Here, There & Everywhere" cookbook. Contact VOCA at (202) 383-4961 for more information.*

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