

From: Ann Beeson

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To: #OSI US PROGRAMS

Cc: 'Julia Ritchie'

Subject: Update on restructuring, new positions, new colleagues, and spring party!

Greetings. We are pleased (and relieved!) to announce that we are coming to the end of the restructuring of U.S. Programs. You have all been great partners in the effort, and extremely patient while we put the new structure in place. Thanks especially to all of you who have so ably participated on hiring committees to ensure that we continue to build an outstanding staff devoted to advancing our open society agenda and to working collaboratively as part of our growing USP team.

We are delighted to announce that a number of our colleagues in U.S. Programs will take on exciting new roles:

Fei Chin will be the Administrative Coordinator for the Grantmaking Operations department. As you may recall, we are adding capacity in U.S. Programs with a department dedicated to strengthening our knowledge management and sharing of best practices, training and staff development, and helping us reflect on and assess our work. Congratulations to Fei, who is the first member of the Grantmaking Operations team. Fei's experience these past couple of years working closely with Erlin to help us centralize and streamline certain operations are a great head start for getting the Grantmaking Operations function up and going. Fei takes on this new role after almost exactly 2 years at OSI as the Program Administrator for the Strategic Opportunities Fund.

Aida Henriquez-Brown will be one of two Administrative Coordinators for the new Finance and Administration Department. Aida takes on this enhanced role after 12 ½ years in a variety of crucial positions in U.S. Programs. Most recently, Aida has served as Program Associate for Administration in the Strategic Opportunities Fund, working closely with Fei Chin and Erlin Ibreck. Aida's deep knowledge and experience in the ways and systems of OSI will be invaluable in her new role in the Finance and Administration Department.

Gladys Lopez will be transitioning into a new role as Executive Assistant in the Executive Office of U.S. Programs to enhance U.S. Programs-wide planning and coordination, to assist with board meetings, and to provide back up and partnership to Jimmy Herrera and Orelida Hicks, who will continue to provide critical support in their current roles. We are eager to welcome Gladys to the Executive Office team, and wish her a speedy recovery from her recent surgery. Like Aida, Gladys is one of U.S. Programs' longest serving employees. She has played many roles and has become well-versed in the ways of OSI in her 10 ½ years in U.S. Programs – Program Assistant to the Youth Initiative and Grantmaking Strategies department, and in the early days she worked with Catherine Samuels and the Law & Society Program.

Stop by and say congratulations to each of them!

I am also very pleased to announce that **Cristina Parnetti** will be joining U.S. Programs in early May in the role of Manager of Grantmaking Operations. Cristina comes to OSI after a decade at Synergos, where she has most recently served as the Senior Manager of the Networks Program. In her various roles at Synergos, she has

worked collaboratively with staff and people in the field to develop systems and structures for sharing best practices and knowledge, designing learning spaces, and creating a culture of inquiry, reflection and evaluation. A native of Argentina, Cristina is deeply committed to OSI's open society mission. We are thrilled that Cristina will be sharing her experiences with US Programs and providing a new resource to strengthen our grantmaking practice and programs.

We are extremely excited by the stronger administrative capacity that our new structure offers U.S. Programs. One of the primary goals of our restructuring was building more support for critical administrative functions which make our grantmaking possible. We now have two full-time managers and three full-time administrative coordinators to work in close partnership with the program staff on administrative and finance matters as well as grantmaking operations. Julia will be working with the new Administrative team and the program staff to ensure a smooth transition. We appreciate your continued input and patience as we clarify and hone new roles and responsibilities.

In other staffing news, we were thrilled to welcome **Rashid Kwame Shabazz** last week as our newest USP Program Officer, with the Campaign for Black Male Achievement. Erlin is in the process of hiring a Program Officer and Program Associate for the newly restructured SOF, and Raquiba will soon be posting to replace Noel Pinero (sniff, sniff) with a new EOF Program Officer. We are also in the final stages of hiring for the position of Manager of USP Finance and Administration, and once that position is filled, the new manager will hire another Administrative Coordinator to join Aida in that department.

I am also delighted to welcome new colleagues in our OSI-Baltimore office. **Jeffrey Burch** has joined OSI-Baltimore as senior development associate. Since 2005, Jeffrey had been development director at Moveable Feast, Inc. - an organization that provides meals, weekly groceries and nutritional counseling to homebound people living with HIV/AIDS. Another recent addition to the development team is **Jedediah Weeks**, as development associate. Since 2007, Weeks served as deputy finance director for the campaign of Jack Markell, newly elected governor of Delaware. **Thao Nguyen**, a recent graduate from the Maryland Institute College of Art, joins OSI-Baltimore as part-time program assistant to OSI Baltimore's Community Fellowship Program. She previously worked as a program assistant for Baltimore Mural Program at the Baltimore Office of Promotions and the Arts, collaborating with artists and community members to bring murals into challenged neighborhoods.

With all of these changes, a growing crop of fantastic new USP colleagues, and spring in the air, it seems like high time for a **PARTY!** We've asked the party committee to help us plan a party on the terrace for early May, and will circulate the date and share more details soon.

Best,
Ann

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