

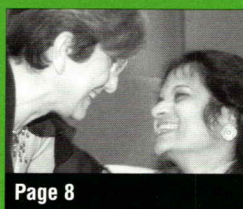


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L-r: Joy De Vera, Soon Choi, Nick Wagner, and Herve Tourpe.

Staying ahead of the curve

Ever wonder how the Fund adopts new technology? TGS's Advanced Technology Group (ATG) plays a key role in this process. Created four years ago and currently led by Soon Choi (Assistant Director for Information Technology, TGS), this three-person team is responsible for investigating new information technology (IT) products and pinpointing those that are viable for the Fund.

Their task is not an easy one. Besides keeping an eye on emerging technologies, the ATG must stay abreast of both the staff's needs and the Fund's evolving IT infrastructure. The ATG's members—Herve Tourpe (team leader), Joy De Vera, and Nick Wagner—clearly love technology, but they must remain neutral in studying IT products and deciding whether to recommend them for adoption. Staff News recently sat down with Choi and the ATG to discuss their work and what's next in IT for the Fund.

How do you evaluate a technology and its fit for the Fund?

Wagner: We keep an eye out for new IT by reading leading technology magazines, going to seminars, and talking to experts who give us a view of the emerging technologies market. Once we zero in on a particular technology, we start the "screening phase" in which we look at the technology and the Fund's business needs and see if they mesh well. We try to ensure that this new technology actually fulfills

a business need. If it does, we go on to the research phase, where we look at how the technology fits into our IT infrastructure. We also analyze the technology itself. Is the technology mature? Or is it at the cutting edge, where support and implementation issues might be significant?

If we find that the product is technically viable, then we move to the “proof of concept” phase. At this stage, we bring in people from outside the ATG—both people that are actually going to be the stakeholders and IT experts—to evaluate the technology in our “sandbox.” At any point along the way, we can stop the evaluation if we see limited applicability for the Fund, and then possibly revisit the technology later.

How do you keep tabs on business needs?

Choi: The IT Strategic Plan lays out the broad areas where the Fund needs to have better IT solutions. Because we cannot address everything identified in the Strategic Plan, the ATG has decided to focus on certain priority areas. We’re hearing more and more that the Fund needs a better collaborative environment. We’re also aware that connectivity is key at the Fund, because there’s so much travel. So we are forming two user groups: one on collaboration tools and a



Choi: “In the diffusion of technology, the technological component is much smaller than the cultural component.”

second one on wireless and mobile devices. In the user groups, ATG members will try to learn more about what staff from various departments do in their daily work so that we can better identify technologies that will make them more productive.

In the Fund, you have both extremes—staff who are technology savvy and those who are technology averse. Do you take that into account when looking at new technologies?

Choi: Our philosophy draws upon innovation theory, which says that most people do not want change—they like what they have. But in any large organization, there is a certain segment of people who are unhappy with what they have and want something more. The idea is to first talk to these “lead users” and make sure that there is some solution available to address their concerns. Innovation theory says to focus first on where the noises are. Of course, the lead users and the IT staff need to convince others that a proposed solution is indeed good for everyone.

Tourpe: Staff are increasingly savvy about IT—they use things like Google Tools, Skype, and various Instant Messaging products at home every day, so they expect us to deliver the same thing. We also have to pay attention to people who don’t necessarily express their needs, but who we believe would benefit from

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technology that would improve communication and collaboration. So we target both audiences.

What are some of the new collaboration tools?

Tourpe: TGS recently introduced one called "Cisco Meeting Place," which integrates with the Outlook calendar and allows you to conduct meetings from your office over the phone. You can actually view and collaborate on shared documents or spreadsheets with people in a remote location.

Another tool introduced recently is WebBoard, a web-based forum of discussion that has some success on the IMF Extranet as experienced by INS, and is now available on the Intranet. TGS has also conducted pilots for other technology such as instant messaging and videoconferencing. The videoconferencing pilot was successful for some departments—the office of Argentina, for example, is using it extensively. But it wasn't universally successful. It's not just about deploying a tool, it's about finding the right reason for using the tool and sometimes adjusting work practices.

The tendency now is to have collaboration features inside your regular environment—be it Word, Excel, Outlook, or a web page. Most people don't want to go outside their environment just for the sake of collaborating.

Some think the Fund is slow to adopt new technology. Do you agree?

Choi: We have been behind in some areas—the flat panel monitor is one recent example. We have them everywhere now, but were criticized for not getting it as soon as some other organizations. In the constrained budget situation, we were instructed to extend the life of the traditional CRT, but it wasn't because we were slow to adopt new IT. There are other areas in which we're actually ahead of other organizations—for example, we've introduced IP telephony and wireless communications ahead of some other organizations.

What about instant messaging? The World Bank has it. Why don't we?

Tourpe: Two pilots were conducted with instant messaging: one recently and the other two years ago. Both times, the result was the same. People started out using it, but then their interest would fizzle out. We're not

sure why. Is it too early for the Fund? Will it only work if we deploy it Fundwide? Or do we first need to establish the policies governing how these technologies are used? We're still investigating it, but the pilot shows that the time is not yet ripe. After three months of having that product, people were sending just a couple of messages a day. These technologies have a cost, and not only a purchase cost, so you have to prove there's a business value to deploy it Fundwide.

Choi: This is especially true in a tight budget situation. If only 50 people actually use instant messaging, the infrastructure investment cannot be justified. We need a critical mass to move forward.

Tourpe: Don't get us wrong—instant messaging will be deployed one day or another at the Fund. There is no alternate solution—it will be there. This is one of the most successful collaboration tools. It works for other people out there—there's no reason it would not work at the Fund eventually.

You're also piloting desktop videoconferencing. How is that catching on?

Choi: What seems to be catching on is Meeting Place. Staff like being able to set up a meeting easily using the new IT phone that allows them to share the same document on the screen so that everyone can see the changes made. For desktop videoconferencing to be widely used, more training and education will be needed. Having a phone conversation with a video image still faces a cultural bias.

In the diffusion of technology, the technological component is much smaller than the cultural component. Factors like the time it takes to learn a new technology and how easily people adapt their work practices play a key role in whether new IT gains acceptance.

But the ATG's job is not to change work practices, is it?

Choi: Correct. But we can point out to departments that, if staff change their work practices, then a new technology can result in a major productivity gain for the Fund. It is, ultimately, up to departments and their staff to change work practices to take advantage of IT.

What's the next new thing for the Fund in technology?

Tourpe: Be on the watch for Enterprise Content Management (ECM). This is not an ATG effort, it's



ATG members try out new devices.

an IT-wide effort. ECM will bring many benefits to the Fund, including the streamlining of information production and sharing at the Fund, enhanced search capability, a reduced number of incompatible systems, and more. Another forthcoming concept is "Service-Oriented Architecture," or SOA. It involves taking existing software that has been developed for other purposes and reassembling it to offer new functionality, saving time and money. We already have a repository called UDDI that developers can consult to see what software has been developed at the Fund and determine what could be reused for their new projects.

Any interesting new devices?

Tourpe: We're constantly monitoring Personal Digital Assistant (PDA) devices to see at what point they will be as easy and as convenient to use as the Blackberry. The Blackberry is successful because it's simple to use. But it doesn't have the functionality and capacity of pocket PDAs. The downside of these PDAs is that, at least for now, they're more complicated

and less reliable than the Blackberry. But they're catching up.

What technologies are you currently screening?

De Vera: One is RSS, or Really Simple Syndication. It's a method of ordering specific web content to be delivered directly to your desktop. You don't have to search 20 websites—content will come to you and you can consume it whenever you want and even take it with you. We're also investigating corporate blogging.

How could the Fund use blogging?

De Vera: One way might be to capture the tacit knowledge of users. Blogging is like an online diary. So staff could write anything of interest about their work to document their knowledge and share it informally with others.

Tourpe: In many companies, the president uses blogs to communicate with the employees. Readers can provide comments on the blogs and receive responses. It's two-way communication, as opposed to the newsletter column traditionally used by executives, and it can appear as often as you want. What we're looking at is whether the Fund is ready for this kind of communication.

Anything else?

Choi: Without a group like this, we would have the so-called "airline magazine-based innovation," where people bring us advertisements for electronic devices that they've seen in airline magazines and ask if we can get them at the Fund. That's a very reactive, narrow way of looking at it—there's a whole lot more involved. The ATG provides a proactive, systematic way of finding, evaluating, and deploying proper technologies for the Fund. ♦

Join a user group

TGS is launching two new user groups to gather input from Fund staff on emerging technologies. One will focus on mobile and wireless technologies, while the other will look at the collaborative environment in the Fund. The ATG is seeking volunteers to participate in these independently run user groups, which will meet on a regular basis to share information on how Fund staff can benefit from these technologies.

To volunteer for a user group, please visit ATG's website at <http://www-int.imf.org/atg>

The taxman goeth

Most Fund staff can vividly recall their first encounter with Carter Magill, and Lennart Erickson (Economist, INS) is no exception. “I remember, during my first few weeks at the Fund, weaving my way through a warren of cubicles and offices trying to find Carter, having been told by any number of people that he was the man to talk to for tax advice,” Lennart recalls. “It was the week of Halloween, and Carter’s office was decked out with decorations and some pseudo-creepy music was playing on his boom box. He may have been wearing some sort of costume as well.”

“Even with little Fund experience,” Lennart continues, “I recognized that, whoever this Carter Magill was, he was a bit of an outlier here. A tremendously helpful and competent outlier, it turned out: I left the office 15 minutes later with my question resolved and a slew of advice on how to deal with my taxes the following spring.”

It’s hard to say whether Carter, who retires this month after 17 years of service to the Fund, is better known for his zany personality or for his extensive

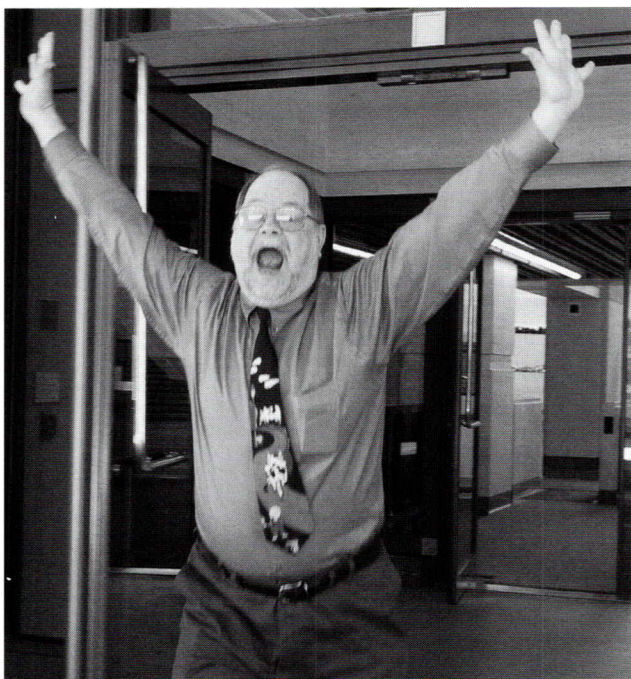
knowledge of U.S. tax law. For virtually all of his Fund career, Carter worked in FIN’s Personnel Payments section administering the tax allowance system for U.S. nationals and advising staff on its intricacies.

Anyone familiar with the U.S. tax allowance system knows that this job is not a simple one. When most U.S. nationals arrive at the IMF, they are accustomed to having had income taxes withheld by their employers, which often resulted in a refund after they filed their annual tax return. Not so at the Fund. Here, U.S. staff must pay quarterly estimated taxes. One of Carter’s most difficult tasks was educating new staff on how to make estimated payments, why they pay a self-employment tax when they’re not self-employed, how the quarterly tax allowance is calculated, and what the safeguard provision involves.

For most U.S. staff, tax season induces some degree of anxiety; for the newly initiated, it can be gut-wrenching. But Carter always injected his own peculiar sense of humor to his one-on-one advice sessions with staff, making an otherwise distasteful experience considerably more palatable.

Carter’s humor went far beyond the advice sessions. He was especially notorious for his phone antics, which, strangely enough, often involved pizza. Lori Rossi (Budget Assistant, TGS) recalls her first contact with Carter in 1995, when he called her up and left a voicemail message ordering a pizza. Susan Adams (Senior Resident Representative, APD) remembers looking forward to Carter’s peppy e-mails or calls about her tax installments over the years when she was abroad on various res rep assignments. “As a code,” Susan explains, “he would leave me phone messages saying, ‘This is the pizza man: your pizza will cost \$9,000 with pepperoni (code for the federal allowance), \$2,500 for the anchovies (code for the state allowance), and come to your door on January 7 (date of deposit).’”

Indeed, Carter’s phone greetings were as legendary as his quirky tie collection, and staff never knew what to expect when they called him. Andrea Richter Hume (Senior Economist, APD) remembers the time he greeted her with, “I told you never to call me here...” in a gravelly *sotto voce*—and that was when he was calling her!



Carter Magill: Free at last.

Practical jokes of all types were Carter's signature. "He is an irremediable, irrepressible prankster who is capable of making the most of almost any opportunity for hilarity," says Frank Havlicek (Deputy Division Chief, INS). More than once Carter surprised Frank, an attorney by training, by loudly announcing to a elevator full of quiet Fund staff, "Everyone keep your hands on your wallets, a lawyer just got on."

Beneath Carter's playful demeanor, however, was some serious competence on tax issues. Peter Heller (Deputy Director, FAD), no slouch himself when it comes to taxation and fiscal affairs, has called him "an enormously helpful colleague, providing clear and consistent advice on how to approach particular tax issues."

What really endeared Carter to many was his willingness to go the extra mile to help those in a bind. When people made mistakes—sometimes costly ones—they could rely on Carter to help sort things out. "Perhaps the biggest help he gave me was on the Social Security tax issue," says Paul Piccone (Section Chief, TGS). "It was not clear to me what calculation to apply to determine the amount of my liability, but thanks to Carter's careful, calm explanation, I came to understand what needed to be done."



Playing Santa at the IMF Children's Holiday Party.

Brett House (Economist, PDR) feels particularly grateful to Carter. "I joined the Fund as an EP in the autumn of 2000," Brett says. "Less than four months after starting work, I fell gravely ill. In the midst of

this, U.S. taxes started falling due and I was too incapacitated to even think about dealing with them. Unasked and nearly unannounced, Carter came from nowhere and completed my tax return for me—an act of such incredible charity and kindness based on an acquaintance of only two brief meetings, but driven by such heartfelt concern."

Carter's fan base is not limited to adults, either. His stint playing Santa Claus at the IMF Children's Holiday Party from 1999 to 2005 won him admirers among the younger set, too. "I'm a kid at heart," says Carter, to nobody's surprise. "I love joking around with those kids on my lap. When I recognized a staff member, I'd address the child by his last name. The staff member would sometimes tell me later that the child would gush afterward, 'Daddy, he knew my last name!'"

What's next for Carter? He is selling his house and moving to Williamsport, Pennsylvania, where his wife grew up and where, not so coincidentally, the Little League World Series is played every year. A die-hard softball enthusiast, Carter will play a lot of softball in retirement. For several years, he played on three teams in Alexandria and has already signed up for the '06 season in Williamsport. He plans to set up shop as a freelance tax preparer, and expects to do some gardening. "I'm the type of person who gets involved in things," he says, "so I'm not really worried. I like to live day to day—I plan for the future, but live in the moment."

At the Fund, Judy White (Accountant, FIN), who recently joined the staff, and Rekha Turnage (Accounts Officer, FIN) have already taken over Carter's former responsibilities in FIN. From a personal standpoint, however, our idiosyncratic taxman will be difficult to replace. "Just as the final episode of the television sitcom *Cheers* meant a tearful goodbye to Norm and 'Norm-isms,' so will the halls of the IMF seem emptier without Carter and 'Carter-isms,'" predicts David Dunn (Senior Economist, AFR), echoing the sentiments of many staff. ♦

Carter Magill is alive and well in Pennsylvania. If you'd like to keep in touch for personal or tax consulting reasons, feel free to e-mail him on jacamaiii@aol.com or call him on 703-967-0134.

Civil rights legend Height speaks at Bank

On April 26, Dr. Dorothy Height, the civil rights pioneer, spoke at the World Bank at the invitation of the IMF-World Bank African American Club. At 94, this educator and activist has just published her memoir, *Open Wide the Freedom Gates*, which chronicles her experiences from early childhood to the present day. Height drew upon material from her book at the appearance.

In opening the session, Juliana Oyegun, Director of the World Bank's Diversity Program, noted that Height was one of the most influential civil rights activists of the 20th century. She worked closely with Eleanor Roosevelt on desegregation and on women's rights issues before being elected President of the National Council of Negro Women, a post she held from 1957 to 1997. A personal friend of Dr. Martin Luther King, Height advised presidents and other national figures throughout the decades. Most recently, Height was awarded the 2004 congressional medal by George W. Bush.

When Height took the floor, she noted her mother's strong influence on her life. The chief nurse at a Richmond hospital, her mother served as an example and mentor to her. "She was hard on me in a sweet way, which meant she thought enough about me to help me move to my fullest potential," Height said.

After the family moved to Pennsylvania in 1915, Height said, neither the hospitals nor the nursing registries would employ a black woman, so her mother was forced to find household work. Height observed how hard it was for her mother to know that employment in her chosen profession was something she was entitled to, yet couldn't get.

Height herself would know this same frustration when, though recipient of a four-year scholarship to college and valedictorian of her high school class, she would not be allowed to attend the college of her choice. Having succeeded in gaining admittance to Barnard College in New York, Height was unable to attend, because of the college's quota of only two African American students for each entering class.



Height enrolled at New York University instead. It is clear this experience deeply affected her, and it seems to have made an impression on Barnard as well—in 1980, the college awarded her its highest honor, the Medal of Distinction, and in 2004, it made her an honorary alumna.

Height went on to earn a Ph.D. in psychology, then was selected, at age 25, as one of only 10 Americans to attend the World Conference of Churches at Oxford University in England. She described discussing the definition of equality at a forum there, an experience that made her examine the many dimensions of the word. To this day, she said, she ponders the meaning of the ubiquitous term "equal opportunity."

In the question and answer session, a teacher from White Oak School in Silver Spring asked about the disconnect between what her students call the "let freedom ring" generation and the "bling bling" generation—how the younger hip-hop generation doesn't have an adequate appreciation for the work done by their elders to bring down barriers. Height replied that it was difficult to fathom lynchings if you hadn't lived through the period when they occurred. Nor, she said, was it easy to imagine the days when you weren't allowed to enter a building through the front door.

At the same time, however, she said, African Americans have an obligation to pass on to future generations the story of the civil rights movement. "We have to tell our own story," Height admonished. Through her memoir, Height is making great strides in this direction. ♦

At 40, IPS is still going strong

Most Fund staff look forward each year to the annual exhibition of the Bank-Fund International Photographic Society (IPS), on display in the IMF Gallery through June 9. But many may be unaware that the IPS is one of the IMF's longest-enduring and best-organized clubs.

Founded in 1966 as the IMF Camera Club (and expanded a few years later to include World Bank staff), the IPS has always offered a friendly mix of instruction, competition, and socializing. Its meeting format remains largely the same as in the early days: the group meets each month after work to socialize over wine and cheese and listen to a guest speaker—usually a distinguished local photographer—expound on some aspect of photography. The lecture is followed by a competition of both slides and prints, with the guest speaker serving as the judge. Winning photographs from the monthly competitions are then featured in the annual exhibition.

The IPS's monthly meetings have helped many photographers hone their skills. “You learn a lot from the guest speakers’ presentations and their comments when they judge our photos,” says Samuel Otoo, an Economic Advisor in the World Bank Institute, who joined the IPS three years ago and received three Honorable Mentions in this year’s annual exhibition. “It’s also nice to spend time and exchange ideas with other people who love photography.” The society’s excellent newsletter, *Shutter Release*, covers a panoply of photo-related topics.

While the educational aspect of IPS has always been key, it has taken on even greater importance in recent years. Many club members have gained proficiency in—or at least explored—digital photography, which poses a whole different set of technical issues from slides and film. Having guest speakers who can offer tips on mastering this technique is an added bonus of IPS membership. “There is a steep learning curve,” says Caroline Helou, IPS’s President, “and we’ve seen some people’s photography suffer temporarily as they make the transition to digital.”

Of course, not all IPS members have an interest in taking digital photographs—some continue to swear by conventional cameras and scan their images for digital use. And according to Helou, some people who now shoot digital sometimes go back to film to achieve a certain end. But the mere existence of digital photography does affect the ground rules for competitions. In the IPS, as in photography more generally, there is an ongoing debate about how much manipulation of photos should be permitted. “There’s a lot of debate on this topic right now,” Helou explains. “Photographers have always had lively



First Place Winner – IPS Annual Photo Competition:
“Are you Talking to me?” by Manorama Rani

Rani captured this image while touring the Temple of Heaven in Beijing. She spotted the boy and asked his parents if she could photograph him. The child, in a bad mood, refused to cooperate, hiding his head each time she tried. Then she crouched behind him and said, “Hi!” He turned and glared, and at that instant, the wind turned his umbrella inside out.

discussions about materials and methods. We know our quest for the ultimate image should not be compromised by our gear or working methods."

No matter what the camera, the fundamental basis for good photography is the eye behind the shutter. The ability to see irony, beauty, humor, or poignancy in the mundane is still the hallmark of a great photographer. "I love digital cameras," says Curt Carnemark, a retired World Bank economist turned professional photographer, and one of the most accomplished IPS members before his 1994 retirement from the Bank. "But photography is not about technology. It's all about seeing. You still have to frame your subject and think about its relationship to the background and foreground."

IPS photographers had a chance to learn firsthand the importance of seeing in a recent IPS field trip to the National Gallery of Art's East Building. Led by Frank Van Riper, a noted documentary photographer who writes a photography column for *The Washington Post* online, and his wife Judy Goodman, an accomplished photographer and sculptor, the field trip was an all-day affair. The group's assignment was to walk around the gallery and shoot whatever they saw. The



IPS members at the opening reception for the annual exhibit ion (front row, l-r): Severina De Biasi, Anna Lawton, Emine Gorgen, first place winner Manorama Rani, IPS President Caroline Helou, Sigrid Vollerthun, Jean Boyd, and Samuel Otoo. Back row (l-r): Marina Tyapkina, Bill Katzenstein, Raju Singh, José Cartas, and Malise Dick.

resulting variety of shots was amazing, says Caroline, ranging from people and sculpture to the building's architectural details—and even included a closeup of the high-heeled shoes of the Princess of Thailand, who happened to be visiting Washington and touring the National Gallery of Art that day. "It was really quite interesting how varied the output was," says Otoo. "We were all in more or less the same space, yet people saw such different things."

The IPS sponsors similar local workshops on diverse topics about three times a year. The society also occasionally organizes field trips to more distant places, such as the photography convention that a group of IPS members attended in New York City last year. This June, the club is sponsoring a safari in Tanzania, an idea dreamed up by Bassirou Sarr, Director of AFRITAC East in Dar es Salaam and an active IPS member before his move abroad.

IPS members' passion for photography and the society's social aspect are perhaps responsible for the

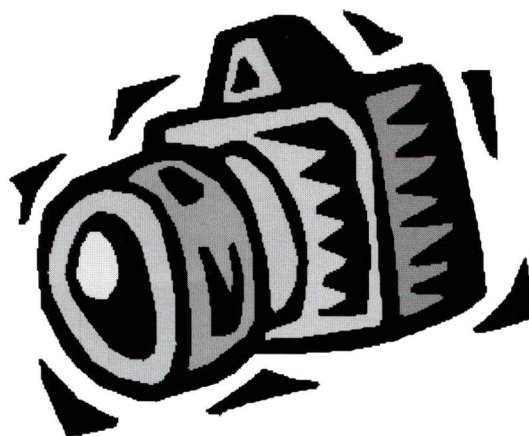


Honorable Mention – IPS Annual Photo Competition: "Fading Hopes" by Samuel Otoo

Otoo shot this photo last summer at a swim meet. His child's team had been in the lead, but it was just becoming clear that the kids would lose by a narrow margin.

club's impressive longevity. Keeping the society going demands a lot of hard work, IPS members say, but in the end, it's worth it. "It's more fun to practice photography when you do it with other people," says Otoo. "It's easier to find the discipline to get up early or go outside when it's cold if you're not alone." ♦

The IPS will break for summer in June and resume activities in September. New members are always welcome. Interested staff can visit the website at <http://www.ips-imfwb.org/> or contact chelou@imf.org.



Ten tips for taking better pictures

Curt Carnemark, a former IPS member, spoke to the society in December 2005. His lecture, entitled "I Came, I Saw, I Got It," provided the following useful pointers.

1. Be aware of subject and context.

Be conscious of the relationship between the subject and the context of your picture. Make sure the context doesn't distract from your subject. You can use different focusing techniques to filter out distractions in the background or, conversely, draw them in.

2. Think about light.

There's no such thing as bad light. Experiment with adding or removing light from your photo using props such as small portable reflecting screens. Remember that your camera sees light differently than you.

3. Don't be afraid to get up close to your subjects.

Fill the frame. Get involved with the people you want to photograph and ask their permission, if only through gestures. Don't be afraid to focus on details.

4. Love color.

Colors are enchanting, and they enhance the relationships and contrasts between things. Look for color in mundane objects around you and ways to bring out the color in your subjects using light.

5. Ignore convention.

Pay attention to what's more interesting in your picture—the landscape or the sky. The horizon doesn't always have to run through the middle of your photo. Don't waste space on a boring sky when the foreground

is powerful, or on an inconsequential landscape when the setting sun is giving you fantastic colors and shapes.

6. Be dramatic.

Don't always put your subject in the middle of your photo—you can make your photos more dynamic simply by placing objects elsewhere. Experiment with the relationship between naturally occurring lines and the tendency of the viewer to look to the spaces created by the division of your picture into thirds.

7. Use repetition.

Take, for example, a picture of a doorway and a window in which there is a young face in the former and an old face in the latter. The repetition of the faces enhances the contrast within the photo. Related objects catch the attention of the viewer and invite them to ponder the meaning of the relationship.

8. Take pictures from cars and buses.

With sufficient shutter speed and attention to the passing landscape or surroundings, you can capture great pictures from moving vehicles. The trick is to get close to the window, but not right up against it. And turn off your automatic flash!

9. Use your camera.

Whether you're using film or digital, try out all the settings and options available.

10. Get started.

A camera and a bit of imagination are all you need. Even boring surroundings can reveal interesting angles and contrasts. Start noticing the picture possibilities around you and experiment, experiment, experiment!

Mobilizing for Global Youth Service Day

One weekend in April, youth from around the world mobilized to perform community service projects in celebration of Global Youth Service Day. Since its inception seven years ago, this annual event engages young people to help with school reconstruction, environmental cleanup, literacy initiatives, and other community activities. Organized by Youth Service America with support from the Global Youth Action Network, a consortium of international organizations, and more than 100 national coordinating committees, Global Youth Service Day has grown from 27 participating countries in 1999 to more than 100 in 2006.

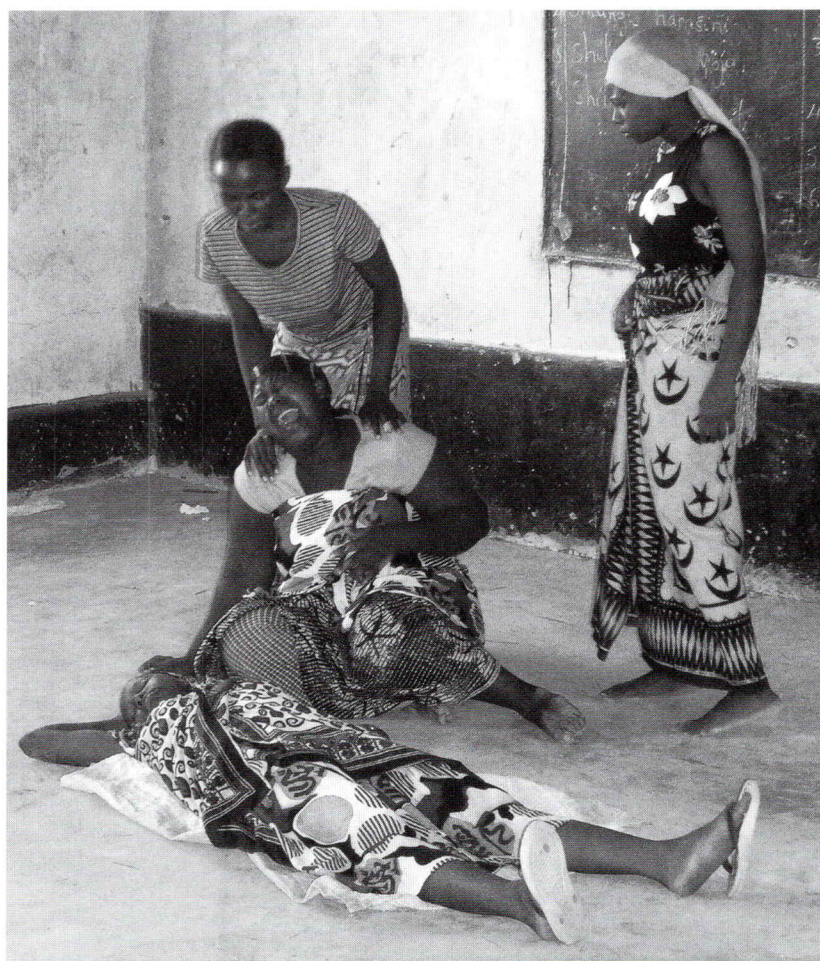
This year, for the first time, the Fund participated in the venture, sponsoring projects in Benin, Guyana, Nicaragua, Tanzania, and Washington, D.C. Kathy DeBoe, who manages the IMF's Civic and Community Relations Office, learned about Global Youth Service Day at a Points of Light volunteer conference. She found the concept appealing and realized that, with a little ingenuity and coordination, the Fund could make small amounts of money go a long way—especially in the developing world. The Civic Program Advisory Committee (CPAC) agreed with DeBoe's recommendation to give \$500 from the Community Relations budget to each project via the Fund's resident representative in the country.

These concrete, short-term projects are separate from the ventures CPAC funds, which tend to be broader in scope and more long term. The Global Youth Service Day projects have the advantage of being quicker to approve—involving smaller amounts of money, they are not subject to the same lengthy review

process as CPAC projects. “You provide money for something specific, and the projects are completed fairly quickly,” says Nora Lankes, the IMF Spouse and Partner Association representative on CPAC.

Theater with an anti-HIV/AIDS message

The youth service project in Tanzania is a case in point. On a visit to Africa last year, Martha Silva de Bertha (Special Projects Officer, LEG) met with the directors of the African Medical Research Foundation (AMREF), a nonprofit organization in Dar es Salaam. While she was there, youngsters from AMREF's Youth Development Center put on a theatrical presentation that warned against the dangers of sugar daddies as well as HIV/AIDS and other sexually transmitted diseases. Impressed by the strength of the play's message,



Tanzanian youth present a play to increase awareness of HIV/AIDS issues.

Martha helped arrange for the AMREF youth to widen their audience and present it to a neighboring village on Global Youth Service Day, with CPAC funds paying for bus transportation and other costs.

This initial project with AMREF proved so successful that Lelde Schmitz, Senior Resident Representative in Tanzania, continues to maintain contact with the nonprofit, and future collaboration between the Fund and AMREF is possibly in the works.

Environmental cleanup, debate, and more

In Benin, Félicité Adjahouinou (Staff Assistant, AFR) coordinated Global Youth Service Day events at primary schools in the villages of Glégbodji and Tankpê. Félicité, who is Beninese, founded the nonprofit organization Sodev International six years ago to promote education and entrepreneurial activities in the country's rural areas. Although Félicité was not present, her associates carried out the day's agenda, which included cleaning up the school grounds, holding a debate on environmental issues, and distributing school supplies.

"Young people are more available than adults, so they can do a lot," says Félicité. "Unfortunately, in Benin, there aren't many volunteer opportunities."

Félicité also launched the Youth Club for Education and Culture, which she hopes will be an ongoing activity. The youth club, based in Cotonou, will enable students to practice their English and hear guest speakers from the American Cultural Center and the University of Benin.

Helping single mothers help themselves

Nora Lankes, spouse of Hans Lankes (PDR), spearheaded the project in Nicaragua. Having worked with NGOs in that country for many years, she was familiar with a rural nonprofit that takes in single mothers



At a primary school in Tankpê, Benin, villagers display signs promoting Global Youth Service Day.

and teaches them to sew. For Global Youth Service Day, Nora arranged for CPAC to purchase sewing machines for each of the young mothers so that, at the end of their training, they'd be equipped to set up shop as seamstresses. For their first project, they made uniforms to donate to poor children in a local school.

"This project not only teaches these single mothers a skill, it also gives them a livelihood. And it provides uniforms for needy children," explains Nora.

Nana Yao (spouse of Koffi Yao, Resident Representative in Benin) had planned to bring students from her son's school, the English International School of Benin in Cotonou, to build a playground at the Charly Maverdy School, a primary school in the rural area outside the capital. When she and the students saw the school's dilapidated condition, however, they realized a play area was the least of their worries—the school lacked electricity, drinking water, and basic furniture. Nana and Koffi have thus launched a longer-term project to help meet the school's needs.

The IMF Community Relations Office is open to project recommendations for next year's Global Youth Service Day. Staff and their spouses or partners are welcome to e-mail Kathy DeBoe (kdeboe@imf.org) with their suggestions. ♦

imfstaff35years

Michaelle T. Sylla

imfstaff30years

Armando S. Linde
Elena Frolia

imfstaff25years

Sylvie Durand-Jansiac
Caroline R. Helou
John C. Johnson
Linda A. Kamel
Jean G. Marcouyeux
Katharine L. Norris

imfstaff20years

Iris W. Anderson
Bernhard Fritz-Krockow
John P. Kennedy
Carmen A. Sanabia

Separations

Simon Cueva Armijas
Paul David Fesko
Juan Carlos Jaramillo
Simon Willson
Foong Oy Yeong

Transfers

Veronica Bacalu to MCD from EUR
Ulrich Bartsch to MCD from AFR
Adrienne Cheasty to PDR from WHD
Robert J. Corker to AFR from MFD
Alfred Cuevas Camarillo to AFR from FAD
Michael Da Costa to SEC from RES
Gilda Cabauat Fernandez to APD from MFD
Felix Fischer to AFR from MFD
Jan Gottschalk to AFR from PDR
Maria Teresa Guin-Siu to MCD from FAD
Alexander Herman to INS from TGS
John Hicklin to IEO from PDR
Anna Olegovna Ilina to PDR from ICM
Samir Jahjah to PDR from AFR
Juha S. Kahkonen to EUR from PDR
Rodolfo Luzio to EUR from WHD
Lucas Alfonsus Ma Moers to MCD from PDR
Joannes Mongardini to AFR from MCD
Zuzana Murgasova to AFR from EUR
Koffie Ben Nassar to WHD from AFR
Perry James Perone to PDR from AFR
Alexander Pivovarsky to EUR from FAD
Laure Redifer to WHD from PDR
Dawn Rehm to FAD from APD
Khaled Sakr to MCD from PDR
Michael Tharkur to AFR from FIN
Irina Tytell to RES from INS

On April 29, IMF volunteers turned out in force to participate in the annual "Christmas in April" event. Coordinated by Rebuilding Together, volunteers across the nation spent the day repairing and rehabilitating the houses of elderly and disabled homowoners. The IMF group worked to transform the home of Ms. Meeks, a longtime resident of Northeast D.C. This year's all-day event drew over 20 volunteers, who were rewarded for their efforts by sunny weather and a convivial atmosphere.

At right, Pamela Massaquoi and Aldo Davico help pull weeds and lay bricks for the patio.



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Saudi, is a Senior Economist, MCD. Previously an economic adviser at the Saudi Arabian Monetary Agency, he holds a Ph.D. in economics from Southern Illinois University at Carbondale. He is interested in reading and traveling.



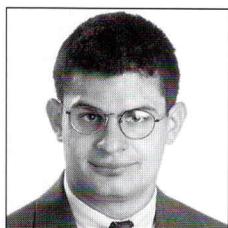
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Austrian, is a Counsel, LEG. Formerly a senior associate at Schoenherr Attorneys-at-Law in Vienna, Austria, he holds a Ph.D. and a J.D. from the University of Graz, Austria, and an L.L.M. from Georgetown University. He enjoys skiing, golf, and current affairs. He is married.



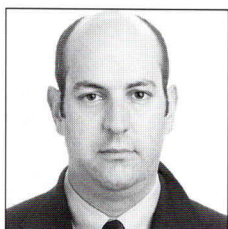
Alvaro Chasseloup

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Zimbabwean, is a Staff Assistant, PDR. Previously a contractual Staff Assistant in PDR, she enjoys cooking and spending time with family. She is married.



Henry N. Doyle

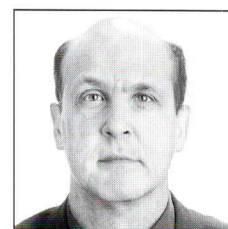
A U.S. national, is a Construction Administrator, TGS. A consultant with TGS during HQ2's construction, he holds an M.S. in construction engineering and management from the University of Maryland. He likes golf, jazz, and backyard astronomy. He is married and has two grown children.



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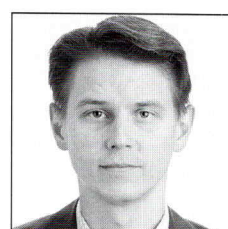
Bassem Kamar

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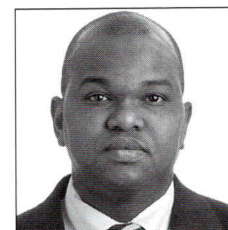
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On April 1, a group of IMF staff and their friends completed the 8-mile M.S. Walk from Great Falls to Glen Echo Park. Organized by Roxana Nikdjou (MFD), the team raised over \$5,000 for multiple sclerosis research. Front row (l-r): Rubina Hashemi, Charmane Ahmed (MFD), Afshin Sepehri, and Pam Sepehri. Back row: Maureen Burke (EXR), Lesa Yee, Raneer Sirihorachai (APD), Roxana Nikdjou, Emmanuel van der Mensbrugghe (EUR), and Skeeter Dacas (EUR).

Ugandan children enthrall IMF crowd



When Peter Kasule, the Children of Uganda's young Artistic Director, asked the people to rise to their feet and dance at the end of the troupe's May 3 performance at IMF HQ2, the audience was all too happy to comply. They had just witnessed an hour-long expression of exuberance, and the troupe's enthusiasm was contagious.

The HQ2 show was one stop on a 31-city tour in 20 states organized to benefit the Ugandan Children's Charity Foundation (UCCF), which runs two orphanages in rural Uganda. The young performers, who range in age from 6 to 18 years, have all been orphaned by AIDS or civil war and live in the Daughters of Charity orphanages.



The Children of Uganda troupe was originally founded to teach orphaned children traditional East African songs, dances, and stories that were in danger of being lost. The troupe gives 22 talented children the opportunity to share their stories in the United States, promoting East African culture and, at the same time, increasing awareness of the HIV/AIDS crisis. Through their Tour of Light, the children serve as goodwill ambassadors for the some 2.4 million orphans living in Uganda today.

At the Fund, the Children of Uganda performed a number of pieces for the full house, with Kasule telling a traditional Ugandan tale laced with humor and silliness before each. "Uganda is a landlocked country—and that is by choice," he joked. When he told the story of the dance of the beautiful queen and the drunken king, Kasule warned, "You are not allowed to say the king is drunk. You must say that he is happy."



The Children of Uganda have a special relationship with the IMF. The troupe's first performance in Washington ten years ago was at the IMF Center. This year, IMF Center Director Linda Kamel provided the children with backpacks filled with pens, t-shirts, and other goodies. And a number of IMF staff sponsor children at the orphanages, including Pat Davies of the Bank/Fund Conferences Office and Fund retiree Jan Smart, who are also on the UCCF Board of Directors. ♦

For more information, see www.uccf.org.