CSIET
STANDARDS FOR INTERNATIONAL STUDENT EXCHANGE

CRAIG ANDERSON
Illinois High School Association

Vice Chair,
BENJAMIN GAYLORD,
American Councils for International Education

Treasurer,
LUIZ MARZULLO
International Cultural Exchange Services

Secretary,
JACKI HARTFORD-MITCHAM,
Pan Atlantic Foundation

Officer (At-Large),
MARK UYL
Michigan High School Athletic Association

BEN MCMURRAY
Ottawa Hills Jr./Sr. High School

CRISTINA FIGUEIRO
ExchangeMate International Education

ELLEN HOGGARD
High School in the USA

CHARISSA L. SLACK
Interim Executive Director

October 21, 2026

To: CSIET Board of Directors

From: CSIET Nominating Committee

Subject: Nominees for the CSIET Board of Directors, Class of FY 2026

This Board cycle we have two Members retiring, Mark Uyl (Michigan High School Athletic Association) and Luiz Marzullo (International Cultural Exchange Services).

We are pleased to forward to the Membership the Nominations Slate for the CSIET Board of Directors, Class of FY 2026-27, for vote confirmation at the FY 2026-27 Annual Meeting on October 22, 2026. This announcement complies with CSIET By-Law 4.5.3, which requires notice of the results of the Nominating Committee be circulated to the membership 60 days before the scheduled election.

This year's Nominating Committee comprises the following CSIET Board Members:
- Ellen Hoggard (High School in the USA)
- Ben McMurray (Ottawa Hills Jr./Sr. High School)
- Cristina Figueiro (ExchangeMate)

The Committee reviewed well-qualified, committed candidates who stepped forward to help with the work of the Council this year. The Committee thanks those who volunteered and is confident the experience and ability of the nominees will serve the Membership well in the tasks ahead.

Due to four unanticipated vacancies as result of two retirements, a resignation, and a departure from an exchange organization, the Committee continues to seek nominations for two Board Vacancies for candidates from:
- the international travel or exchange student exchange community; and
- the educational community.

The Committee strongly encourages exchange program members to participate in the nominations process.

The Nominations Committee has established the following criteria for candidates to the Board of Directors:
- An expressed commitment to the CSIET mission and purpose;
- An ability to set aside personal or self-interests in order to focus on larger constituency and purposes served by the Council;
- Availability to attend scheduled meetings of the Board of Directors;
- Willingness to make an annual contribution (of an undetermined amount) to the CSIET annual fund; and
- Adherence to established Board Conflict of Interest and Code of Ethics policies (available upon request).

Board members are generally elected for a three-year term and are expected to attend Board meetings, to participate in committee assignments, and to cover their own costs associated with attending the meetings.

All nominations must be submitted in writing and include:
- Name, title, affiliation, and address of the nominee;
- Category for which the person is being nominaetd;
- Bio information including professional affiliations, current position, and indication of strengths and accomplishments; and
- A personal statement prepared by the nominee discussing his/her reasons for wishing to serve and willingness to attend Board meetings.

Please submit nominations to the CSIET Executive Director.

Respectfully submitted,

CSIET Nominating Committee

Ellen Hoggard (High School in the USA)
Ben McMurray (Ottawa Hills Jr./Sr. High School)
Cristina Figueiro (ExchangeMate)

NOMINATIONS SLATE
For Election to the Board, October 2026

Representing Members at Large:

Scott Messing — **Class of FY 2027**
YFU USA — 1st term ends FY 2030

Chris Knapp — **Class of FY 2027**
South Central Rotary Youth Exchange — 1st term ends FY 2030

Representing International Youth Travel and/or Exchange Programs:

Stephanie Cashmore — **Class of FY 2027**
AFS USA — 1st term ends FY 2030

Representing Educational Institutions/Organizations:

Tom Keating — **Class of FY 2027**
Iowa High School Athletic Association (IHSAA) — 1st term ends FY 2030

SEATED BOARD MEMBERS (April 2026)
***Up for re-election in FY 2027**
*****Retiring/Retired**

Representing Educational Institutions/Organizations:

Mr. Craig Anderson (Chair) — **Class of FY 2022**
Illinois High School Association — 2nd term ends FY 2028

Mr. Ben McMurray — **Class of FY 2026**
Ottawa Hills Jr./Sr. High School, Ohio — 1st term ends FY 2029

*****Mr. Mark Uyl** *(At large)* — **Class of FY 2021**
Michigan High School Athletic Association — 2nd term ends FY 2027

*****Mr. Christopher Dailey** — **Class of FY 2026**
Gates Chili Central School District — 1st term ends FY 2029

Representing International Youth Travel and/or Exchange Programs:

Mr. Benjamin Gaylord (Vice Chair) — **Class of FY 2023**
American Councils for International Education — 2nd term ends FY 2029

Ms. Cristina Figueiro — **Class of FY 2023**
ExchangeMate International Education — 2nd term ends FY 2029

***Mr. Luiz Marzullo** *(Treasurer)* — **Class of FY 2021**
ICES — 2nd term ends FY 2027

***Ms. Marcelle Benedicta** — **Class of FY 2026**
Greenheart — 1st term ends FY 2029

Representing Members at Large:

***Gwen McNallan** — **Class of FY 2025**
STS Foundation — 1st term ends FY 2028

Ms. Jacki Hartford *(Secretary)* — **Class of FY 2024**
Pan Atlantic Foundation, Portland, Maine — 1st term ends FY 2027

***Dr. William Dant** — **Class of FY 2022**
WPD Global Solutions, YFU USA — 2nd term ends FY 2028

Ms. Ellen Hoggard — **Class of FY 2026**
HSUSA — 1st term ends FY 2029

BIOGRAPHICAL INFORMATION

Scott Messing, President and CEO, YFU USA
Scott serves as President and CEO of Youth For Understanding USA, a nonprofit international educational exchange organization with a 75-year history of advancing intercultural understanding through high school exchange. Scott has been with YFU USA since 2014, serving in a number of leadership capacities before assuming the role of President and CEO in 2017.

As President and CEO, Scott leads the organization's national strategy, operations, compliance, partnerships, fundraising, and program development, working closely with international partners, U.S. schools, host families, volunteers, alumni, government stakeholders, and the broader exchange community.

Scott brings extensive experience in nonprofit leadership, organizational transformation, intercultural education, compliance oversight, stakeholder engagement, and strategic planning. Under his leadership, YFU USA has continued to strengthen its core inbound and outbound exchange programs while also expanding shorter-term and access-focused initiatives, including programs designed to make international education more available to students who may not otherwise have such opportunities.

A former exchange student himself, Scott's commitment to international education is both professional and personal. His own family has hosted eight exchange students, giving him a deep appreciation for the life-changing impact of exchange on students, families, schools, and communities. This personal connection informs his belief that student exchange remains one of the most effective ways to build mutual understanding, empathy, resilience, and global citizenship.

Scott has worked extensively with international education partners, boards of directors, regulatory agencies, schools, volunteers, and host family networks. His strengths include strategic leadership, thoughtful governance, operational problem-solving, compliance-focused program management, and the ability to bring diverse stakeholders together around shared purpose. He is particularly interested in strengthening the exchange field through collaboration, ethical practice, educational value, and public trust.

Stephanie Cashmore, Senior Director, Risk Management, Compliance and Quality Assurance

Stephanie has worked in youth exchange for nearly 20 years, inspired to pursue a career in intercultural education after participating in an exchange program in Kenya during college. Her career started in the field, working to strengthen volunteer and host family recruitment. Through the years, Stephanie has taken on leadership roles related to program development, participant support, compliance, risk management, partner relations and nearly every aspect of the high school program implementation.

She is interested in joining the CSIET Board of Directors, because she has greatly appreciated the mission and work of CSIET through her nearly two decades in the industry and as the organization looks to the future, defining the strategic plan and focus for FY 2027-2029, she would leverage her experience to provide meaningful contributions that could impact the industry in a positive direction. Similarly, she would look forward to the personal and professional growth that could come from serving in this role, learning from others committed to shared goals and outcomes. She is fully committed to attending all board meetings.

Chris Knapp, South Central Rotary Youth Exchange, Iowa

Chris is a third-generation Rotarian. In 1989 he joined the Rotary Club of Iowa City AM as a charter member. Some of the activities that he has participated in as a Rotarian within District 6000 are: club treasurer, club president, District Treasurer, District Youth Exchange Chair, member of the Iowa RYLA board (Rotary Youth Leadership Award), District Governor 2016-2017, and District Foundation Chair 2017-2021.

Chris has chaired NCPETS (North Central President Elect Training Seminar), he is Past President SCRYE (South Central Rotary Youth Exchange, the 34-district Youth Exchange organization for the promotion, development, and execution of Rotary Youth Exchange), Board member of RAG4Clubfoot (Rotary action group 4 treatment of clubfoot) and recently appointed to a three-year term 2023-26, Assistant Rotary Regional Foundation Coordinator for Zone 29.

Chris retired as a banker from US Bank after 35 years. He started his career as a part-time teller and spent his last 8 years as a Trust Officer. While working at the bank he was an adjunct faculty member of Kirkwood Community College for over 20 years teaching economics, business, and banking courses. He has served in leadership roles in his church and as a township trustee or clerk for 40 years.

Chris is married to Vernette. She is also a member of the Rotary Club of Iowa City AM and club president 2024-2025. They met at work. Vernette retired after 42 years working for US Bank. They have two sons, Thomas, married and living in Portland, OR, and Andrew living in Coralville, IA. They are happy grandparents to two cats, Julia and Min. (Your family is what you make it.) They love to travel around the

U.S. and around the world often to attend Rotary International conferences where they both often spend time at the RAG4Clubfoot booth in the House of Friendship.

Tom Keating, Executive Director, Iowa High School Athletic Association

A native of Philadelphia, Pennsylvania, Tom was named executive director in 2019 after more than 40 years as a teacher, coach, and administrator in Iowa. He began as a teacher and coach at Maxwell before becoming the head coach for 11 state championship volleyball teams at Wahlert, Dubuque while serving as activities director. He was most recently principal and then president at Xavier, Cedar Rapids. An avid fan of Philadelphia sports teams, Tom and his wife Jodi have three adult sons: Kevin, Tim, and Ryan.