

RANGER

The Journal of the Association of National Park Rangers

Vol. XV, No. 3 Summer 1999



NPS Housing: What Does It Mean to You?

Letters

Gettysburg Rebuttal

I would like to respond to Daniel R. Kuehn's letter to *Ranger* (Winter 1998-99) regarding the National Park Service's proposal to build a new visitor center and museum at Gettysburg through a public/private partnership with the non-profit Gettysburg National Battlefield Museum Foundation. Our goal is to create a new visitor center and museum that reflects the historical significance of the park and achieves four NPS objectives, which are currently unachievable through the normal appropriations process:

- Protection of the park's priceless collection of objects and archives by providing appropriate storage conditions for the proper care and curation of these collections.

- Preservation of the Cyclorama Painting by providing an appropriate gallery space to halt the continued deterioration of the painting.

- Provision of high-quality interpretative and educational opportunities for park visitors through new exhibits and broader interpretation, leading towards an understanding of the Gettysburg Campaign within the broad context of the Civil War and American history.

- Restoration of the high-water mark of the battlefield, through rehabilitation of the historic landscapes of the second and third days of the Battle of Gettysburg (and removal of the current visitor center and Cyclorama building).

We are not sure how the perception arose that the new museum would be based on interpretive themes developed by historians outside the NPS. Our own historians and interpreters have already developed the in-

terpretive themes for the new museum. We are, of course, extremely proud that such leading Civil War historians as Jim McPherson, Eric Foner and Nina Silber have reviewed and endorsed these themes. We are just as pleased that they have also provided us with valuable advice concerning how to expand upon and improve those themes.

Nor are we certain how the perception arose that there would be an absence of NPS uniformed personnel in the new complex. Uniformed rangers will continue to be the heart of Gettysburg National Military Park operations, and personal interpretive programs would continue to be their primary duty. Of course, Eastern National employees would continue to operate the Cyclorama and Electric Map programs, and our Licensed Battlefield.

Guides would continue to provide personal interpretive tours for a fee. With luck, added programming will be made possible via the increased revenue streams generated by the partnership.

The bottom line of the proposed partnership boils down to a couple of very simple points. It will give us the ability to solve resource preservation and interpretive deficiencies that we cannot resolve with appropriated funds only. And it will be an NPS solution; it will look like, feel like, act like and be staffed like a NPS visitor center/museum. In fact, if a miracle should occur and Congress should provide us with \$40 million to resolve these problems, we would do exactly as we are proposing in the draft General Management Plan. The proposed partnership with the non-profit foundation is merely a means to the end.

(This proposal is outlined in detail in the park's draft General Management Plan [copies available upon request] and on the park's web site at www.nps.gov/gett/.)

In short, when Dan comes to visit in the future, he will have no difficulty whatsoever in recognizing that Gettysburg NMP is a proud part of the National Park System. And we hope he comes often and soon, because there are a lot of NPS folks here (both uniformed and not) who remember his all-too-brief tenure as superintendent at Gettysburg with great fondness and affection.

— Dr. John Latschar
Superintendent



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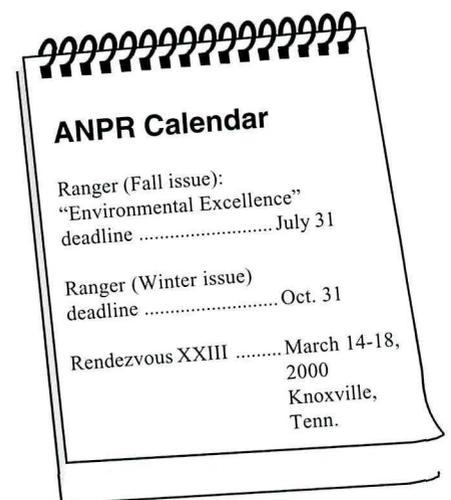
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RANGER

The Journal of the Association of National Park Rangers

Vol. XV, No. 3

Summer 1999

Ranger (ISSN 1074-0678) is a quarterly publication of the Association of National Park Rangers, an organization created to communicate for, about and with park rangers; to promote and enhance the park ranger profession and its spirit; to support management and the perpetuation of the National Park Service and the National Park System, and to provide a forum for social enrichment.

In so meeting these purposes, the Association provides education and other training to develop and/or improve the knowledge and skills of park rangers and those interested in the profession; provides a forum for discussion of common concerns of park rangers, and provides information to the public.

The membership of ANPR is comprised of individuals who are entrusted with and committed to the care, study, explanation and/or protection of those natural, cultural and recreational resources included in the National Park System, and persons who support these efforts.

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Cover: NPS housing at Yosemite National Park. Photo courtesy of Yosemite National Park.

President's Message

A NPR has long been involved with the employee housing issue. The summary that you will see on page 2 of this issue recounts some of the more significant milestones. That summary fails, however, to convey the deep philosophical need behind our involvement.

We strive to address issues that are basic to member employee needs. Pay and shelter are two of the most basic. Professionalization initiatives (ranger careers, administrative careers, resource professionalization) have been and continue to be one of our major focus areas. One ANPR board member, **Erin Broadbent**, devotes full time to this arena of issues. Shelter, or housing, may not be as clear cut of an issue as equitable pay, but from an employee point of view, it is basic to the mission of the Park Service and employees who are charged with the stewardship of parks.

At the recent spring board meeting in Estes Park, the board voted to send a letter to Director Stanton that continues ANPR's support for an NPS housing program. The letter appears on page 12. The articles in this issue cover in much more detail the scope and breadth of the housing issue, as seen through the eyes of our members.

Brian Quigley's article, "Family Life in NPS Housing," talks about many of the intangibles of living in a park. He talks about benefits to his family and to the National Park Service. **Fred Moosman** points out the benefits, and the deterrent to crime and vandalism of living on site. Who can put a dollar figure on these benefits?

Bruce McKeeman makes the point that we can save the taxpayers money by giving managers the latitude to adaptively use appropriate historic structures as housing units, in his article "When is a House Not a Home?" Another innovative approach to NPS housing is explored in **Barbara Bean's** article "Alternatives to In-Park Housing." Given the freedom to explore alternatives such as these and others yet to be thought of, ANPR believes that park managers can find methods of providing appropriate, cost-effective government housing.

Least we forget, and take this all too seriously, **Phil Ward** ("Looking for Homes" on page 9) and **Jan Kirwan** ("Mice for

Roommates" on page 11) liven things up a bit. Anyone who has lived in government housing will know their stories are all too true. Perhaps sadly true, but it helps to be able to share the stories and have a little fun in doing so. Phil's article goes on to give good advice to ANPR members who may be displaced from their homes in the near future if the current housing initiative goes forward as it is currently structured.

In many parks, the loss of government housing will severely limit our ability to do our jobs effectively, limit management options when dealing with historic homes and isolated work sites, and put undue burdens on employees and their families.

In my first message to you, I stated that ANPR's strength lies in its member-base and asked that members get involved in furthering the goals of ANPR. Fair and equitable housing that is needed to preserve and protect the units of the Park Service that we proudly work in is one of the goals you can participate in achieving. Learn more about the housing issue and continue to insure that employee views and needs do not get lost. □

Note: Let me take a moment to say how excited I am about our current board, task group leaders and supporting staff. We had an excellent board meeting in April, with everyone full of ideas and working together well. I have to especially thank folks for keeping up the pace during my recent move to Page, Ariz. Life has been crazier than usual and I haven't been keeping up with my volunteer life as well as I should. I give a special thank you to Ken Mabery for keeping this issue of Ranger moving along and writing the President's Column for me!



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PARK HOUSING

WHAT DOES IT MEAN TO YOU?



Brian Quigley

A NPR has been involved in the National Park Service housing program almost since the Association's birth in 1977. The goal has been to assist the NPS in getting and maintaining quality, comfortable and affordable housing to meet the needs of parks and employees.

Some highlights

1986: An ANPR Housing Committee was established.

1987: Ranger Rendezvous: It was decided to send a housing questionnaire to all ANPR members. Deputy Director Dennis Galvin says that the Service hopes to spend \$30 million a year for the next 10 years on construction and rehabilitation of housing. The Department supported the initiative. A workshop, led by WASO's housing officer, informed ANPR that 5,000 housing units were deteriorating to the point that maintenance costs exceed rent revenues. (The *Courier* [Employee & Alumni Association news magazine] features housing issues in the September and October issues).

1988: ANPR submits comments on OMB Circular A-45, Property Management (including housing). Congress appropriates \$10 million for NPS housing. ANPR keeps members apprised of the Yosemite Tenants' Association lawsuit and settlement. (The March

ANPR & the Housing Issue

Courier features the activities of the Director's Housing Oversight Committee.)

1989: ANPR attempts to get legislation to exempt the NPS from a law that prohibits use of government quarters as compensation to employees. Housing was again a workshop at Ranger Rendezvous with a WASO housing office staff member leading. It concentrated on applying DOI's new quarters management policy. OMB Circular A-45 is still under review.

1991: The cover of the Fall issue of *Ranger* features the housing legislation, as did a two-page article. The article states: "This legislation has come about in large part because of the protracted and concerted efforts of ANPR . . . the economic hardship report produced by this Association in 1989 played a key role in providing initial documentation on the scope and nature on field problems."

1992: In April ANPR President Rick Gale testifies before Congress in favor of Senate Bill 1704 "Ranger Fair Housing Act." Senator Wallop closed the hearing by saying that he "guaranteed" that he would not rest until the housing problem was resolved. The bill passed the Senate by unanimous consent, due in large measure to ANPR's strong

support. (It ultimately failed to pass the House before adjournment.) ANPR also submitted written comments to OPM on further revisions to Circular A-45.

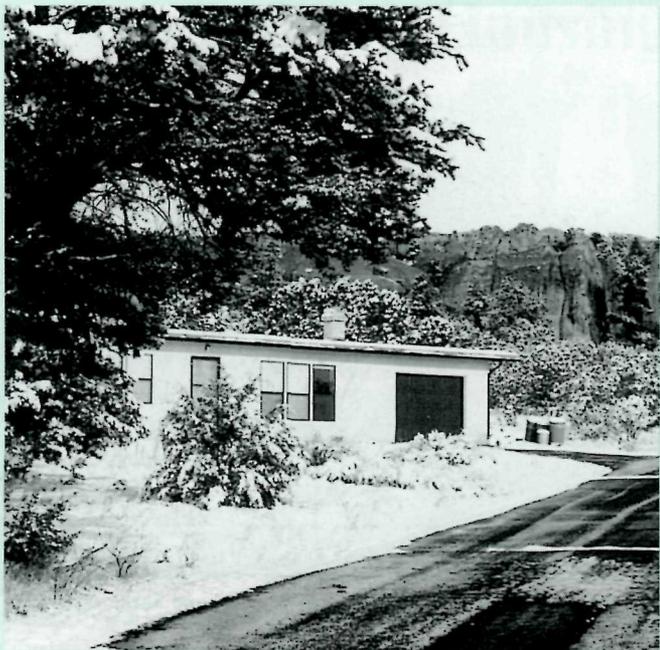
1993: Senator Wallop reintroduced housing legislation (S. 472), essentially the same as S. 1704. ANPR's involvement was noted throughout Wallop's introductory remarks. The Winter issue of *Ranger* stated: "Make no mistake about it, housing would not have been a front-burning issue without ANPR."

1996: ANPR is called upon once again to testify on housing legislation. This time, past Vice President Mike Hill and ANPME's President Steve Iobst testify on H.R. 2491 "Housing Improvement Act for Land Management Agencies." The bill enjoyed bipartisan support. Later in the year, ANPR President Deanne Adams forwards a letter to the House and Senate committees supporting the bill in general while offering specific recommended changes. Ultimately, housing legislation was passed as part of the Omnibus Parks Bill.

1997: ANPR was invited to review and comment on the draft NPS Housing Policy. Written comments were submitted by President Adams on March 12.

1999: The NPS is re-evaluating the need for park housing.

PARK LIVING: The Quigley family live in park housing at El Morro National Monument. At left is Charlotte Quigley and daughter, Sarah, on the steps of their Mission 66-era house. At right, the house exterior has been made more harmonious with local surroundings by adding stucco.



Brian Quigley

Family Life in NPS Housing

By Brian Quigley
El Morro

If you talk to park rangers about their experiences living in required housing, you will get as many different responses as the number of people you ask. Stories vary from superb to intolerable.

My first opportunity to live in required housing was the latter — intolerable. As a single permanent ranger, I was the only required occupant in a small historic park. The housing was in an historic structure that should have been condemned years before my arrival. You could tell it was raining without having to look out the window because the water would run down the inside of the walls and onto the floor. Taking the garbage out required walking through a maze of rodents that were excited about the prospect of new food.

So, when I took a new position that required my family and I to live in required housing, I was especially wary because of my past.

Two years ago, I accepted a ranger position at El Morro National Monument in northwestern New Mexico where I am one of three rangers in a park staff of eight. Part

of my job is visitor/resource protection, and I am required to live in government housing so that I am more likely to be available for call-outs. Before coming to El Morro, I worked at an eastern park and owned a home. With a wife, Charlotte, two active children, Michael, 6, and Sarah, 4, and a dog, the housing situation was one of the biggest factors in considering the new job. I didn't want my family's first experience with required housing to be anything like my past experience. To add to the uncertainty, the park was on the other side of the country and we weren't able to look at the housing before making the decision to move. Fortunately, my new supervisor had the idea of filming the entire house, neighborhood and surrounding area, and this helped my family visualize their new home before arriving.

Outstanding Natural Beauty

El Morro National Monument was set aside in 1906 to protect cultural resources, but it also has outstanding natural resources. The natural beauty of the area was first recorded back in the 1600s by the Spanish conquistadors, who left their names and

messages on the sandstone bluff. Our house was built to take advantage of this beauty and looks over the main entrance road to the park, a distant mesa that turns fiery red in the sunset, the El Morro Valley with the Zuni mountains in the distance and the El Morro bluff itself. The Mission '66 house we live in is what you might call architecturally and aesthetically challenged, yet it is well-maintained and situated in a great location. It has three bedrooms, one bath, hardwood floors, a fireplace, a nice deck, a large yard and a small garden plot, where we have had a mildly successful summer garden.

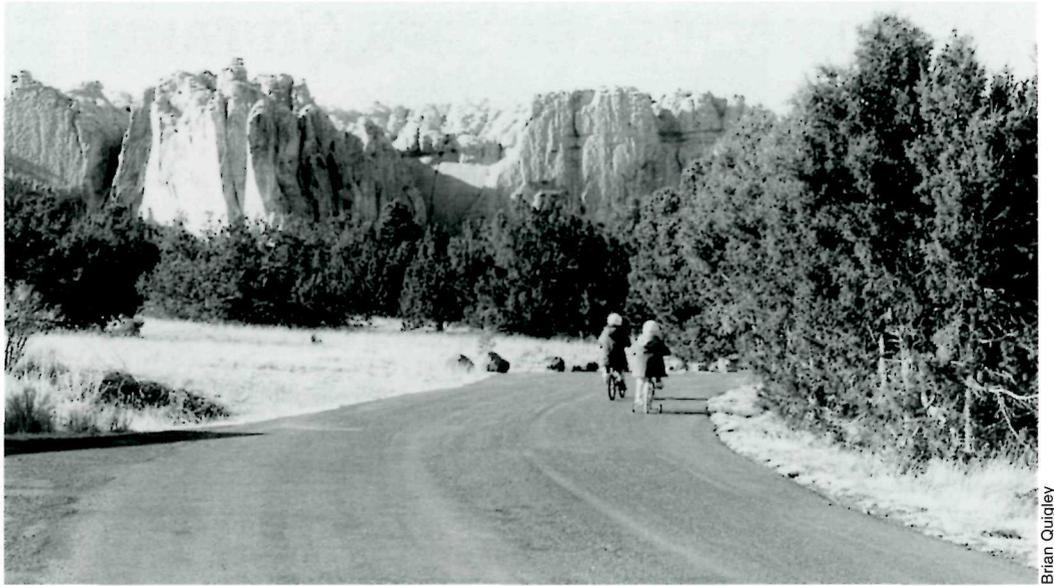
Our neighborhood, unlike that of a bigger park, has few residences. Five permanent employees and their families and one tribal policeman live here with two apartments used by seasonal employees on a part-time basis. As with many NPS neighborhoods, people look out for each other and it is a relatively safe neighborhood and a good environment for families.

When we moved to the park, there were 10 other children ranging in age from 2 months to 15 years living in the residence area. Today, with the dynamics of the NPS workforce, our two children are the only ones in the neighborhood. Sarah and Michael have had the opportunity to know many interesting volunteers and seasonal employees from all over the country have shared our neighborhood.

Benefits to Park Living

Living in the park has many advantages. One is that my commute to work involves a five-minute walk among the piñon and junipers surrounded by fantastic views. In winter, it may be fifteen degrees when I walk to work, yet the wind is calm and the high-elevation sun is warming the earth. The quiet permeates everything and the view of the sandstone cliffs with the incredible New Mexico blue sky behind it reminds me daily why I have always wanted to work for the National Park Service. The walk to work can be meditative and helps me prepare for the day ahead. I can also walk home for a lunch with my family. Another advantage to working close to home is in the event that your family needs help, such as the time my wife called to ask me to help her remove a three-foot snake from the living room or to come speak to a disoriented visitor who is peeking over our fence.

The park trails are a short walking distance from our house and our children have learned to appreciate the beauty in their surroundings. They notice a spectacular sunset or moonrise or when the stars seem especially bright. Seasonal changes are very much a part of their life and they notice when new bugs, birds or animals are out and about. It is a challenge, especially for Michael, to try to identify a new bug, scat or track. All of the rabbits that frequent our front yard have names. Michael and Sarah are being raised with the concepts of cultural and environmental preservation reinforced by living in the park. They have learned to carry with the preservation philosophy of the park service with them wherever they go.



Brian Quigley

PICTURESQUE CYCLING: The neighborhood to Michael and Sarah Quigley is the natural grandeur of El Morro National Monument.

A Few Drawbacks

Although there are many positives about living in the park, it does come with some drawbacks. Required occupancy is a vital part of park operations here at El Morro National Monument as it provides for resource and visitor protection that could not be provided any other way. The park is relatively quiet, but it has irreplaceable cultural and natural resources that need 24-hour protection. Required occupants like myself often find themselves with a certain feeling of responsibility for resource/visitor protection even on lieu days or after hours. You always have an eye open for potential problems and sometimes it may be hard to escape work. Call-outs can and do occur at anytime.

In a required occupancy position, you lose your option to purchase a home of your choice and to pay into equity. You lose your choice of a location to live and at 900 square feet, our house is small for a family of four.

Schools and supplies may be located far from parks, and that's the case here. My son's school is 12 miles away in a town with a population of 300, and many of his classmates live on the nearby Ramah Navajo Reservation. Michael would have a one and a half hour bus commute to and from school if he rode it everyday.

Groceries and other needs are found in Gallup or Grants, N.M., 42 and 56 miles

away, respectively. Spousal employment and opportunity for socialization can be limited, but my wife has found a local part-time job and many friends in the surrounding rural tight-knit community. We have been fortunate in that my wife is an artist and like many NPS sites, creative people are inspired by parks and relocate to park areas. El Morro, partly because it is in New Mexico, is no exception. I have been able to work for the park while my wife has been able to pursue her love of art.

Park neighborhoods can become difficult sometimes because after-hours socializing can be dominated by work-related topics, sometimes stressful for required occupants. At El Morro, although it has never been discussed, we have an unspoken rule never to talk shop after hours. One advantage of this small park is that you are surrounded by the local non-park community and can participate in it. This area has many non-park neighbors and because of the isolation, many people make a special effort to get together, especially those families with children. We have found our children have as much socialization as they did when we lived in an urban area. With such a small NPS community, reaching out to the local community is a necessity when you have a family. It also provides an outlet to socialize with others besides your co-workers.

After two years of living here, our overall feeling is positive and we have enjoyed

living in the park. We have had the unique experience of living in the resource and of enjoying daily the incredible natural beauty of this area. At El Morro National Monument, that resource includes ancestral Puebloan sites, historic inscriptions, wildlife, plant life, the beauty of the Colorado Plateau, the night sky and the quiet. It is something my family is aware of and appreciates everyday.

Family Atmosphere

In the past, when I have lived out of the park and away from the resource, I have always felt I was missing something. I felt removed from the park and found it much harder to get to really know and enjoy it. When I was growing up, my parents took me to many national parks, and it was this experience that led me to love what the parks have to offer. I work for the NPS because of its outstanding resources. To me, living in the park can be one of the best parts of working for the NPS. I feel it is a good family atmosphere and provides a good place to raise a family. Throughout the rest of my career, I look forward to experiencing park living with my family and look forward to continuing to raise my family surrounded in beauty. The old saying that park rangers are paid in sunsets does have some truth here. □

Brian Quigley is a park ranger at El Morro National Monument.

Alternatives to In-Park Housing

The Petrified Forest Experience

By Barbara Bean
Petrified Forest

Petrified Forest National Park is rather unique in having an 11-unit housing complex located 26 miles from the park (in Holbrook, Arizona). This housing, consisting of two- and three-bedroom units, formerly belonged to the Air Force. The property was transferred from the Air Force to the National Park Service in April 1994 by an Act of Congress. This method of transfer allowed the Service to avoid any surcharge that would have been levied had the transfer occurred through normal channels (for example, excess property handled by the General Services Administration).

In the early 1990s, in-park housing was filled to overflowing. During this time as well, the park was developing its General Management Plan (GMP). One preferred alternative resulting from that planning process was to build new employee housing at Rainbow Forest in a different, undeveloped area of the park (the plan also recommended alternative uses for the vacated housing, most of which is historic) *or*, if possible, to acquire the Air Force housing in Holbrook. Acquisition of the Air Force housing was preferred, since it would mean less development in the park and save the expense of developing a totally new housing area. The local community strongly supported the property's transfer to the Service. Located adjacent to Interstate 40, the property is highly visible and the community wanted it well-maintained. In addition, there had been rumors of the property's possible conversion to a refuge for the homeless, which the local neighborhood did not support.

In the meantime, in accordance with the GMP, only two employees, both Category I, reside at Rainbow Forest. One other residence in the area remains on the housing inventory for possible use by seasonal staff. At park headquarters, several residences have been declared obsolete due to structural problems; a number of others, both houses and apartments, have been put to

alternate uses as offices, a recreation room and a fitness center. Only two houses and several one-bedroom apartments are occupied on a year-round basis (by Category I employees). Other available residences are needed for temporary use by seasonals, VIP's, interns, researchers and the like. Category II employees are offered park housing in Holbrook. Since completion of the GMP, the park headquarters complex, including the housing, has been determined eligible for listing on the National Register.

As of March 1999, eight of the 11 Holbrook units have been rehabilitated and

“Acquisition of the Air Force housing was preferred, since it would mean less development in the park and save the expense of developing a totally new housing area.”

seven currently are rented. From the start, there were jurisdiction questions to be resolved with the city of Holbrook. The area had become a hang-out for vagrants and teens, and one neighbor parked his semi-rig on the housing area street. Vandalism was a problem, but the city didn't seem willing to increase its patrols. The park then rented two houses to Arizona Department of Public Safety (State Police) officers. Their presence, however, did not deter break-ins, and two Service employees (both single women) were robbed on different occasions. The park has continued to work with city officials, and just recently came to an agreement whereby the park would fence the property, and the city would gate the streets to deter “through” traffic. The park is also looking into different ways of providing increased security, including motion-detection light-

ing, video cameras and more.

Employee reaction to the off-site housing has been mixed. Some dislike the commute, and feel they are being cheated out of the experience of living in the park, which they cite as being one of the major factors in their decision to work for the Service. However, there are others who appreciate this housing because they can live in the community without investing in the local real estate market, which oftentimes does not have much in the way of affordable, decent housing. Resale values are also of concern to employees who are mobile. In addition, there is a feeling among some park staff that dollars would best be spent on park resources, and not on off-site housing.

The recently completed housing needs assessment (1998) demonstrated that the park has only three excess housing units when the need for housing unpaid staff is factored in. That figure includes the Holbrook housing, so if the park did bring the Rainbow Forest units (4) back on line as housing and disposed of the Holbrook units (11), its housing needs could not be met. The contracted condition assessment scheduled for this year may also influence the future of Holbrook housing, which will, no doubt, be addressed in the contracted housing business plan scheduled for next year. It should be noted that already over half (26 employees) of the current

permanent staff live in private sector housing. It does, therefore, appear almost certain that if the park gives up its Holbrook housing, it will either lose sorely needed housing or require a major expenditure of funds — possibly even new construction — to replace it. □

Barbara Bean is administrative officer at Petrified Forest National Park. She also has served as the park's housing officer for the past several years.

We Protect the Area by Our Presence

Is it worth some compensation?



he issue of employee housing in the National Park Service system has been a continual concern over the years. It is certain to remain a topic drawing long-term attention as well as controversy for years to come. Traditional dialogue has covered a wide spectrum. Critical issues have ranged from the funding of initial construction, cyclic maintenance, upkeep and repair, and historic preservation to environmental compliance, energy efficiency, recycling, staffing, personnel costs, employee relations and overall impact to the involved resource.

After sufficient consideration, one could view such a complex issue as a microcosm of the all of the challenges and policy decisions facing the National Park Service today.

Not to diminish the significance of any of the preceding issues, there is one aspect of the situation that has received less attention. Let's consider the aspect of the required occupant, namely that of the protection ranger, and some subsequent thoughts. Keep in mind that these issues are often equally applicable to required occupants of the maintenance, resource education, resource management and administration divisions.

It has been a long-standing practice for the majority of protection rangers to be classified as required occupants, and justifiably so. These employees, highly trained and motivated, must be available for emergency response on a 24-hour basis. Waking from a sound sleep and becoming immediately and intimately involved in law enforcement confrontations, fatalities, fires, suicides, and the comforting of shocked and grieving family members (just to name a few instances), is an experience that few outside of the emergency response community can imagine. Even within the public safety realm, few agencies with emergency response duties have a need for personnel with such a diverse range of skills.

While there is no question that these incidents are part and parcel of a protection ranger's duty and livelihood, additional stress

By Fred Moosman
Coronado National Memorial

PERSPECTIVE

is unavoidably generated on top of a daily duty schedule. Being accessible for emergencies at any hour is an accepted aspect of the job, but at times it may not be viewed as a recompensable condition. Beyond overtime pay for call-outs, on-call or standby compensation appears to be quite rare. Doesn't it seem reasonable that this state of constant readiness would be grounds for consideration of a significant form of rent deduction?

State agencies often provide housing to required occupants at minimal cost. From the vast majority of my contacts, the general public appears to believe that park staff residing on-site receives free housing. Visitors seem genuinely surprised when they are informed otherwise. A possible solution could be to follow the military's example and provide a meaningful housing allowance to be applied toward the involved expenses.

Required occupants currently pay monthly rents up to and in excess of \$1,000 for single units. Often, this doesn't afford them the opportunity to purchase a home while also covering the cost of required housing. In the private sector, a corresponding payment would enable an individual to create significant equity on real estate or perhaps a retirement property. For any NPS employee on a limited income, required housing can present a serious financial burden.

If shared housing is proposed as a solution, issues of safety and security for sensitive law enforcement equipment should be considered and addressed by providing a secure storage location for this gear. In addition, emergency telephones, base station radios and call-outs contribute to overall invasion of privacy and stress in a shared

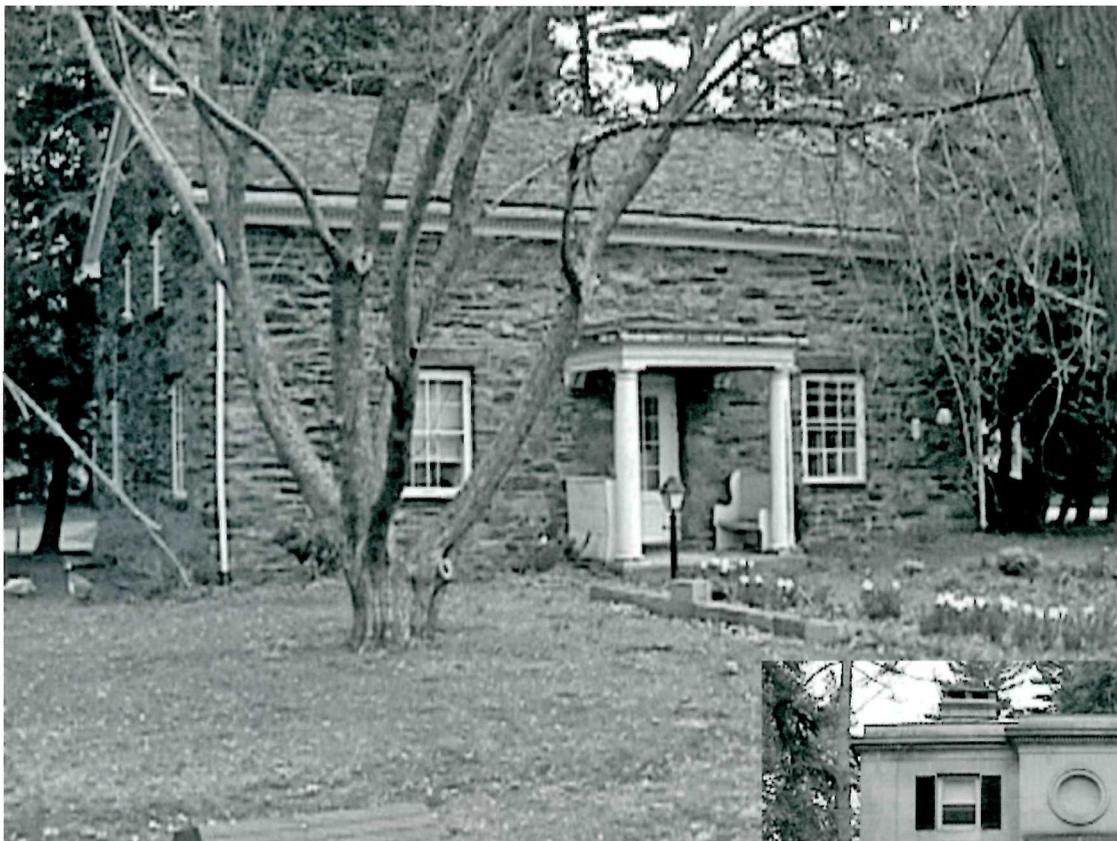
housing environment.

After living as a required occupant adjacent to a 200-plus space campground for nearly five years, I gained an appreciation for the loss of personal privacy involved. Notable events have included encountering well-meaning visitors walking through my door after hours, or asking when the restaurant (my dinner table) begins serving. This too, is part and parcel of the required occupant, and while there has been some effort to balance this situation with a small percentage of compensation, the value of services provided should be more thoughtfully considered.

Let's consider an additional benefit derived from lodging the protection staff in required housing. The presence of protection rangers in on-site housing provides a powerful deterrent to vandalism, theft, resource crimes, unauthorized entry and gang-related problems. The value that has been derived from this presence is probably incalculable. Regardless of urban or wilderness interface, park resources have been protected from significant impacts simply due to the presence of required occupants. Since our ultimate mission is the preservation of irreplaceable resources, we should keep this in mind when initiatives to cut on-site housing units are proposed.

The issues surrounding housing and required occupancy affect all employees throughout the NPS. We should be looking to the future and ensure the well-being of our natural and cultural resources as well as guarding the welfare of that other invaluable resource — our employees. □

Fred Moosman is chief ranger at Coronado National Memorial and has been an NPS required occupant for nine years.



STATELY HOMES: At left, The Stone House at Bellefield is part of the Home of Franklin D. Roosevelt. Below is the Upper Gatehouse at Vanderbilt Mansion.



Courtesy of Roosevelt-Vanderbilt National Historic Sites

When is a House Not a Home?

By Bruce McKeeman

Roosevelt-Vanderbilt National Historic Sites

More and more it seems a house isn't really a home as we try to deal with housing issues and the use of historic structures.

For parks with historic structures and more specifically, historic structures that were and still are houses, one of our management options is to continue to use them as houses/residences/homes. We aren't discussing prime resource houses such as Lincoln's Home, Carl Sandburg's House, the Home of Franklin D. Roosevelt and others. Instead, we are dealing with other houses that are historic, associated with prime resources, and are mandated to be protected.

The recent assessment of housing needs has created considerable concern among

many managers and employees. Contractors were directed to evaluate the number of in-park housing units vs. affordable local market (rental and sale) units. The implication from the contractor's report is that many parks do not need their housing and it should be considered excess. There were a few areas, however, that were identified as needing additional housing units. The report also implied that permanent employees occupying the "excess" housing should relocate to the local housing market and then the park could reduce the number of in-park housing units and the Service could reduce government furnished housing. Unfortunately, the contractors only considered permanent employees and compared local housing markets on the basis of affordability. They didn't look at availability, which includes vacancy rates and lease terms, as well as affordability.

When many areas raised the issues of Congressional mandates to preserve historic structures and provide law enforcement and emergency services, the responses were that you can do these without using government housing.

The contract to evaluate NPS housing is a three-step process. The first step has been completed and the Service is trying to rectify the contractor's recommendations with the certified needs completed by the parks and agreed to by the regional directors. These numbers don't agree.

What should we do with these structures if they can no longer be used as employee housing? As one manager stated, "I tried to mail my excess housing to the other areas, but the post office wouldn't accept the package." Many of the "excess" housing units are historic structures that the park can't

remove. Yes, we can remove them from the housing program, but we must still maintain, preserve and protect the structure. Rental income from employee use doesn't always cover the costs to maintain a historic house, but it certainly defrays the costs from our base budgets that would be necessary if the house was not used as quarters. Parks have to maintain a background level of environmental controls to protect the systems and envelope of the house to keep it from deterioration. All these costs come from already limited base funds. Historic structures that are not occupied deteriorate at a faster rate and require more maintenance than structures that are occupied and used on a daily basis.

Living in historic houses isn't necessarily a pleasurable experience for the employee. We place numerous restrictions on their activities and what can be displayed on the outside when a structure is within the historic core.

As an example, for many years employees lived in one of the historic houses in the historic village at Hopewell Furnace. The park provided an electric dryer in the house because they didn't want modern clothes hanging outside the historic house. Yard toys weren't allowed because they wouldn't be historically correct.

Many of these buildings aren't known for their energy efficiency, and even though an employee has a rental reduction for lack of energy efficiency, it has an impact on a family's home life. However, a presence in the village to deter inappropriate after-hour activities and simultaneously assist with the preservation of the house itself were benefits the park received by using the historic house as employee housing.

In 1982, a fire started in the Home of Franklin D. Roosevelt due to wiring in the

attic. The extent of damage was greatly reduced due to an employee living in a nearby historic house and responding immediately to remove valuable objects from the home while firefighters controlled the blaze. There are many more examples where employees living in government housing have protected the resources and provided services to the public.

“When is a house a home? Whenever someone lives there, cares for it and is appreciated for their efforts and sacrifices.”

The current NPS policy on government furnished housing allows for use based on the park's mission. This includes “those units needed because of remoteness, temporary work force (seasonals, essential cooperators—VIP, SCA, YCC, interns, researchers) or the use of historic structures create a compelling rationale to provide housing as a benefit to the park.”

There can be a cost/benefit ratio favorable to those areas with historic houses. Studies show one of the best preservation methods is to occupy and use the houses. At Roosevelt-Vanderbilt National Historic Sites, we have 11 housing units on our quarters list, and three are no longer being used as housing. One is used as an office, one is assigned to an essential cooperator and the third is in extremely poor condition, but because it is part of a duplex (the other side is occupied and in fair condition) it can not be “delisted.” Of the remaining eight

units, seven are historic structures and were houses in their original life. Some are within core historic zones and others are outside the core, but contribute to the overall historic essence of the site. We are mandated to preserve and protect these seven structures — whether they are used as housing or not.

There are critical costs associated with maintaining a historic house and rental rates, regardless of how they are determined, assist us with our maintenance efforts. The needs assessment we submitted to the regional director identified the two structures not being used for housing purposes should be removed from the housing inventory. The third unit cannot be eliminated because it is part of a duplex. When the employee occupying the other half vacates the quarters, we will evaluate the entire structure and make a determination of need and level of historical importance in determining our final approach to the unit — preserve and rehabilitate or remove.

The contractor's report stated that all of our housing units are excess and should be eliminated as employee housing. We have been told that seasonal and essential cooperator needs will be addressed in the next phase of the three-phase evaluation.

However, when a contractor doesn't acknowledge:

- 1) laws that require us to preserve and protect historic structures;
- 2) laws that do not allow us to “contract out” law enforcement duties; and
- 3) our own policies which allow for the use of historic structures as housing, it raises doubts as to what will be recommended in the next two phases. I want to believe that a manager's prerogative to manage critical resources won't be further diminished by a one-sided view of issues affecting the NPS.

When is a house a home? Whenever someone lives there, cares for it and is appreciated for their efforts and sacrifices. The National Park Service has many houses and some homes. Hopefully, the future will allow us to continue to provide homes while we protect the irreplaceable resources entrusted to our care as historic houses. □

Bruce D. McKeeman is the deputy superintendent of Roosevelt-Vanderbilt National Historic Sites, Hyde Park, N.Y.



You can help.

Through its private-sector partnerships, the National Park Foundation has raised more than \$21 million over the past five years in direct support for the National Parks. Using a competitive-grants program, NPF channels funds to the following broad program areas:

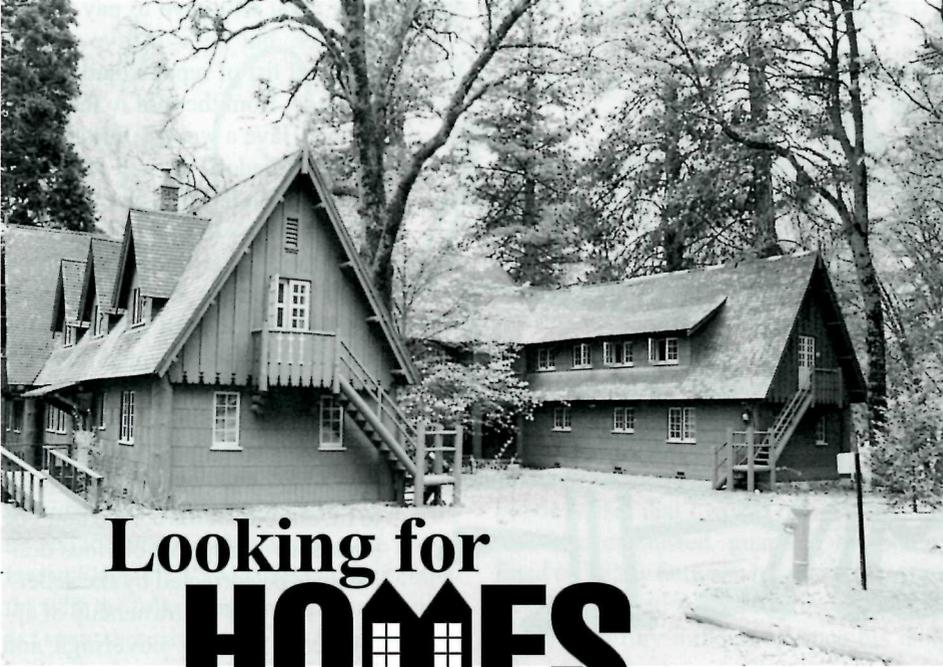
- education and outreach
- natural resource conservation

- historic preservation
- visitor information services and interpretive facilities
- support for National Park Services volunteers and employees

For more information, visit our web site at www.nationalparks.org.

National Park  **FOUNDATION**

When it's time to move out of government housing —



Courtesy of Yosemite National Park

Looking for HOMES

By Phil Ward

Retired NPS Employee



our big opportunity has arrived! After 15 long years of moving from park to park, first as a seasonal, then entry level ranger and finally spending the last five years as a GS-11 subdistrict ranger at Great Armpit National Park, and after having received the prerequisite 12 “Dear John” letters, you have just received the good news that you have been selected for a GS-12/13 job at Golddigger National Recreation Area.

Of course, you had mixed feelings about applying for that position, because after all, it is an urban area. But your spouse insisted, because the twins will be starting high school next year, and the nearest high school is 60 miles from your duty station at GRAR, and after all, how can your daughter play varsity basketball and your son develop his talent on the trombone if they can't enroll in a school with those extracurricular activities? Even if the relatively near Frightwig High had those activities, it would be darn near impossible to run the kids back and forth, plus the school bus only comes to within five miles from where your government quarters are located. In addition, you have to remember that you're in your mid-forties now, and you can't expect too many jobs with this

type of promotion potential to come your way. You needn't be a rocket scientist to realize that you'd better make your move now, lest you wind up a grouchy old homesteader like George in the neighboring sub-district, just waiting to turn 55 so he can take his 6c retirement and run.

But wait. There's one little glitch, a problem that you simply glossed over when you filled out your application because you were so sure you wouldn't get the job anyway. There, at the bottom of the announcement, are the dreaded words: “No government quarters are available for this position; however, there is ample housing available in the neighboring community.” Omigawd! What do you do now? You haven't lived in anything but government housing since you started working for the good old NPS, and now they're saying you have to give up your Mission 66 mansion.

So what if the design of the hall won't allow you to move a regular bed into one of the bedrooms, and the wood stove they installed to save fuel won't burn unless you leave the front door open, and the indoor-outdoor carpet in the living room still has the same stain it had when you moved in. The couch almost covers it. It may have a few problems, and maintenance is not always as

prompt as you would like, and the rental rates just went up again, but it's available and you don't have to make any decisions about where you live.

Don't panic. Look at this as an investment opportunity, a chance to gain equity in a home that you can either retire in or sell to reinvest in the location where you really want to spend your retirement years. Believe it or not, many park employees consider being kicked out of government quarters one of the best things that ever happened to them. There are, however, some common sense activities that will make your transition much easier and more pleasant.

First, find yourself a good reputable Realtor. What, you say? Isn't reputable Realtor

The “Ranger Club”: At left, this NPS structure (now a National Historic Landmark) in Yosemite Valley with 12 private rooms and two dorm wings, was built in 1922.

an oxymoron, like honest lawyer or military intelligence? Not so; there are plenty of Realtors around who take their responsibility very seriously and will work hard for you. Remember, most Realtors are completely dependent on their commissions for their income. If they don't sell houses, they don't get paid, and much of their business depends on what they call their “circle of influence,” which includes not only friends and relatives, but buyers and sellers they have represented. Their reputation is very important to them.

Rule number one, however, is: Take your time. You may start receiving calls from Realtors in the community to which you are moving. Realtors cultivate employees who learn early who may be moving to their area, and they will make every effort to be the first to contact you and get a commitment from you. Unfortunately, he or she may have been tipped off by a friend or relative who works at your destination park, and you have no way of knowing their qualifications.

How then, do you find a good Realtor? It's easy — ask your friends and fellow workers. If you know someone at your destination park, particularly if they have purchased a home, ask them whom they would recommend and if they had a good experience. If you don't know someone there, and know a good Realtor where you live or

anywhere for that matter, ask them if they will do a referral for you. But emphasize that you want a highly qualified Realtor, preferably one with experience with NPS employees. Remember that Realtors love to make referrals, and it doesn't cost you a thing. The referring Realtor gets a percentage of the commission that is paid to the Realtor getting the referral, and the commission is paid by the seller.

There are a couple of ways referrals work. Most large realty companies have a contract with a relocation company, which maintains a large network of brokerages nationwide. The relocation company takes a percentage of the commission before it is split between the Realtors who do the work. Once again, it doesn't cost you anything, and it doesn't cost the seller any more because the seller's agent has agreed to a specified commission when he or she took the listing. This isn't as complicated as it sounds, and you won't even be aware of the details.

Another way that referrals work is through personal contacts between agents, which the agents like better because the relocation company doesn't share in the commission. Most good agents maintain a network of contacts or have access to directories of experienced agents, which is why you should be familiar with those initials that appear after Realtor's names on their business cards.

Those initials really do mean something. They are an indication of advanced education and experience that must be earned. The ones you will most likely encounter are ABR, GRI and CRS. The ABR designation stands for Accredited Buyer's Representative, and is a relatively new designation for Realtors who specialize in representing buyers. GRI means that the agent is a Graduate of the Realtor Institute. The most prestigious for residential sales is the CRS, which indicates that the agent is a Certified Residential Specialist and has completed the GRI and advanced studies and participated in a minimum of 75 real estate transactions. The CRS agents maintain a directory that describes the various members qualifications and specialties, and they can find you an experienced Realtor just about anywhere in the country. Only a small percentage of



Realtors have earned the CRS designation.

Once you find a Realtor you like, make a list of what you want in a home. How many bedrooms, bathrooms, whether you want a family room, swimming pool, garage, workshop. All of the amenities you can't live without are important to the agent as she searches the multiple listing service (MLS) for your dream house.

Ask a lot of questions, including how you can prequalify for a loan and if the agent has a particular loan officer they recommend. Consider your commute, the quality of schools in the neighborhoods you are interested in, and public facilities such as libraries and playgrounds. Consider the style and type of construction, and when looking, check out the bathrooms and kitchen. If it still has avocado and harvest gold appliances, you may be looking at replacements before too long. There are a multitude of indications regarding the condition of a home, and a good real estate agent should point these out to you. Ask them to do so — don't be bashful.

So you've found your dream house, made an offer and negotiated a price. Things don't end there. In most states you have 10 days to look the place over thoroughly and back out of the deal without losing your earnest money deposit if you find major problems, or go to the seller (through your agents) to request repairs. Hire a good home inspector; your

agent should know several and give you your choice. You will have to pay for his services, but he will give you an itemized list of repairs that need to be made, from the roof to the foundation. Have a wood infestation inspection made. This will tell you if the house has termites or dry rot, and how much it will cost to repair.

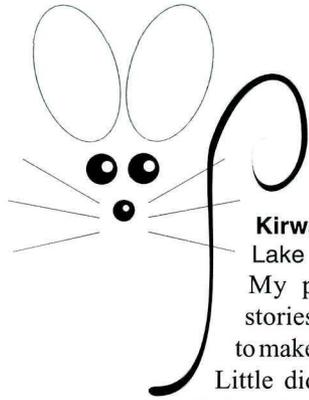
If your state doesn't require a seller's property disclosure statement, ask for it. That's the form the seller fills out to tell you if there are problems of which he is aware and give you detailed information about the home. Some states require it by law, others don't. If the seller refuses to fill one out, beware! And don't be shy about asking that obvious deficiencies be corrected by the seller.

Be sure that the ownership of appliances, window coverings and other movable objects is specified in the sales contract. You can go so far as to identify the refrigerator and other movable appliances by make and model if they are to stay. Sellers have been known to leave behind appliances that were different from the ones you saw when you made your offer. And remember, there are many items that can be negotiated, including the date you close on your sale and take possession. You will want to be sure your temporary subsistence does not run out before that time.

Be aware that any time you buy a home you will find something unexpected that needs fixing, so budget for it. If you can get a home warranty thrown in on the deal, take it, or consider purchasing one yourself. It will provide for most repairs for a one-year period with a small service charge, and they are certainly worth the money, at least until you get a good handle on the condition of your home and its accessories.

So, move in, unpack and enjoy, and think about the equity you're building every time you send in that monthly payment. And don't forget — your interest and taxes are deductible! □

After living in eight government quarters for 16 years, Phil Ward was kicked out in 1972. He retired in 1995 and earned his Realtor's license in 1996. He works with his son-in-law, Greg Hansen, GRI, CRS. They welcome real estate questions and comments at PhilWWard@aol.com or ghansen@long-realty.com.



Mice for Roommates

The Lighter Side of Housing

By Jan

Kirwan
Lake Mead

My park housing stories always tend to make people laugh.

Little did I know that living in government housing would be so adventurous. My first seasonal job was offered with housing. After traveling more than 2,000 miles I was informed that my housing had been reassigned to someone else, leaving me homeless in Flagstaff. I've learned to have empathy with the folks living in our campgrounds as I spent three weeks at a KOA, in a pup tent with my dog until I could find affordable housing. I suspect that my "affordable housing" is what helped spark my later career choice as a law enforcement ranger. The local sheriff deputies made near daily sweeps through the KOA filling the back of their patrol cars with my neighbors. Hey, where else would you find the neighbors sitting on your front porch, drunk while their rodeo horses meander around the "yard" and your dog, who *was* locked inside the apartment now on the porch wearing a black cowboy hat "listening" to a cowboy's tale of woe! An adventure living!

One season, nother seasonal and I were assigned to a trailer that we learned had been condemned years earlier. What gave us a clue? Possibly the two-foot hole in the hallway floor? Or was it that in order to make it from one end of the trailer to the other you could have qualified for some yet to be identified Olympic track and field event. First you had to hurdle the rope that bisected the living room. The rope was tied to the front door knob and anchored to the couch leg in order to keep the front door closed. Event #2 consisted of leaping the two foot whole in the floor while stopping your forward momentum long enough to limbo under yet another rope. This second rope was tied to the back door and anchored to the washing machine, keeping the back door closed. Our new skills also included preci-

sion fire boot dropping. How else do you eliminate mice caught in the traps? Years later as permanent employee, I was reassigned to the same trailer. The floor had been fixed, the doors actually locked but the trailer still provided adventures. I awoke one night nose to nose with a mouse. It died. The rodent and bug population had taken over the trailer and were mission bound not to surrender their territory to a human, dog companion or not. Rusty had become such a good mouser that I would return home and find him exhausted, guarding his bounty lined up neatly between his two front paws. I eventually had to reduce Rusty's "mouse bounty" to tiny milkbones since his daily take had gotten way too large. The interior waterfalls that appeared during rain storms did add to the ambiance. Eventually I was reassigned to another housing unit.

Housing adventures of one form or another continued as did my NPS career. In one seasonal housing unit my housemates and I learned how to not terminally knot the power cords to our electric blankets as we moved around the house wrapped in our electrified cocoons on very cold mornings. The heat only went out during the winter! I learned to lock my doors in order to keep the visiting public out after walking out of the shower one day to find several strangers sitting in my living room. When I asked them to leave, I was informed that they paid taxes and had every right to be in the house. Door locking became a critical skill. As a call out available LE ranger, I learned that attire is critical. I learned this skill after hearing bullets pass my bedroom window and I chose to don my gortex rain pants and shell as the uniform of the moment. Never should you respond to an incident without checking to see if your nightshirt is hanging below your gortex rain jacket. Enough said!

Moving once again to a trailer, my housing adventures took a whole new turn. Electrical outlets that would erupt into flame and answering machine plugs that would fly across the room. No, the house wasn't haunted, just under the guidewires to the

radio tower for the state and county emergency services. South Florida lightning storms took on a whole new dimension when the tower took a lightning strike, and something new and different would happen to the trailer. One night I was awakened by a very loud bang and a bright flash of light. Reaching for a flashlight I checked the trailer for whatever middle of the night adventure lay ahead of me this time. My television had been destroyed several times (I finally learned the fine art of unplugging everything), I lost count of how many answering machines and telephones I replaced. During my search, the trailer became illuminated by red flashing lights while my dog went ballistic with the deafening sound of sirens. I stepped out onto the porch to see just about every emergency vehicle the county had in the area on my front lawn. The battalion chief told me they had received a 911 call stating that the trailer had glowed bright white after a lightning strike. After thoroughly checking out the trailer, everyone went home leaving me in the yard staring at my "home." For some reason I no longer felt secure sleeping with just the multiple fire extinguishers that encircled my bed since the first lightning strike.

After a brief pause, I headed for the ranger station office. I spread out my nice yellow fire sleeping bag between the desks and settled into some much needed sleep. Who would have expected me to remember that there was a park wide law enforcement training scheduled at the station the next morning? You guessed it, I woke to several of my fellow rangers looking down at me while petting my very contented dog.

Housing is always and will almost always be a bone of contention with required occupant employees. Only two of my assigned housing units during my 12 plus year career have not been condemned or substandard. But, I'm one of those, I love living in the parks. Anyone have a good name for my new field mouse housemate? □

Jan Kirwan is a law enforcement ranger at Lake Mead National Recreation Area. Previously she worked at Everglades.



ANPR ACTIONS

ANPR President Cindy Ott-Jones sent this letter dated May 19 to NPS Director Robert Stanton.

Housing Issue

"I wish to thank you and the National Leadership Council for providing the opportunity in your busy schedules to meet with the Association of National Park Rangers last December at our annual Ranger Rendezvous in Tucson. As the new incoming president, I value the long-standing relationship ANPR has had with senior management over the past 21 years and believe the National Park Service and the National Park System have significantly benefited from this relationship.

"As you are aware the Association of National Park Rangers, which represents nearly 1,500 National Park Service professionals, has long had an interest in National Park Service housing issues. Since its inception in 1977, our organization has worked diligently to help make the NPS housing program serve the mission of the Service. We have provided insight to Congress on housing issues, and have testified on behalf of our membership at Congressional hearings. We had significant involvement in 'The Ranger Fair Housing Act,' (1996) which as its primary goal was 'to increase the quality and quantity of National Park Service housing.' During the review stage of the recently signed National Park Service's Housing Management Plan we provided comments on issues which we believed would have a negative impact on the resources of the System. We offered to assist with the development of that Plan, and to have representation during its formulation period. Unfortunately, our participation was limited to review and comment.

"During the Ranger Rendezvous in Tucson, our membership, from all ranks, expressed their strong concerns about the future of NPS housing. Our members are concerned about the impacts of implementing

the recommendations in the Park Housing Assessments on the mission of the National Park Service. From across the nation we have heard concerns about the effects of the large-scale reduction of NPS housing, and the magnitude of those effects on the mission of the NPS. The gravity of this issue to our members is reflected in the passing of a resolution at the Rendezvous, directing the board to advocate for changes in the new NPS housing plan. Members feel that implementing the recommendations of the park assessments could be the most significant threat the National Park System has faced since its inception in 1916. Implementing some of these recommendations may have such significant impacts that they violate both the National Environmental Policy Act (NEPA), and Section 106 of the Historic Preservation Act. That is not to say that the assessments have no value. The raw data collected from these assessments in terms of number of units, etc., are of value and should serve the Service to update our inventories.

"We believe your approach to have parks prepare their own 'certified' assessment is a strong step in the right direction. We believe park managers, the professionals who best know how to manage their resources, should be the definitive opinion of housing needs within their respective units. Finally, we believe the solution to this quagmire lies in the rewriting of the NPS Housing Management Plan. Our recommendations are to suspend the implementation of the current plan and to prepare a plan that truly meets the needs of the Service. A plan that recognizes the true value of the NPS housing program in meeting the mission of the Service. A plan that recognizes the benefits, both in terms of protection of the System's wonderful resources, and in terms of true cost/benefit value to the Service.

"As we have offered in the past, we will again offer the resources of our organization to assist with improvement of the National

Park Service's housing management program. While our financial resources are limited, our passion to continue to make the National Park Service and System the envy of the world is not. Please feel free to contact me at your earliest convenience." □

The ANPR membership approved this resolution at Rendezvous XXII in Tucson in December 1998.

RESOLUTION: Housing Program Improvement

Whereas the Association of National Park Rangers (ANPR) has a long standing interest in the improvement of park housing, and

Whereas ANPR is concerned about the current direction of NPS housing, be it resolved:

The membership of ANPR does hereby direct the President of ANPR to send a letter to Director Stanton expressing:

- our concerns over the implementation of the recommendations of the contracted housing assessments.
- our concerns over the housing management policy as written, and its impact on the future direction of NPS housing.
- our concern that the true value of housing in terms of both protecting park resources and the cost/benefit of housing to the Service needs to be reevaluated.
- our commitment to assist, wherever possible, to make housing truly meet the needs of the Service.

The following resolutions were introduced at Ranger Rendezvous last December in Tucson.

RESOLUTION: Natural Resource Initiative

Whereas a fundamental part of the Association of National Park Rangers' purpose is to promote and enhance the park ranger profession and to support the management and the perpetuation of the National Park Service and the National Park System, and

Whereas the National park Service will begin to implement the Natural Resource Initiative and continues to refine the implementation of the Ranger Careers Program, and

Whereas the foundation of Ranger Careers is the concept of "resource based rangering," therefore

Be it resolved that the Association of National Park Rangers will become an active partner with the National Park Service in the development and refinement of these two important and complementary efforts, and will initiate a discussion within its membership and the larger National Park Service community to develop consensus, describe, and encourage implementation of a successful resource protection program, in its broadest sense, for parks, the National Park Service and the park ranger profession.



RESOLUTION: International

Whereas members of ANPR deeply care about the preservation and protection of the world's natural, cultural and recreational heritage;

Whereas the National Park Service has traditionally exercised leadership in pro-

"You are the trustees of dreams."
— *Dr. Charles Wilkinson*
Speaking to NPS natural resource managers, Corpus Christi, January 1999

moting the effective management of the protected areas of other nations by providing technical advice and assistance;

Whereas ANPR members sense that the National Park Service is losing this leadership position in some critical aspects of protected area management to other federal agencies;

Therefore, be it resolved that ANPR urge the NLC to reaffirm the National Park Service's leadership role in international conservation by allocating appropriate human and financial resources to make this activity a national program priority.



RESOLUTION: Worklife

Whereas the Association of National Park Rangers is a professional organization created, in part, to support the management and perpetuation of the National Park Service and,

Whereas the National Park Service under the auspices of the Vail Agenda determined that an improvement in the worklife of its employees was crucial to the effective management of the National Park Service and,

Whereas the National Park Service "Quality of Worklife" effort began in Estes Park in 1994 remains unfinished due to a lack of funding and,

Whereas the Association of National Park Ranger's membership is broadly distributed throughout the units and offices of the National Park System,

Be it resolved that the Association of National Park rangers shall promote an improved quality of worklife for its members and the other

employees of the National Park Service in a comprehensive manner to include: an Association agreed-upon definition of what constitutes a quality worklife; recognition of superintendents who have a quality of worklife workplace on an annual basis; dissemination of the Association's quality worklife definition to the NLC and the parks; support and encouragement for ANPR members who supervise to promote a quality worklife workplace in their parks; and the publication of articles on improving the quality of worklife for National Park Service employees in the Ranger magazine.



"Policy without money is just conversation."
— *George Hartzog Jr.*
National Park Service Director
1964-73

ANPR Reports

Retirement

Retirement Information and News

In the late 1920s and early '30s America was gripped by a Great Depression. My parents lost what savings they had when all the banks were closed. My dad, a country doctor in Wellington, Colo., was big in barter. We always had eggs, milk, meat and other staples from some of his patients as he practiced his profession in a community that had little money. My mom raised chickens and my dad raised rabbits, which were used in those days for pregnancy tests. When the rabbit died, we ate it.

The cards your parents (today's 60- to 80-year olds) were dealt was to work hard for 30 to 40 years for one employer and retire with a watch, Social Security and a pension provided by the employer. These pensions were a set percentage of the last years' income based on longevity and age. Sounds like the CSRS government retirement system, doesn't it?

Since the early 1980s things have changed. There is now an *economic partnership* for building your retirement income. Your employer has given you one of the tools, a 401(k) plan (TSP), and the government is also offering other opportunities, such as the traditional and Roth IRAs. The catch is that YOU are the *controlling partner*. So unlike your parents, you will only reap what you sow. Those who neglect this responsibility will be greatly disappointed when retirement arrives. So here are some suggestions:

Stop Spending and Start Saving! Saving should become a habit. If you don't save while your income is \$25,000 a year, you won't do it at \$60,000 or more. If you wait to start saving until after the car is paid off, you have set a habit. Ten years from now you will still be on the verge of saving — after that boat, hot tub or new furniture is paid off. Start saving today!

Max Out Your TSP! The C Fund is the only wise choice you have. Contrary to what you hear, this fund is not a risky or aggressive stock fund. This is a growth fund where, over time (and time is on your side), it will well outpace the other two funds. You can diversify into a more conservative position *after* you retire.

Max Out Your IRA'S!

We suggest that you each invest \$2,000 per year in the ROTH IRA's.

These can be redeemed without tax consequences whereas the traditional IRA is taxable, as are TSP savings. **You must take control of your own financial future.**

There is some good news coming out of Congress. If it passes Congress and the White House, government employees will get a 4.8 percent increase next year. Government employees are piggybacking on a military employees' raise.

The other news is that Senate Finance Committee Chairman Roth (R-Del., father of the Roth IRA) is proposing some dramatic changes for retirement saving. His bill "Retirement Savings Opportunity Act of 1999," S 646, includes:

The maximum annual contribution allowed to a 401(k) would be boosted from \$10k to \$15k. However, Congresswoman Constance Morella (R-Md.) has introduced a bill, HR 1102, that would allow any government worker, CSRS or FERS, to contribute \$10k a year to the TSP regardless of salary. Workers age 50 and over, those closest to retirement, would be permitted to save even more — up to \$22k per year. Pension-funding rules would also be liberalized for employers.

The current limits on annual IRA contributions would be raised — to \$5,000 for most workers, \$7,500 for those over age 50. (The original IRA maximum contribution of \$2,000, if adjusted for inflation, would be \$5,350 in today's money.)



The income limits that prevent some taxpayers from contributing to traditional and Roth IRAs would be scrapped, a most welcome simplification.

Contributions to a Roth 401(k) are from after-tax dollars, so in the early years this approach would be more expensive for taxpayers because of their non-deductibility. That's another way of saying that it actually would raise money for the Federal Treasury. In the long term, however, the government will lose some of the taxes now taken from retirees' income. With the possible crisis in the Social Security system, making private tax-free retirement accounts more widely available would be a part of the solution. However, don't hold your breath that these savings incentives are going to pass. Congress will take a hard look at all the taxes it would miss out on, first. Take a minute to call Sen. Roth at (202) 224-2441 or by e-mail at (comments@roth.senate.gov). *Support these bills.*

Two new funds will be added to the TSP — *next May?* (Good lord, I'm glad there's no rush.) More on this rapidly moving development later.

Y2K Update. Not too much change from the last report. Things are still looking pretty good but the charlatans and fanatics are still trying to stir up the public. Don't listen to them — look at the facts and judge for yourselves. A couple of good web sites are: www.year2000.com and www.fcw.com. □

— Frank Betts, Retired

SAR Workshop October in Newfoundland

SARSCENE '99 — Leading SAR into the Next Millennium is a search and rescue workshop aimed at providing a forum for Canadian search and rescue personnel to voice concerns, share ideas and build strong communication bonds. This eighth annual workshop is set for Oct. 13-17 in St. John's, Newfoundland. More than 600 participants are expected from across Canada.

For more information call 1-800-727-9414; isabelle@nss.gc.ca.



Teresa Ford

ARCHITECTURAL TRIMMINGS: The San Xavier Del Bac Mission near Tucson, Ariz., was one field trip destination for participants of the 1998 Ranger Rendezvous. The next Rendezvous is set for March 14-18, 2000, in Knoxville, Tenn. Mark your calendars now and plan to join the gathering.

ANPR Spring Board Meeting Equal Opportunity Resolution

At the 1998 Ranger Rendezvous in Tucson, Ariz., a resolution regarding ANPR's support of the National Park Service's equal opportunity program was presented to the membership. Many members raised questions and concerns that weren't resolved at the Rendezvous. The resolution was discussed at the April 1999 board meeting in Estes Park, Colo. The board deferred voting upon the resolution until further information and a revision is provided. A new resolution will be revisited at the 2000 Rendezvous in Knoxville, Tenn.

Elections

If you have thought about becoming a board member or know of a potential candidate, now is your chance to do some good work. Three board positions need to be filled at the end of this year.

► **Education and Training:** this position provides education and development opportunities to ANPR members and others interested in NPS professions.

► **Strategic Planning:** this person is responsible for overall coordination for the Association's strategic planning process (including annual work plans).

► **Internal Communications:** this position keeps the membership informed of Association issues. (S)he coordinates the Association's communications functions, including *Ranger* magazine, the web site, electronic mail, Situation Reports and other special mailings.

You may nominate yourself — ANPR loves eager volunteers! Nominations will be done by mail this year because there won't be a Ranger Rendezvous in 1999.

Please send the following information: name of the nominee, her/his mailing address, phone number(s), and e-mail address (if available). Also, include your name and phone number in case the elections committee has questions. Nominees must be ANPR members. Ballots will be distributed in October or November in order for election results to be announced by late December.

If you have any questions regarding the responsibilities of the open positions, ask any current or past board member. Send nominations via regular mail or e-mail to Sue and Bob Hansen (see back cover of this issue) by **Sept. 1, 1999**.

Please give back to your Association and volunteer your talents and efforts as a board member.

New Video Available

I had the pleasure of seeing the premiere of "Lost! But Found . . . Safe and Sound" at a special showing to the first and second graders of Middletown (Md.) Elementary School.

I would say the video is a big success! At the beginning of each showing, Anne Tubiolo, the director and producer, asked the kids if they liked to hike, if any of them had ever been lost, and what they did if they get lost? As you would expect, there were a variety of answers. After the video, they all responded "Stay in one place!" when Tubiolo asked them what was the No. 1 thing to do if they get lost?

The kids watched intently during the 12-minute video. They weren't even distracted by the janitor taking out the trash.

The park rangers from Shenandoah National Park, where the video was shot, were outstanding representatives of the Service. Hannah Darr plays Kelly, the little girl who gets lost. Cindy Darr, Hannah's mom in the video and in real life, works at Harpers Ferry Center.

The video would be excellent to use at children's programs, Junior Ranger programs, and even campfire programs because even many adults don't know to stay in one place when lost.

Bill Wade and Anne Tubiolo did an outstanding job, and if this video saves just one child's life, our investment will have paid off!

Contact Wade (*address on back cover*) for ordering information.

— Erin Brabant
National
Capital
Mall



The Professional Ranger

Interpretation

Good news from Interpretation Training Manager Dave Dahlen — The Interpretive Development Program (IDP) is growing! Nearly 700 products have been submitted by interpreters servicerwide since the program began in 1996. Three hundred fifty-nine products were submitted and reviewed in fiscal year FY '98, a 190 percent increase over FY '97. So far in FY '99 the program is experiencing a 33 percent increase in participation over FY '98. Congratulations to all of those who are participating in the program and submitting interpretive products for certification review!

Although one focus of the IDP is attaining certification in the competencies, it is noteworthy to recognize the tremendous efforts of field leaders in pioneering other important elements of the program during FY '98. The IDP delivers curriculum and developmental activities to the field directly. By taking advantage of this feature, regional, cluster, and park trainers delivered 81 servicerwide, curriculum-based (IDP) interpretive training sessions to over 2000 interpretive trainees in FY '98. This reflects the value and utility of the curriculum being developed and distributed nationally. It also reflects the positive contributions of parks and regions in matching funds provided by WASO Interpretation and the Training Division to creatively deliver training workshops all over the country.

The long-awaited GS-09 competency materials are also now available! Dahlen announced that the Interpretive Development Program's website is up and running at URL <http://www.nps.gov/idp/interp>. The website contains information about the program, the competencies at each level (including the newly released GS-09 materials), frequently asked questions, and the most recent information and updates on the program. (Dahlen distributed a program update on March 30, 1999, to all chiefs and posted it on IN TOUCH. This information can also be accessed on the web.) Although the latest information about the IDP can be found on the web, Dahlen can distribute the GS-09 competency materials via disk to those who may not have internet access.

While there is a great deal of forward

momentum with the Interpretive Development Program, there is still a lot of work to be done. Dahlen announced that a course will be offered in the winter of 2000 to train more certifiers and refresh the skills of those who became certifiers in 1996. While becoming a certifier involves a time and energy commitment, the benefits of becoming involved are tremendous. It allows interpreters the opportunity to sharpen their own interpretive skills while making a contribution to the enhancement of the quality of interpretation servicerwide. Those who would like more information should contact Dave Dahlen or a curriculum coordinator (certifier). (Contact information is available on the website.) A training announcement will appear probably some time this fall or early winter.

A reminder — while there has been increased participation in the Interpretive Development Program, there is still room for improvement. There are a multitude of interpreters participating in the IDP (developing interpretive products and submitting them for review), some of which are mandated to demonstrate competency, some are "grand-fathered," some are interpretive supervisors and managers. There are a number of parks, however, that aren't participating. The program offers many advantages to all interpreters — from the front-line to program management, but the greatest benefit it offers is to the System's resources — the biggest incentive to get involved at a personal level!

— Tina Orcutt
Booker T. Washington NM

Protection

State Park Ranger Shooting

A brutal attack on two Oregon State park rangers occurred April 27, 1999— one ranger dead and one clinging to life. According to reports, the two rangers went to check on a campground near the Oregon coastal town of Manzanita. As one was checking the restroom, he came out with another individual holding a gun to his head. The armed individual then forced both rangers into a dark stand of trees a few hundred yards away and attempted to tie them up. He apparently became frustrated and shot both of them in the head.

Ranger Danny Blumenthal was left dead in the woods while John "Jack" Kerwin, even though being shot twice in the face, hiked out of Oswald West State Park and flagged down a passing motorist. He was airlifted to a Portland hospital, and as of this writing, is listed for surgery to have a bullet removed from his head.

I share this news item for a several reasons: 1) even though having potentially fatal wounds, Ranger Kerwin, a Vietnam veteran and former U.S. Marine Corps colonel, had the frame of mind to fight for his life and seek medical help. Let this be a reminder to us all that no matter what, keep in your mind that you will survive and do anything humanly possible to make it home to your family . . . and 2) Law enforcement in parks, whether municipal, state or federal, is dangerous and complex responsibility. In the 12 years I have been a ranger, I've seen the number of serious attacks on rangers and other park employees increase at an alarming rate. As we begin our summer season, take care of each other and look out for each and every park employee.

National DARE Conference

The 12th Annual National DARE Conference is scheduled for July 6-10 in Washington, D.C. As many as 5,000 DARE officers and 2,000 teachers from around the world may converge on our nation's capital to celebrate the conference. One of the hosts this year is the U.S. Park Police, a huge supporter of the DARE program with dozens of its officers actively teaching.

Ranger Rick Drummond from the Ozarks and I will once again conduct a workshop titled "Recreation as an Alternative to the Use of Drugs." Our objective of the workshop is to inform other DARE officers about the wonders of parks and the endless educational and recreational opportunities provided to kids and their families. If you have any questions about the conference, please contact me at (509) 633-9188. Hope to see you there.

— Steve Clark
Lake Roosevelt NRA

Resource Management

The **Natural Resource Initiative (NRI)** was a topic of lively interest and discussion at the recent **George Wright Society** conference. The biennial conference, held in Asheville, N. C., in March, attracted about 600 people, including a record number of superintendents. With close to 60 concurrent sessions, opportunities to engage in spirited debate about the application of science to the art of park management were legion.

A session early in the week on the promise and progress of the NRI attracted a standing-room only crowd, generating an optimistic buzz that carried through the remainder of the week. Toward the close of the week, however, Assistant Secretary of the Interior Don Barry challenged the NPS to not just ask for new money, but to demonstrate commitment to real change now within the existing budget. He described the long genesis of the NRI as a battle for the heart and soul of the agency. He expressed concern that the current incarnation of the Initiative, while appropriately tied to the budget process, may be too timid — “soul-less,” in his words.

Perhaps it is. Yet the NRI now has the support of senior management of the NPS in a way that the brash rhetoric of the early versions would never have seen. The paradox is that it's impossible to radically change a culture from within by announcing that

you're out to do so. The dilemma is that, while the leadership is prepared to make some changes, they are evolutionary, not revolutionary. New money will ease the change, by assuring that new priorities for resource stewardship don't directly threaten the programs we currently do well. Barry clearly wants to see the Service make these changes — but if the department doesn't support our budget request, then it will take us that much longer to demonstrate stewardship that matches our eloquent words.

At a recent briefing for Capitol Hill staffers, we learned that Congress is not hearing from superintendents that natural resources are a priority; instead, they are still hearing that visitor centers, developments and operational shortfalls are what superintendents are asking for. The assistant secretary reminded us that Congress will not respond to requests for new funding for resources unless they hear wide and deep support for it from field people in the NPS, no matter what the department says.

So what's new with the NRI? The action plans of the 12 work groups have been consolidated into a single plan, and the budget strategy has been developed. The FY 2001 budget request, which is almost exclusively for field-based monitoring and resource management programs like exotic species control, is working its way through the NPS and Interior budget formulation process. Hearings on the FY 2000 budget

went very well, and there's optimism that we're going to get the money we are asking for this year.

All of this still hadn't gotten very wide circulation by the time of this writing, but I am hopeful that will change by summer. Perhaps most importantly, the “just do it” list, which may help satisfy Barry's concern, needs to be distributed by, and emphasized by, the leadership. If superintendents and the rank and file of the NPS believe that the time for resources is finally here, then change *will* happen. As Tug McGraw said years ago in a very different context: “You gotta believe!”

Dick Sellars' “**Preserving Nature in the National Parks,**” which is at the foundation of the NRI, is now out in paperback. Eastern National and many other park cooperating associations carry it. *Amazon.com* has it for \$11.96. The hardcover was \$35, so that's quite a deal.

Finally, the future of the **Resource Management Plan (RMP) software** is at a critical turning point. The RMP database, a DOS-based program that was ahead of its time (but is now in desperate need of updating), is duplicated in many ways by new web-based servicewide budget programs like PMIS and OFS that we are all required to use. Unfortunately, the best features of the RMP system have never caught on widely, such as the ability to use it to document current activities, resource management decisions, and the evolution of a program and its progress. The new software programs only deal with the unfunded needs, so we risk losing that current and historic record of funded resource management programs if we simply abandon RMP in favor of the new tools. Here's where the issue of servicewide standards and leadership comes up against the freedom of parks to manage their own programs any way they want to. WASO has never been able to insist that parks do things a certain way, unless there was a financial price to not participating. (For example, do the RMP or you don't qualify for funding — a very effective, if unpopular, incentive.) Decisions need to be made and implemented this fall about revising RMP, revising PMIS, or some combination, because nobody wants to go through another season of duplicate data entry on incompatible software systems. □

— Bob Krumenaker
Northeast Regional Office



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Mike Caldwell, Membership Services

33 William St.

New Bedford, MA 02740

Prospective members, see the membership form on the inside back cover of *Ranger*.



**Check out
ANPR's website:**

www.anpr.org



In Print

Take Down Flag and Feed Horses
Bill Everhart, University of Illinois Press, 1998

By Kevin Moses
Great Smoky Mountains

Bill Everhart was blessed with a fulfilling career with the National Park Service. And he possesses genuine adoration for national parks.

The coupling of these two tenets, along with Everhart's "mixing equal parts storytelling and reporting" writing style, makes his "Take Down Flag and Feed Horses" a must-read for park enthusiasts.

After a snowmobiling trip in Yellowstone National Park during the winter of 1978, the retired NPS historian and former assistant director lived in the park the next summer and shadowed employees while they went about their duties. Upon initial glance the book appears to be a simple chronicling of

"a day in the life" of various park staff members. But this work has much deeper meaning; it is Everhart's affectionate tribute to park people everywhere.

He provides insight into park operations by reporting the events of that summer — including bear attacks, plane crashes, and geothermal activity — and then details a gripping summary of the voracious wildfires of 1988. Throughout, he dishes out healthy dollops of nostalgia by relating an array of entertaining stories about Yellowstone's colorful, early-day characters and the legends surrounding them. And he permeates the whole work with crisp descriptions of Yellowstone's extraordinary natural resource in a genre comparable to Gordon Wallace's "My Ranger Years." He even addressed two subjects particularly endeared to me: fire lookouts and ranger patrol cabins. Everhart succeeds in delicately capturing the rich tradition and colorful history of these two icons of Yellowstone's backcountry.

It becomes obvious while reading "Take Down Flag," as Everhart calls it, that his relationships with National Park Service people during his career inspired in him an undying respect and admiration for the folks in green and gray, past, present, and future generations.

Everhart's book provides a refreshing salutation not just to our magnificent system of national parks, but also to those dedicated folks who enable the parks to endure.

Everhart believes "Park Service people were worthy of a book."

Surely, while writing "Take Down Flag and Feed Horses," he must have questioned his own ability to provide a book that would be worthy of Park Service people. Indeed he has . . . unfailingly. For that, Bill, I thank you and salute you. □



ROAD MAP *for my heirs*

ANPR has prepared this "Road Map" to assist family or friends in handling the many details required when a spouse or loved one dies.

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IRF Update



By Bill Halainen
Delaware Water Gap

Gordon Miller has completed a six-month detail from his park during which he worked full-time on IRF business. He prepared this report for the spring issue of the IRF newsletter, summarizing much of what has occurred over the past few months:

"I attended the annual meeting of the Portuguese Rangers Association (APGVN) in the Natural Reserve Paul do Boquilobo north of Lisbon during the first week of February. The meeting was well attended and reminiscent of recent ranger association meetings I have attended elsewhere. Commitment and animated debate were essential ingredients of the gathering. The Portuguese rangers are experiencing problems over the unification of guarda and vigilante pay structures and would welcome advice. APGVN is strongly committed to IRF and involved in the Johann Jacobs Project, which is investigating ranger standards in Europe and the involvement of youth in the environment through rangers.

"I was also involved in a meeting in Montpellier, France, in early February. IRF was asked to offer advice on an EU funded project on 'Training Methods in European Protected Areas.' The meeting also provided an opportunity to further enhance the profile of the federation in Europe and to improve the prospects of a French ranger association.

"Later in February, I traveled to Northern Ireland to attend the annual meeting of the

Northern Ireland Countryside Staff Association (NICSA), which is an IRF member association. I gave an update on IRF activities and a preview of the Kruger Congress. During this same period, IRF treasurer Mike Marshall attended the annual meeting of the Game Rangers Association of Africa in Kruger NP and also met with the Congress organising committee to discuss the program and finances.

"On March 29, Mike Marshall and I met 'Ish' Ishwaran from UNESCO's World Heritage Centre (WHC) during a visit he was making to England. We discussed funding for WH delegates to the Kruger Congress and input from WHC to the Congress. He is keen that WH delegates make a positive contribution in return for their funding; it was suggested that this could be done through poster presentations and a separate workshop for WH delegates within the Congress. Ish said that funding will likely be available, and that a bid in December this year would be necessary. We said that if the U.S. bid for funds is successful, then we would target this money essentially at Africa — with one or two delegates from Southeast Asia, India, and/or China. It's likely that WHC will hold a workshop for African WH site managers in January 2000. I asked that John Forrest or another IRF representative be invited by WHC. The meeting will take place in Arusha, Tanzania.

"We also discussed a proposed IRF bid to train rangers in a World Heritage site in Albania, possible links to the World Con-

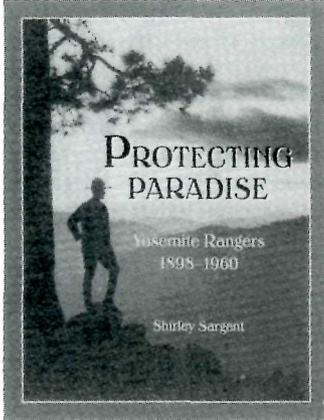
servation Monitoring Centre, joint bids for funding and a memorandum of understanding between WHC and IRF. Ish agreed to advise us on potential sources of core funding for IRF other than WHC. We also discussed our proposal for a U.N. Wildlife Protection Force following the announcement recently of a U.N. task force to address poaching and trade in wildlife.

"I have continued with efforts to increase our membership, and it is heartening to report that we have made recent breakthroughs with Galapagos, Cameroon, Slovenia and Poland, and that the Czech Rangers Association have just joined IRF (see below). I have received a request to join IRF from Hunan Forestry Dept in China, but we do not as yet have the ability to permit this. We need to discuss the possibility of an associate or corporate membership in Kruger. Meanwhile, I have suggested that they can receive our newsletter if they wish.

"I am pursuing the possibility of the IRF being registered as a charity in the United Kingdom so that we can attract funds more easily. Bill Wade is also investigating incorporation in the U.S. We may also need to consider some form of registration in South Africa and elsewhere as required in the future.

"There has also been action on other fronts. A memorandum of understanding between IRF and IUCN's World Commission on Protected Areas (WCPA) has been drawn up and approved by IRF's executive council members. The draft was submitted to WCPA's executive council in late April and received a very positive initial response. More details on this in the next newsletter.

"A similar memo on joint cooperation with Europarc will also be prepared shortly. A meeting is to be arranged in the next few weeks with WWF International to discuss training in Africa and other areas of potential co-operation. The Internet website is progressing and investigations into potential page sponsors are being pursued. I plan to meet with a member of our Countryside Management Association's international committee to discuss the establishment of an exchange bureau within the next month and would welcome any other offers of



Protecting Paradise

Yosemite Rangers, 1898–1960

by Shirley Sargent

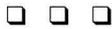
The first civilian rangers in Yosemite were appointed in 1898. Rangers learned to cope with the wildlife, autos, patrols, searches and rescues, law violators, and natural disasters. This is the story of their lives, often told in their own words—taken from logbooks, diaries, and personal recollections. 8½ x 11, 160 pages, 88 illus., biographical sketches, index.

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assistance from other continents.

"The biggest disappointment of my secondment (detail) period has been the inability to attract core funding for the federation, but I will continue to pursue all possibilities. I now have a contact in the European Parliament thanks to Maria Cunha in Portugal, and I will be making contact with that person. I returned to my post in the Peak National Park on April 1, but will be continuing with IRF business in my spare time. I will be sending out a review of my secondment term shortly."



Miller did a tremendous job on behalf of rangers everywhere during the six months he was "on loan" from his park to work full-time for IRF. He worked tirelessly to achieve IRF's goals, to establish links with the international conservation community, to strengthen the internal organization of IRF, and to promote the ranger ethic and image wherever he could. Thanks, Gordon, on behalf of us all.

Thanks also to the following organizations who provided funding or support for Miller's six-month assignment: Peak District National Park Authority, International Fund for Animal Welfare (IFAW), World Wide Fund for Animals (WWF), Countryside Commission for England and Wales, Scottish Natural Heritage, Countryside Management Association, Scottish Countryside Rangers' Association, and many individual rangers.

New and Developing Ranger Associations

There have been promising developments in several countries regarding the establishment of national ranger associations and potential affiliations with IRF.

Czech Republic – The Association of Protected Area Rangers of the Czech Republic has been accepted as the newest members

of the International Ranger Federation. The 23-member association was endorsed by the Slovak Rangers Association. The names of the chairperson and the IRF contact appear in the new directory. The association was formed during a meeting last fall and has been registered with the republic's home office as a civil organization. They are working on a joint ranger program with Danish rangers, and have so far published two newsletters.

Kenya – Dr. Richard Leakey, director of the Kenya Wildlife Service, has given Kenyan wardens/rangers the go-ahead to form an association. A meeting was held in Nairobi on April 24 to discuss the formation of the organization and registration of members. In the meanwhile, Daniel Onsembe continues to be the Kenyan representative to IRF.

Slovenia – IRF now has a representative in Slovenia, Martin Solar at Triglav National Park.

Venezuela – Jose Melchor is the new IRF representative in Venezuela.

Cameroon – And we have a contact in Cameroon as well, Samson Essam. He has begun the process of establishing a ranger association there.

Poland – Zbig Niewadomski has met with the director of Polish Parks, who has given approval for the legal formation of a Polish Rangers Association. Work on establishing the association is now under way.

Third World Congress

According to Congress organizer Merle Whyte, almost 200 notifications of interest in attending the Third World Congress had been received by early April – with many more expected from within South Africa shortly. Merle also notes that they've had few contacts with rangers in other African nations, but that the Congress has sent out notifications to embassies and other individuals.

As noted above in Miller's comments, IRF is making a concerted effort to raise funds for scholarships to cover the cost of travel to South Africa for rangers who might otherwise not be able to attend. The U.S.

Association of National Park Rangers has submitted a request to the Turner Foundation for \$60,000 in scholarship money for rangers from the Western Hemisphere — principally Latin America and the Caribbean. The request will be considered at the foundation's July meeting.

Declan Keiley has sent an update on the "Africa in the Roar" project, in which IRF members will drive three four-wheel-drive vehicles from Egypt to Kruger NP, picking up rangers on the way. An outline agreement has been developed with Landrover whereby they will provide vehicles for the project, and it also appears likely that a supporter has been found who will provide camping gear.

Rangers may join different legs of the trip at a cost of \$600. This will give rangers a chance to meet other rangers, share a unique trip, and get media exposure. If you'd like an outline brochure, contact Keiley via the Internet at keiley.broads@dial.pipex.com, telefax him at 44-1502-715911, or call him at 44-1502-713303.

If you're interested in attending the Congress and looking for more information, contact: The Secretariat, IRF Congress, PO Box 147, SKUKUZA 1350, Kruger National Park, South Africa. The telephone/telefax number is 27-13-7355195; the e-mail address is merle@mpu.co.za.

Finally: If you'd like to get the full IRF newsletter and you're a member of ANPR, please contact me with your e-mail address. The newsletter also includes the complete directory of IRF members and their post office and Internet addresses, phone numbers and web sites. □



Share your news!
We want to hear from you. Take a minute to tell others your news. Use the form on the inside back cover.



Please share your photos
 If you have scenic photos or shots of rangers working in national parks, please consider sharing them in *Ranger* magazine. Contact the editor at: fordedit@aol.com; (303) 526-1380, or mail to Teresa Ford, 26 S. Mt. Vernon Club Road, Golden, CO 80401. After photos are published, they can be returned if you place your name and address on the back.

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Insulated mug, large, black (20 oz.)	\$6.00			Coozie lined can holder, green with gold ANPR logo	\$3.50		
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Large belt buckle, brass (3-inch)	\$25.00			Subtotal			
Large belt buckle, pewter (3-inch)	\$25.00			CA residents add 7.25% sales tax			
Large totebag, cream & forest green	\$15.00			Shipping & handling (see chart)			
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Wilson Tour golf balls w/ ANPR logo							
Single ball	\$2.50						
Sleeve (3 balls)	\$7.50						
Dozen	\$30.00						
Croakies (eyeglass holder) - Forest Gr. "National Park Service"	\$4.50						
"Park Ranger"	\$4.50						
T-shirts w/ large two-color ANPR logo							
White - heavy 100% cotton	\$9.50						
Circle size: M, L, XL, X, XL	\$10.50						
Rendezvous T-shirts from Ft. Myers							
Six-color screenprint on forest green, heavy 100% cotton;							
Circle size: M, L	\$5.00						
Rendezvous T-shirts from Tucson							
Tan with dark green imprint							
heavy 100% cotton;							
Circle size: M, L, XL and XXL	\$5.00 \$6.00						
Cloisonné pin with ANPR logo	\$2.00						
Ball cap (beige) with embroidered ANPR logo	\$12.50						

Shipping & Handling
 Orders up to \$10 \$3.50
 \$10.01 to \$20 \$4.00
 \$20.01 to \$50 \$5.00
 \$50.01 to \$100 \$7.00
 Over \$100 \$10.00

*** For Shirts:**
 Polo — Circle color & size:
 Forest Green (only S) Wine (only S) Navy (only M)
 Turtlenecks — Circle color & size:
 Teal (only M) Banana (S, L, XL) Navy (only XL)

Mail ordering continues to be temporarily suspended

All in the Family

Please send news about you and your family. All submissions must be *typed or printed* and should include the author's return address and phone number.

Send via e-mail to fordedit@aol.com or write to **Teresa Ford, Editor, 26 S. Mt. Vernon Club Road, Golden, CO 80401**. Changes of address should be sent separately to the ANPR Business Manager, P.O. Box 108, Larned, KS 67550-0108.

Leanne Apple (ROMO 76, CANY 77-78, BLM 89-91, CACH 91-92, GLCA 92-99) has returned to school at the University of Utah in the physician's assistants program. Previously she was a law enforcement ranger at Bullfrog, Glen Canyon NRA.

Linda Buswell (CATO 65-72, ANTI 75-81, CHOH 81-90, DENA 90-99) retired March 31 after 30 years with the National Park Service. She and husband **Dick**, a career employee with the Denali Borough School District, will continue to reside in the Denali area. Address/phone: P.O. Box 9, Healy, AK 99743; (907) 683-2633.

Jim Hummel, (GRSM 75-77, APIS 78-79, GUI5 80-86) is the new chief ranger/pilot at Voyageurs National Park. Previously he was the chief ranger/pilot at Katmai/Aniakchak National Park and Preserve. The new address for Jim, wife **Mary and children David, Bryce and Becky**: 3131 Highway 53, International Falls, MN 56649-8904; (218) 283-9821. Jim writes: "It's back to life in 'America,' but it is true . . . once you've lived in Alaska, you will never be the same!"

Larry Johnson (USFS 76-78, USCE 79-83, HEHO 83-86, APIS 86-91, YELL 91-94, VOYA 94-98) transferred late last year to Harpers Ferry National Historical Park where he is the chief ranger. Previously he was Rainy District ranger at Voyageurs National Park. He and his wife, **Jan**, are enjoying exploring the area. Address: 2042 Devon Way, Shepherdstown, WV 25443.

Kevin Moses (GRSA 93-99) now is working as a park ranger in the Little River District at Great Smoky Mountains National Park. Previously he was a backcountry ranger at Great Sand Dunes. Kevin, wife **Angela**, and 19-month-old daughter, **Makenna**,

moved in late May. They are expecting their second child in November.

Cicely Muldoon (SITK 85-91, BUFF 91-93, GOGA 93-96, PRES 96-99) is the superintendent at San Juan Island NHP. Previously she was a management assistant at the Presidio. Address/phone: P.O. Box 429, Friday Harbor, WA 98250; (360) 378-2240.

Dave Schafer (FOSC, USAR, HSTR, TAPR) has transferred from Harry S Truman National Historic Site to Lyndon B. Johnson National Historical Park. He is stationed at the LBJ Ranch District in rural Stonewall, Texas. Address/phone: Route 1, Box 462, Blanco, TX 78606; (830) 833-1963; dschafer@moment.net. □

Missing ANPR Members

ANPR has lost touch with these people. If you know their whereabouts, please send the information to ANPR, P.O. Box 108, Larned, KS 67550-0108.

Matthew Day	Yamhill, OR
Linda R. Emerson	Hopkinton, MA
Christina L. Evans	Memphis, TN
R. J. Marsh	Yosemite, CA
Richard F. Ryan	S. Wellfleet, MA
Laura M. Schnebelen	Columbus, OH
Peter Woods	Canada V8j 1e4

GO WILD!

The latest edition of **GO WILD!**, a list of the National Park Artist-in-Residence Programs, now is available.

It details each park with residencies for visual artists, photographers, performers, writers, video/filmmakers, composers and craftspeople.

Following a residency in Yellowstone, author/writer Bonnie Fournier of Minnesota began to track the recent spread of these creative programs. Each year she has published an updated edition of **GO WILD!** The brochure costs \$3 (or \$1.25 each for orders of 25 or more).

Limited copies of the 1998 edition of the 52-page **GO WILD!** booklet also are available for \$5.95 (or \$2.98 each for orders of 25 or more).

Residencies in 24 national parks — from Yosemite to Delaware Water Gap — allow artists to live and work in some of the most scenic places in the world.

To order the brochure or booklet send check or money order (payable to Lucky Dog) to: Lucky Dog & Company, P.O. Box 65552, St. Paul, MN 55165. Call (651) 776-3944 with questions.

Why write for *Ranger*?

- ▶ Shares ideas; say it where 1,400 readers will see it.
- ▶ Viability for your thoughts and issues
- ▶ Improves your writing skills (peer reviewed)
- ▶ Adds "published writer" to your resumé
- ▶ Be creative beyond day-to-day government writing style
- ▶ Professional recognition among your peers

We are looking for good articles/ideas in these areas:

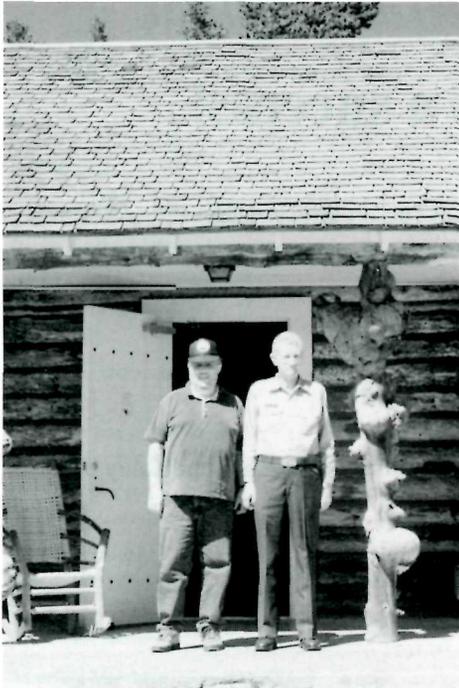
- ▶ Philosophical/ethics discussion
- ▶ "News you can use" events that we all can learn from
- ▶ Topics of interest to park employees (i.e. housing)
- ▶ Travel of interest to park employees
- ▶ New technology/new ways of doing business
- ▶ Special places — discoveries you've made
- ▶ Photos, photos and more photos!



Contact the editor or editorial adviser for more information or with your ideas:

Teresa Ford, Editor
fordedit@aol.com
 (303) 526-1380
 26 S. Mt. Vernon Club Road
 Golden, CO 80401

Ken Mabery, Editorial Adviser
maberyken@aol.com
 (505) 287-4538
 1749 Blue Spruce
 Grants, NM 87020



Tony Sisto

FATHER AND SON: Vaughn Baker, left, and his father, Bill Baker, posed last summer outside the Ranger Museum at Norris Geyser Basin in Yellowstone. Vaughn, now superintendent at Lake Roosevelt, and his father both were rangers at Yellowstone.

Humor in Uniform

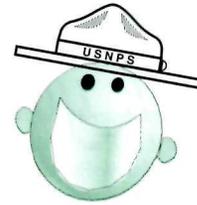
Resource Management or A Bunch of Bull!

During a staff meeting our supervisor was reviewing a new policy concerning work requests. Under the issue of determining an immediate action that didn't require a written work request, he casually mentioned the following examples: broken water lines, clogged toilets, buses that wouldn't start and cows stuck in trees.

Employees got an immediate chuckle from his list. But a seasonal ranger (and new to NPS) was quick to point out, "Don't laugh, it happened to me!"

And that's the way it was — another day at the LBJ.

— Ellen Little
Lyndon B. Johnson NHP



- Ranger welcomes short submissions for:
- **Humor in Uniform** — NPS humorous anecdotes
 - **Quotable Quotes** — pertaining to the national parks
 - **"Good" News** — Positive news from parks or members

Send your submissions to:
Teresa Ford, Editor
fordedit@aol.com
26 S. Mt. Vernon Club Road
Golden, CO 80401

LEARNING TO SUSTAIN — Promoting Understanding in Protected Areas

An IUCN/ECEE conference is set for Sept. 9-12, 1999, in the United Kingdom. This gathering is for those interested in promoting environmental education, communication and training in protected areas in Europe.

For further details, contact Peter Townsend, Principal, Peak District National

Park Centre, Losehill Hall, Castleton, Hope Valley, Derbyshire. S33 8WB, UK.

Phone: 00 44 1433 620373
Fax: 00 44 1433 620346
E-mail: pt@losehill.u-net.com

Seasonal and Pilot Lost in Alaska

The search for NPS seasonal employee **Scott Croll**, 34, and pilot **David McKenzie**, 51, reported overdue from a flight from Haines to Juneau in a small plane May 2, was officially suspended May 6 following several days of intensive air, water and ground search efforts.

It's likely that the airplane went down within minutes of encountering a snow squall, but it's not known whether it went down on land or in the water. Air temperatures averaging 37 degrees and equivalent water temperatures significantly reduced survivability probabilities calculated by the Coast Guard, a factor in deciding to suspend the search.

Scott's parents, **Stu and Ellen Croll** (retired NPS), and other family members attended a memorial service for Scott May 13 in Glacier Bay.

The Croll family asks that donations be made to the Student Conservation Association. For additional information regarding the Scott Croll Memorial Fund, please contact Marilyn McCoy at SCA at (603) 543-1700 or membership@sca-inc.org.

Welcome (or Welcome Back) to the ANPR Family!

Here are the newest members of ANPR:

- | | |
|------------------------------------|-------------------|
| Ryan Ault | Torrey, UT |
| Keith M. Brown | Fort Collins, CO |
| Stephen M. Clark | Coulee, Dam WA |
| Gary E. Davis | Thousand Oaks, CA |
| Jim Gerst | St. Louis, MO |
| Maria Gillett | Longmire, WA |
| Donald C. Hill | La Junta, CO |
| Jeff Kartheiser | Tucson, AZ |
| Brian P. Lakes | Grand Canyon, AZ |
| Lynda Lancaster | Kabetogama, MN |
| Laura Law | Florida City, FL |
| Steve & Joni Mae Makuakane-Jarrell | Kailua-Kona, HI |
| Peggy McDonald | Fairfax, VA |
| Kathleen A. Roman | West Branch, IA |
| Michael Shaver | Oyster Bay, NY |
| Billy Shott | Talkeetna, AK |
| Library, University of Maine | Presque Isle, ME |
| Sue Vap | Meridian, ID |
| Scott D. Warner | Lakemont, GA |
| Stephen Willis | Grand Canyon, AZ |

Thank you for making Rendezvous a success!

Many people donated their time and energy to stage the successful Ranger Rendezvous in Tucson, Ariz., last December. Thank you to these organizations and people for their efforts:

Sponsors: SPMA and R&R Uniforms for providing major support to receptions
National Parks and Conservation Association and exhibitors for the coffee breaks
National Park Foundation and Harpers Ferry Center for the Film Festival

All workshop presenters

Special thanks to Harley Look, trust attorney who volunteered his time to give two workshops on trusts, and to Frank and Kathy Betts who arranged his workshop and transportation to Tucson.

Lisa Eckert - pre-Rendezvous training courses

Lee Wurst — audio-visual setup

Rick Smith — assistance on keynote speakers
Regional Forester Ellie Towns and Mexican Park Director Juan Carlos Barrera

Meg Weesner — roommate services and field trips

Host superintendents — assistance and field trips
Frank Walker, Saguaro
Ann Razor, Tumacácori

Chip Davis — exhibits; assistance from Paul Stevens, Cape Hatteras, who will take over for the next Rendezvous (in Knoxville, Tenn.) with Davis assisting

Pat Scott — T-shirt design

Sherri Posternak-Wade — shopping spree field trip

Tony Sisto — Fun Run

Cindy Ott-Jones, Darlene Koontz, Tina Orcutt — Judges

Scot McElveen — super raffle

Erin Broadbent — registration and pre-registration;
assistance from Sue and Bob Hansen and Kathy Clossin

Mike Caldwell and Eric Epstein — Film Festival

Diane and Dan Moses — regular raffle and silent auction

Jeannine McElveen — sales; assistance from Dawn O'Sickey

Deb Liggett and Vaughn Baker — program co-chairs

Barry Sullivan — hospitality room

Ann Baugh and Stu Croll — invitations to retirees

Bill Wade — overall Rendezvous coordination



MEMBERSHIP APPLICATION — Association of National Park Rangers

Renewal or New Membership Date _____ Park Code _____ Region _____ Retired?

Name(s) _____ Office phone _____
 Address _____ Home phone _____
 City _____ State _____ Zip+4 _____ Home e-mail address _____

Important Notice

In order for ANPR to be an effective, member-oriented organization, we need to be able to provide board members with lists of members by area. It is, therefore, vital that you enter the park and region four-letter codes before submitting your application.

Dues are based on annual income. Please use current income level to determine your payment.

Type of Membership

(check one)

	Individual		Joint	
	One year	Two years	One year	Two years

Active (all NPS employees and retirees)

Seasonal	<input type="checkbox"/> \$25	<input type="checkbox"/> \$45	<input type="checkbox"/> \$40	<input type="checkbox"/> \$75
Under \$25,000 annual salary (GS-5 or equivalent)	<input type="checkbox"/> \$35	<input type="checkbox"/> \$65	<input type="checkbox"/> \$50	<input type="checkbox"/> \$95
\$25,000 – \$34,999 (GS-7/9 or equivalent)	<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
\$35,000 – \$64,999 (GS-11/14 or equivalent)	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145
\$65,000 + (GS-15 and above)	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145	<input type="checkbox"/> \$90	<input type="checkbox"/> \$175

Associate Members (other than NPS employees)

Associate	<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
Student	<input type="checkbox"/> \$25	<input type="checkbox"/> \$45	<input type="checkbox"/> \$40	<input type="checkbox"/> \$75
Corporate	<input type="checkbox"/> \$ 500			
Supporting	<input type="checkbox"/> \$1,000			

Life Members (May be made in three equal payments over three years)

Active	<input type="checkbox"/> \$750	<input type="checkbox"/> \$1,000
Associate	<input type="checkbox"/> \$750	<input type="checkbox"/> \$1,000

Library/Subscription Rate (two copies of each issue of *Ranger* sent quarterly) \$100

To help even more, I am enclosing an extra contribution \$10 \$25 \$50 \$100 Other

Return membership form and check payable to ANPR to:
Association of National Park Rangers, P.O. Box 108, Larned, KS 67550-0108
Membership dues are not deductible as a charitable expense.

Administrative Use

Date _____
 Rec'd \$ _____ Check # _____
 By _____

► **ANPR may publish a membership directory, for distribution to members.** May we publish your:

e-mail address? yes no

home address? yes no

home or office phone? yes no

► To assist the ANPR board in planning Association actions, please provide the following information.

___ Do you live in **park housing**?

___ **Number of years** as a NPS employee

___ **GS/WG level** (This will not be listed in a membership directory)

___ **Your job/discipline area** (interpreter, concession specialist, resource manager, etc.)



Share your news with others!

Ranger will publish your job or family news in the All in the Family section.

Send news to:

Teresa Ford, Editor
 26 S. Mt. Vernon Club Road
 Golden, CO 80401
 or e-mail: fordedit@aol.com

Name _____

Past Parks — Use four-letter acronym/years at each park, field area, cluster (YELL 88-90, GRCA 91-94) _____

New Position (title and area) _____

Old Position (title and area) _____

Address/phone number (optional — provide if you want it listed in *Ranger*) _____

Other information _____

Directory of ANPR Board Members, Task Group Leaders & Staff

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vacant

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(540) 743-1225

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(305) 246-3974 • John-and-Roberta@worldnet.att.net

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jwbillwade@aol.com

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