

RANGER

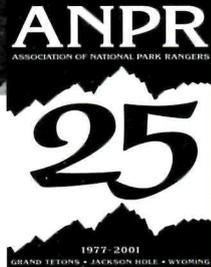
The Journal of the Association of National Park Rangers

ANPR  *Stewards for parks, visitors and each other*

Vol. XVIII, No. 1 • Winter 2001-02



ANPR's 25th Anniversary
Ranger Rendezvous • 2001



Letters



'Fundamentals' Issue Great

I just received my copy of *Ranger* (Fall 2001) and think it looks great! It will be a great tool for introducing the national parks to new employees, as well as reminding existing employees what it is we are about. I was sent three copies which I will use judiciously. How do I get additional copies? I would like each member of my staff to have their own copy. It also makes a nifty gift to those who want to understand, at a deeper level, the role the NPS plays in modern America. Many thanks.

— *Dwight Pitcaithley*
NPS historian

Kudos for Good Issue

I just read the latest issue of *Ranger* (Fall 2001). What a great issue! Wonderful articles and great pictures.

— *Dick Martin*
Sequoia-Kings Canyon

Greetings from Belgium

Today morning I have received your *Ranger* issue (Fall 2001), and I must thank you. What pleasure to discovering many rangers' faces and uniforms! Really, I must translate it!

From Sept. 30 to Oct. 3 I have hosted the woman ranger Meg Weesner from Saguaro National Park with her sister, and together we have visited my forest management area and "Nuts City," officially called Bastogne. It was a special day because we put down many flowers to the Mardasson in memory to these courageous GIs and the recent and tragic event to New York and Washington.

The Mardasson is a big monument built in 1950 to the memory of the Battle of the Bulge and the U.S. Army. It is very impressive; there is a spectacular view of Bastogne, and it inspires a great respect.

Concerning the Ranger Rendezvous, with so much pleasure and honor, I present you my best encouragement about a great success and pleasure. That God guide and bless USA, ANPR and IRF.

— *Francis Pierard, Forest Ranger*
Nature and Forest Division, Belgium

Uniform Project Successful

As most of you know, Einar Olsen has been coordinating an effort to get uniform and equipment items from places where it is surplus to places where it is desperately needed. Einar has worked like a dog to get this organized and coordinated. He has finally put out a call for donations for the Ivory Coast. This equipment will be shipped and ushered through customs (the two most serious stumbling blocks to this kind of operation) by the International Fund for Animal Welfare. Einar deserves a lot of credit for his work in this regard. I would like to share with all of you a letter that came from the President of the Ivory Coast Game Ranger Association. The next time that you think that one person can't make a difference, think of this letter: It makes me proud that Einar is a member of ANPR and IRF.

— *Rick Smith*
Placitas, N.M.

Thanks for Your Kindness

Many thanks for your kind help for rangers in my country. I really appreciate what you do and pray God to make all your activities successful. I stay in touch for all inquiries about single equipment we need. Again many thanks. I expect that many persons will respond to your appeal. God bless you.

— *Joachim Kouamé*
President, Game Rangers
Association of Côte d'Ivoire



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Stay in touch!



Signed letters to the editor of 100 words or less may be published, space permitting. Please include address and daytime phone. *Ranger* reserves the right to edit letters for grammar or length. Send to Editor, 26 S. Mt. Vernon Club Road, Golden, CO 80401; fordedit@aol.com.

ANPR Calendar

Ranger (Spring issue)
deadline Jan 31, 2002

ANPR Board of Directors
Mid-Year Meeting (tentative)
April 19-21, 2002
Nashville, Tenn.

Ranger (Summer issue)
deadline April 30, 2002

Rendezvous XXV Nov. 18-22, 2002
Reno, Nevada

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.

ANPR's official address is P.O. Box 108, Larned, KS 67550-0108. Members receive *Ranger* as part of their membership dues. Consult the inside back cover for membership and subscription information.

Submissions

Prospective authors should contact the editor or editorial adviser before submitting articles. Editor, Teresa Ford, 26 S. Mt. Vernon Club Road, Golden, CO 80401, (303) 526-1380 or fordedit@aol.com. Editorial adviser, Amy Vanderbilt, (406) 752-7660 or moseblt@digisys.net.

Deadlines

Spring issue Jan. 31
 Summer issue April 30
 Fall issue July 31
 Winter issue Oct. 31

Submit copy to editor in Microsoft Word format or Rich Text Format as an attached file to fordedit@aol.com or on computer diskette to the address above.

Table of Contents

Ranger Rendezvous

ANPR's Silver Anniversary	2
Photo Collage	3
NPS Director Fran Mainella Speaks	4
ANPR's Original 33	5
Acknowledgments & Super Raffle Winners	6
President Elect Ken Mabery	7
First-Timer's View	9
Workshops	10
ANPR Business	13
Photo Contest Winners	14
ANPR Budget Summary	15
Panoramic Group Photo, Special Awards	16
What Makes a Good Ranger?	18
Point/Counterpoint	20
Professional Ranger	22
ANPR Actions	24
ANPR Reports	25
In Print	26
Rendezvous 2002	29
All in the Family	31
Special Discount Order Form: The North Face	32

Cover: Judy Chetwin, with inspiration from Dawn O'Sickey, created the Ranger at Heart logo. Rick Rizzotto designed ANPR's 25th anniversary logo. *Ranger* editor Teresa Ford captured the mirror image of Jenny Lake at Grand Teton in October 2001.

President's Message

Note: Outgoing ANPR President Cindy Ott-Jones delivered this address to Rendezvous attendees Nov. 2, 2001.

I purposefully waited to put finishing touches on my thoughts for today, until I arrived. I expected to see a good number of attendees and figured I would be able to get a good feel for where our membership thought we are today.

I haven't been disappointed, by any stretch of the imagination! People have come out of the woodwork, not only to show respect to our founding 33 members, but to wish this Association well and guide us to an exciting start into the next year. But that is the future.

We are a solvent organization; we no longer have to pass the hat to take action on issues that we want to focus on! The hiring of a professional accounting firm to run our financial branch has been an outstanding success. We should have an executive director selected to be able to attend our upcoming April board meeting. One state of this Association *is* financial solvency.

We continue to be called upon to offer opinions to the Hill, albeit not as often as a decade ago. These missives have been posted on our website and listed in *Ranger* magazines, but Scot McElveen will give an update as to our efforts this year. A new group of volunteers is stepping up to the plate for better representation of ANPR's concerns in Washington, D.C.

Over the last six years, ANPR has seen some decline in membership and volunteerism. I think the possible reasons for this have been bandied about enough, but I feel a large part of this declination is due to the social versus activist balance. Part of our membership would like to see our organization more social and part would like to see it more activist-oriented. That's OK. This organization can still prosper with this dichotomy. We have a core that is strong and committed. But that core needs to grow if this Association is going to take on more than a few issues a year. I challenge you to channel your time and energy to the

parts of ANPR that fulfill your needs, *not* give up your membership because you may think that one or the other is the only way to go.

ANPR will always provide a wonderful backdrop for social enrichment. Look at the fantastic turnout at the Halloween party Wednesday night and the high number of participants at the Fun Run. Look at the dollars brought in with the fines for all the aberrant behavior witnessed. Perhaps more important are the special conversations you have held with individuals who you respect or hold close to your heart.

To abuse a John F. Kennedy quote, the state of the Association today is not what the Association can do for you, but what you can do for yourselves through the Association. One of the current board members gave me an interesting analogy to use to describe where I believe the state of ANPR is today.

Think of a top spinning, just reaching that wobbling stage, trying to decide which side to fall on. Will our volunteer efforts keep a few issues supported and minimal recruitment sustained? Or can more volunteers and new memberships cause that top to regain momentum and keep spinning ceaselessly? If this Rendezvous is any indication, then we are well on our way to a very long future together — as the Association of National Park Rangers.

For a look into our future, Ken Mabery will evoke the multitude of creative ideas gathered this week. (See Mabery's remarks on page 7.) 

Cindy Ott-Jones

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A Silver Celebration

ANPR kicks off
25th year in Jackson, Wyoming

Ranger Rendezvous returned to its roots for its silver anniversary, in the shadow of the Tetons and amid an atmosphere of spirited discussions and renewal of friendships.

About 350 ANPR members, family and friends — traveling on their own time and at their own expense — gathered at the Snow King Resort in Jackson, Wyoming. The gathering ran from Oct. 29 – Nov. 2, 2001, at the same locale where ANPR was founded in early October 1977.

The five-day program was a little different than usual as members took time to reflect on three major career disciplines — resource management, interpretation and protection. A day each was reserved for presentations and discussions on the past, present and future of each discipline.

Following a special evening reception to honor the 33 founding members of ANPR — the so-called “Original 33” — each of those present took the microphone for reminiscing, laughter and reflection. (See photo on page 5.)

In keeping with another tradition, NPS Director Fran Mainella addressed the group one afternoon and fielded questions from the audience. She also met with the ANPR Board of Directors at a breakfast session the next morning. (See page 4.)

And what has become a highlight of the Rendezvous — the so-called NPS Film Fest — played to rave reviews. A special thanks goes to Harpers Ferry Center for sending Eric Epstein to show several visitor-center productions. Included were “Yellowstone: A Symphony of Fire and Water,” “Voices of Sitka,” “Sandy Hook Lighthouse: A Journey through Time,” “A Case for Equality” (Brown vs. Board of Education), “Mule Power on the C & O Canal,” “Light of Liberty” (Jefferson Memorial) and “Spirit of Yosemite.”

The offerings showcased the best in cinematography and sound, and played to a receptive, standing-room-only audience one evening.

ANPR board members hosted nearly 30 Rendezvous newcomers at a continental breakfast. These first-timers (identified by

yellow Rendezvous badges) were welcomed to ANPR and learned some of the ropes of this annual event. (See page 9.)

Rendezvous attendees could choose from among many workshops on topics of professional interest. Throughout the pages of this issue, you can read about the presentations, workshops, business meetings and other offerings of the 25th anniversary Rendezvous.

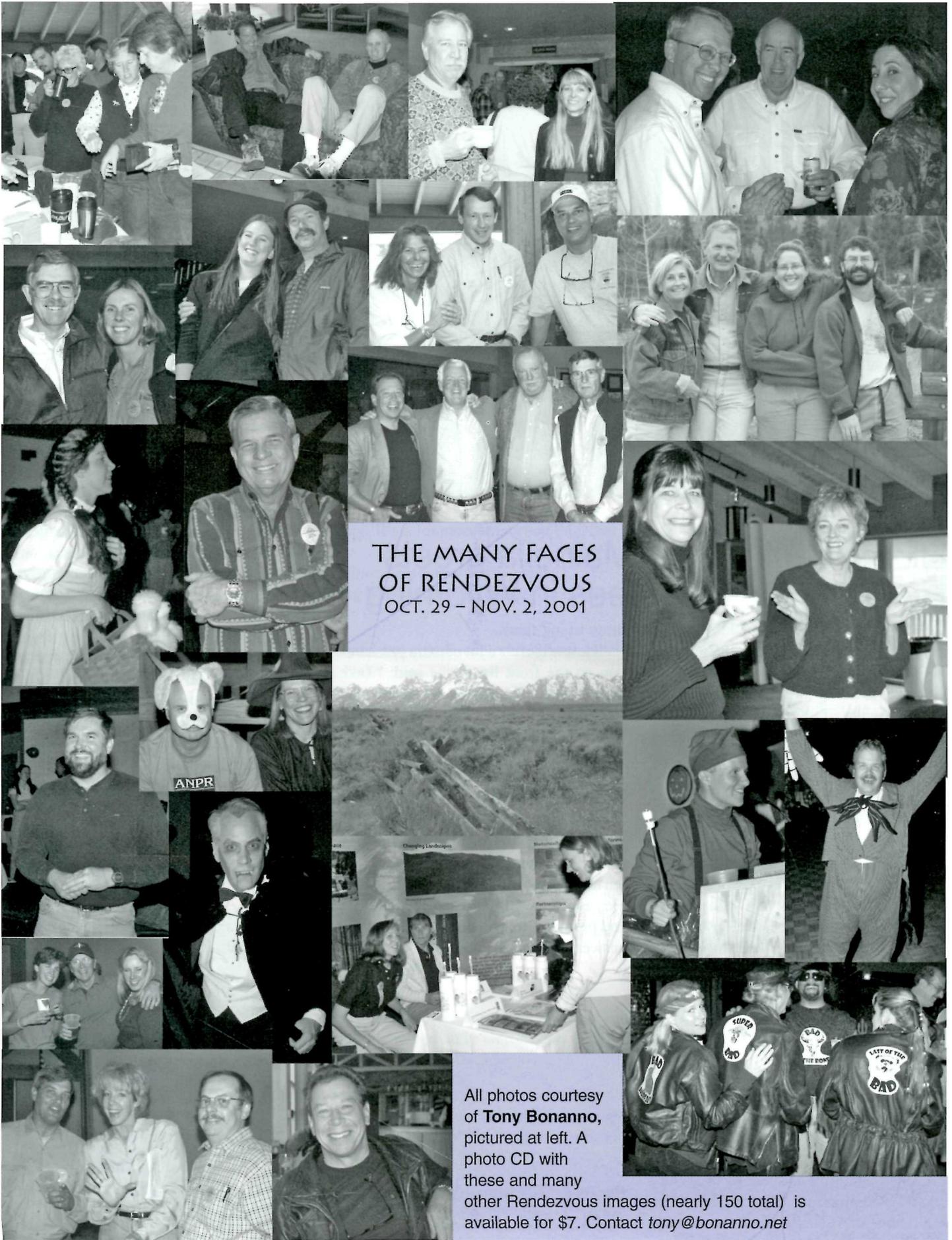
We hope you will enjoy the many photos taken by ANPR members and shared with this publication. They allow a glimpse into the happenings of this gathering.

Plan to join your fellow ANPR members at the next Rendezvous Nov. 18-22, 2002, at Harrah’s in Reno, Nevada. 

— Teresa Ford, Editor

This commemorative silver pin (actual size is 3/4 inch diameter) was specially designed for the 25th anniversary Rendezvous by graphic artist Rick Rizzotto, brother of ANPR member Ed Rizzotto. It is available for purchase on page 27.







ANPR will keep its name

*Membership, as always,
open to all NPS employees*

Lively discussion at caucus meetings gave rise to a consensus that the Association of National Park Rangers is rightly named, and it should refocus its image to embrace all ranger disciplines.

The ANPR Board of Directors, at a business meeting on the last day of the Rendezvous, voted to reject a proposal to change the name and focus of ANPR. Three long-time members — Rick Gale, Rick Smith and Bill Wade — floated the idea in 2000, and members have debated the proposal since then.

During caucuses at the just-completed Rendezvous, members discussed the proposal at length in smaller groups, then reported back to the membership at a general business meeting. Later in the week, the board voted unanimously to turn down the proposal.

Gale, Smith and Wade had suggested ANPR become known as the Association of National Park Employees to encompass a broader membership. However, other members countered that ANPR already embraces all members who support park ranger work.

The term “ranger,” they argue, includes people from all park disciplines, partly because that is the perception of the public toward the National Park Service. The new Ranger at Heart logo (*see cover and page 7*) illustrates that concept.

Board member Rick Jones pointed out that ANPR has spent nearly two years, in cooperation with the law firm Steptoe & Johnson (working pro bono), to get the ANPR logo and name trademarked. This action now protects the ranger image. □



these trying times.

“I know there’s a lot of extra pressure on you on the front line,” she said. “Take a deep breath. We cannot let ourselves be intimidated.”

Mainella’s talk was followed by the presentation of the Harry Yount Lifetime Achievement Award to a founding ANPR member, Butch Farabee (*see page 16*).

In addition, the next morning she met with ANPR board members for breakfast. Mainella reiterated her willingness to listen to park field employees about any issue. Her assistant, Gillian Bowser, took notes and promised to get back to the group with answers to specific questions. □

— Teresa Ford, Editor

NPS Director Fran Mainella greets Rendezvous attendees in Wyoming

Director Fran Mainella continued the tradition of the NPS top leadership addressing ANPR members at the 25th anniversary Ranger Rendezvous with her appearance in Jackson, Wyoming.

She used the occasion to reiterate the country’s support and need of national parks as a place for unity, hope and healing. In light of the nation’s tragedy last Sept. 11, Mainella reminded the audience of the Park Service’s announcement to waive fees during Veteran’s Day weekend (Nov. 10-12) to encourage the public to visit their parks.

“This is the time to realize how important our parks are to us,” she said. “It’s time to heal — it’s time to move forward.”

Mainella noted that visitor numbers have increased dramatically since the Sept. 11 attacks. For instance, Shenandoah has seen a 39 percent rise in visitors.

“People are needing that escape. They need to be somewhere they are proud of and feel good about,” she said.

The diminutive Mainella, who previously led Florida’s state parks system, spoke with both authority and humor in her distinctive booming voice. She let ANPR members know she is supporting them during

Lane Baker of Yellowstone, a first-time attendee at a Ranger Rendezvous, visits with board member Kathy Clossin at a board-hosted newcomers’ breakfast.



Photo courtesy of Tony Bonanno

A reunion of 21 of the original 33 founders of ANPR pose for a group photo at the 25th anniversary Rendezvous in October/November 2001 in Jackson, Wyoming.

‘Original 33’

Founders of ANPR in 1977

Dutch Ackart	* Dick Martin
Alan Atchison	Jerry Mermin
* Tony Bonanno	* Dave Mihalic
* Jim Brady	* Dick Newgren
* Don Chase	Dave Ochsner
Scott Connelly	* Terry Penttila
* Walt Dabney	* Jim Randall
* Bob Dunnagan	* Roger Rudolph
* Butch Farabee	Ted Scott
* Mike Finley	* Tim Setnicka
* Rick Gale	* Dan Sholly
George Giddings	* Chuck Sigler
Rick Hatcher	* Roger Siglin
Fred Hemphill (deceased)	* Rick Smith
Paul Henry	Ron Sutton
Charlie Logan	* J.D. Swed
	* Larry Van Slyke

* present at 25th anniversary Rendezvous

Notable Quotes

Bill Gwaltney: “Interpretation is not brain surgery. It’s a lot more important than that.”

Karen Wade (*in her talk about the future of cultural resources management*):

“National park rangers have built endearing and enduring reputations with the American public.”

“The National Park Service is uniquely positioned as a citizen-centered agency to help voice the nation’s conservation conscience.”

“In the current climate of America that has evolved since Sept. 11, communications about what it means to be American will become increasingly important as Americans begin to reassess values. What better way to rekindle our spirit and sustain our souls than visit a National Park — a place that appeals to this renewed sense of nationalism? What a great opportunity to educate the traveling public, which is probably motivated to look for its roots within the pages of the storybook we provide.”

“What do we want future generations to know about us as Americans? Family memory is retained in things like grandmother’s quilt, a cherished photograph, and the family bible. The nation’s memory is retained in special places, landscapes, buildings, and objects that represent us as a people but also remind us of our responsibility to sustain and conserve and preserve and celebrate ideas and stories that capture the meaning of who we are.”

Rick Smith (*looking back at the first Rendezvous in 1977*):

“Since Butch Farabee had been the most vocal about the need for an organization and since he left the room to go to the bathroom, we immediately elected him our first president.”

“Rick Gale, Dick Newgren and Ron Sutton have attended every Rendezvous, 24 in all, a record no one else can match. Gale has never attended a workshop that he wasn’t facilitating, and Sutton has been a no-show for many days of the Rendezvous he has attended. Newgren has been a star at the hospitality rooms.”

“We’ve pushed and prodded the Service on any number of issues, and I am absolutely certain that Ranger Careers would never have happened without our support. In sum, it’s been a long, strange and satisfying ride.”

Take me to my people

On my way to Ranger Rendezvous on the dark Sunday evening of Oct. 28, I turned my Mazda 626 into a 313. I discovered that the moose of Idaho are big and black and solid as a Grand Teton wall.

My little Mazda found that out the hard way as it screeched between two of them and launched one over the top, by way of the windshield. I’m still amazed that the car wasn’t totaled and the moose walked away.

I’m positive the wrecker driver thought I was in shock when I asked him to “take me to my people” at the Snow King Resort. But he was kind enough not to ask and delivered me, still shaken, into the good cheer and caring of my NPS family and friends.

It feels incredibly good to know there is a great group of people in ANPR. I get a clear sense of “family,” little in-breeds that we are. I want to express my thanks and gratitude to you for the support, and the jokes, that you provided me the night of the moose launching.

I thoroughly enjoyed the Rendezvous and I look forward to seeing you all again at the next one, or on the trail in-between.

With respect,
Cindy Purcell
(and the Moose Launching Mazda)



ANPR President Cindy Ott-Jones addresses the group on opening day, Oct. 29, 2001.

At right, Jean Rodeck, Florissant Fossil Beds, visits with Motorola exhibitors, Margery Puccinelli (center) and Diane Hall.



Photos by Teresa Ford



Anna Spier, left, and her big sister, Lauren, don a patriotic look with their Statue of Liberty crowns and Liberty Bells.



The Snow King Resort in Jackson, Wyo., provides a casual, rustic elegance for the Rendezvous.

Thank you for a successful Rendezvous!

Many people donated their time and energy to stage the successful Rendezvous in Jackson, Wyoming. Thank you to these organizations and people for their efforts:

- V.F. Solutions — reception with exhibitors
- All workshop presenters
- Host superintendents — assistance and field trip
 - Steve Iobst, Grand Teton
 - Frank Walker, Yellowstone
- Paul Stevens — exhibits
- Rick Rizzotto — T-shirt design
- Lisa Eckert and Darlene Koontz — Judges
- Rick Mossman and Lisa Eckert — Fun Run
- Jeff and Marianne Karraker — Dance, Halloween Party coordination
- Eric Epstein — NPS FilmFest
- Dan Greenblatt, Rick Jones and Mary Furney — Super Raffle
- Dennis Young, Mary Wilson and Kris Peters — Post-Rendezvous Yellowstone field trip
- Erin Broadbent, Teresa Ford, Barbara Goodman, Barry Sullivan and Jim VonFeldt — registration and pre-registration
- Diane and Dan Moses — regular raffle and silent auction
- Jeannine McElveen — sales of ANPR promotional items
- Maureen Finnerty, Rick Gale and Rick Smith — program chairs
- Bill Wade — hospitality room, overall Rendezvous coordination

Exhibitors support ANPR

These exhibitors helped support ANPR financially by their participation at the 25th anniversary Rendezvous:

- MotorolaHanover, MD
- Eide IndustriesCerritos, CA
- Thales Communications Inc.Rockville, MD
- V.F. Solutions (formerly R & R Uniforms)Nashville, TN
- Whelen Engineering Co.Chester, CT
- Digital Audio Corp.....Raleigh, NC
- Mountain Press Publishing Co.Missoula, MT
- MIT Manufacturing
(formerly International Market Link).....Grand Junction, CO
- Gear 911/Mercedes Textiles.....Sandy, UT
- NPS Fire Management Program CenterBoise, ID
- NPS Human Resources Franchise OfficeDenver, CO

Please support them for supporting ANPR!

Super Raffle Winners

- 1st Prize (\$7,500 trip) — Eileen Salenik, ticket sold by Rick Gale
- 2nd Prize (Lost Creek Ranch stay) — Mike Greenfield
- 3rd Prize (Navajo rug) — Bob Bole
- 4th Prize (Tom Till photograph) — Jon Sage
- 5th Prize (Bose Wave radio) — Kevin O'Brien
- 6th Prize (\$750 gift certificate) — Joe Bueter
- 7th Prize (\$500 gift certificate) — Mark Gorman
- 8th Prize (\$100 gift certificate) — Jeni Chetwin
- 9th Prize (\$100 gift certificate) — Shirley Gilmer
- 10th Prize (\$100 gift certificate) — Sharon Ringsven

The future of ANPR appears bright

By Ken Mabery
ANPR President Elect

Editor's Note: Ken Mabery addressed *Rendezvous attendees on the last day of the weeklong conference. He assumes the presidency Jan. 1, 2002.*

During the past week we have heard things like (not direct quotes):

“Outside of our family, everyone knows what *rangers* are.”

From Deny Galvin: “Rangers are the iconic position of the NPS; of the mission of the NPS.”

From Karen Wade: “The legacy for the future.”

From Frank Walker: “ANPR really has made the difference for all of us in the NPS.”

“Keepers of the flame”

And from a person in Administration: “I’m an ANPR member to get my fix – this is what it is all about to be in the NPS.”

We heard it over and over that rangers are the symbol, the icon. Whenever we heard it, the term was inclusive of the traditional ranger disciplines: interpretation, fire, resource management, fee collection, concessions, protection, dispatch, curators and more. ANPR can and should capitalize on this image and goodwill. All employees are necessary to preserve, protect and provide for the enjoyment. With the input we received from the members this week, the Board of Directors will steer ANPR towards a more interdisciplinary organization over the next three years.

I’ve always seen ANPR as providing three things (in no particular order):

- 1) Professional enhancement
- 2) Social enrichment
- 3) A voice for its members

So, my goals for the organization grow out of that view:

- 1) Bring ANPR’s members together to achieve common goals.
- 2) Reach out to like-minded organizations.
- 3) Tell ANPR’s stories more effectively.

On Tuesday (Oct. 30) we passed out 3 by 5 cards to get a sense of the membership; to

find out what you think the biggest issues are that can, or should be, addressed by ANPR. We received about a hundred cards back. Just roughly sorting through them, the following appear to be the broad issues to be addressed over the next three years – there may be overlaps in the categories:

Largest number of cards: The lack of a clear intake program and the need for entry-level training programs.

Close second: The need for field staff – the full team of field staff.

Third: a group of issues that I’ve dubbed “Finishing School” — finishing up on a number of issues including the IACP Report, health and fitness standards, Ranger Careers, housing and eaglet taking.

Finally: a group of issues internal to ANPR — membership, recruitment and organization.

Based on these views, we will encourage the members of ANPR to be discipline inclusive. Remember that together we are greater than the sum of our disciplines. To help us communicate this message, ANPR will use this logo and welcome any employee who feels like they are a ranger at heart. (Thanks to Dawn O’Sickey for the



concept and to Judy Chetwin for the artwork.)

In addition, I will encourage the Board of Directors to:

- Re-find ANPR’s niche.
- Establish working groups using the volunteers (more on this in a moment).
- Mentor first-time volunteers into any and all of ANPR’s jobs.
- Weigh all potential actions to see if they are: ANPR mission critical and

within our goals; doable within existing resources; and ANPR will make a positive difference.

In the future, when someone asks you “why should I join ANPR,” your response should include: It is good for the national parks, it is good for you because you can get discounts on outdoor gear and other products related to your profession, it expands your career through mentoring and networking, and it gives you the opportunity to do something different.

Now, I’d like to quickly run through the list of partners and volunteers that your organization will be working with over the next three years. The ANPR Board of Directors held a joint meeting with the Board of Directors of the George Wright Society (GWS) on Saturday (Oct. 27). During this meeting, we decided that our overlapping interests are:

- resource protection
- budget issues
- stands on resource issues
- transfer of research information through public affairs and interpretation.

We also agreed to explore the possibility of joint training ventures. ANPR’s Board also met with representatives of the following organizations, with agreement to explore common interests: **National Recreation and Parks Association (NRPA)** – possible joint training ventures; **Partners in Parks** – resource issues; **National Parks Conservation Association (NPCA)** – resource and park preservation issues; **Employee and Alumni Association (E&AA)** – closer communication links to start and explore common interests.

The **National Association of Interpreters (NAI)**, the **National Park Foundation (NPF)** and the **Yellowstone Park Foundation** were invited but unable to attend; we will continue to reach out to these and other organizations.

In addition, **Harpers Ferry Center’s Curation Division** and **Mather Training Center** approached ANPR about a partnership project. The board approved this project concept during Sunday’s meeting. ANPR volunteers are being sought to work with these partners to make more effective use of the NPS uniform collection (see details on

page 13). Potential volunteers should contact any one of the three contacts listed.

On the 3 by 5 cards, 45 people volunteered to do the work of this Association. Among the 45 were three of our international members from Australia, Austria and Canada. Some people volunteered more than once. I encourage those who volunteered for more than two functions to consider that quality of effort is more important than quantity, especially since we have a good number of volunteers. In addition to the work groups already established and doing good work (see the back of *Ranger*), the following will be established:

ANPR Family Chronicler: Don Ross

Ranger Editorial Adviser: Amy Vanderbilt

Ranger, Professional Issues Interpretation Column: Brian Suderman

Ranger, Professional Issues Resource Management Column: Sue Consolo Murphy

Ranger, Other: Kevin Schneider (guest editor), Maya Seraphin (proofreading), Judy Chetwin (graphics), and Dan Tardona, Liz Roberts, Brian Suderman and Jill Howard (articles).

Promotional Items: Still seeking volunteer

Under Board Member for *Fund Raising* Rick Jones: *fund raising*: Dale Culver and Don Ross, and *marketing*: Wendy Lauritzen, Kirsten Talken-Spaulding, Meg Weesner, Dawn O'Sickey, Sue Consolo Murphy, Eileen Andes and Marianne Karraker. A marketing plan will be coordinated with Board Member for *Strategic Planning* Ed Rizzotto and *Treasurer* Lee Werst.

Under Board Member for *Membership Services* Kathy Clossin: *recruitment*: Bob Conway, Liz Roberts, Jessie Jordan, Dave Anderson, Eileen Andes, Noel Poe and Marianne Karraker.

Under the board member for *Seasonal Perspectives*, being vacated by Melanie Berg: Nominated for the position are Lori Rome, Marianne Karraker and Steve Dodd; in addition, Jessie Jordan and Gary Moses volunteered.

Under the board member for *Special Concerns*, being vacated by Scot McElveen:



Left to right, Bill Supernaugh, Mike Finley and Bob Krumenaker coordinate a panel discussion on the past, present and future of natural resource management.

Bill Halainen (nominated to the board), and volunteers Ginny Rousseau, Scot McElveen, Glenn Smith, Bob Gray, Tina Orcutt, Tony Sisto, Jan Lemons, Gary Pollock and Kevin Thompson.

Under Board Member for *Education and Training* Max Lockwood: volunteers Glenn Smith, Patty Goodwin, Kirsten Talken-Spaulding and Matt Graves.

Under the board member for *Professional Issues*, being vacated by Erin Broadbent: Mark Harvey, Bill Sanders and Kirsten Talken-Spaulding, all nominated for the board position, and volunteer Noel Poe.

Under Board Member for *Internal Communications* Bill Supernaugh: Noel Poe and Maureen Lynch (Canada). In addition, a number of people said that mentoring was important to them. I hope these people will step forward and volunteer for the mentoring program.

Ranger Rendezvous: Rendezvous manager: Dan Moses; program co-chairs: Barbara Goodman and Barry Sullivan; hotel contract: Pat Quinn; local Reno contact/coordination: Bob Reynolds; on-site volunteers: Marianne Karraker, Judy Chetwin, Nancy Ward (agenda assistance), Gary Moses, Jeff Karraker, Jill Howard, Mark Herberger and Scot McElveen.

IRF Proposal: chair: Barbara Goodman;

volunteers: Tony Bonanno, Barbara Mertin (Austria), Gary Moses, Rick Gale, Amy Vanderbilt, Lee Werst, Cliff Chetwin, Jeff Olf, Jeff Karraker, Rick Jones, Cindy Ott-Jones, Jan Lemons, Rick Smith and Elaine Thomas (Australia).

The following people volunteered to work for the Association in whatever capacity they can contribute: Kris Fister, Cathy Buckingham, Maureen Lynch, Gary Ingram, Liam Strain and Kinsy Schilling. Sue Consolo Murphy volunteered to help with mail-out materials.

Thanks for your volunteer time. The future of the Association is bright. 🏡

Ken Mabery is the NPS representative on an interagency management team implementing the Northwest Forest Plan. A longtime member of ANPR, he has served two terms as vice president for professional issues and nearly three years as editorial adviser of *Ranger* magazine.

The story behind one yellow button

I earned a yellow button in Jackson, Wyoming in October. It was for attending my first Ranger Rendezvous. Looking at it now on my bulletin board, it reminds me of all the unanswered questions I have about Rendezvous. Like, why are first-timers' buttons yellow? (Is it ANPR's clever way of telling us rookies to proceed with caution?)

I admit it. As a rookie, I am still sorting out the great mysteries of Rendezvous (like how my \$40 registration fee covers the cost of all that beer). However, I am proud to say that I did learn one simple lesson and it is this: Rendezvous carries a different meaning for everyone.

My yellow button reminds me of what Rendezvous means to me:

Rendezvous is a resource.

Rendezvous promotes the profession and spirit of rangers in a conference-style setting. How great to spend a week with 300 knowledgeable, dedicated rangers. Rendezvous is also the place where all of the hard work of the ANPR board comes to fruition and becomes clearly visible. As ANPR members we benefit from the board's dedication all year long, but somehow Rendezvous seems to bring it all to light.

Attendees receive something special.

Rendezvous offers something different for everyone. For me, it was the chance to see old friends, meet new ones and attend some sessions and workshops. Of course, Rendezvous does more than that. It brings together kindred spirits. Stories. Beer. Friends. What more could you want? Okay – hiking in the Grand Tetons was pretty great too.

Rendezvous presents an opportunity for personal and professional insight.

Rendezvous provides a professional forum for rangers to discuss their concerns, exchange their ideas, and improve their knowledge and skills. In addition, it offers the social setting for friends to get to know each other a little better and have some fun, kind of like a big family reunion only with all your best friends.



Rendezvous facilitates a connection.

Rangers are committed to the care, study and protection of the resource, and they are the heart and soul of ANPR. Rendezvous provides the chance to connect with likeminded people.

As I look at the yellow button on my bulletin board, I am reminded of the great time I had at the Ranger Rendezvous in Jackson, Wyo. I've

volunteered to become a more active mem-

ber and I look forward to giving something back to ANPR in the year ahead.

And, I must admit, I am looking forward to earning my blue button at Rendezvous next year in Reno. Perhaps then I'll be one step closer to solving the great mysteries of Rendezvous (like that whole button thing – or more importantly, how they do that thing with the beer). 🍺

Maureen Lynch is a contract parks planner with Alberta Parks and Protected Areas in Red Deer, Alberta, Canada. She attended her first Ranger Rendezvous in Jackson, Wyoming, in 2001 with her dog, Abby.

A non-member's view

By Abby Lynch

(as told to Maureen Lynch)

I recently attended my first Ranger Rendezvous with a friend from Canada. It was great. I loved meeting all those friendly rangers — and where better to spend a week than in Jackson, Wyoming? But I did find out some things the hard way. I'd like to share the lessons I learned, in the hopes that it helps someone enjoy a first experience at Rendezvous next year.

Top 10 rookie lessons learned at Rendezvous:

1. It doesn't matter if you don't know anyone.

I immediately felt welcome, and by the end of the week, I had lots of new friends.

2. Non-members are welcome.

Lots of attendees bring their spouses, kids and friends. It's great.

3. Rendezvous is a well-oiled machine.

The first people we met at Rendezvous were the friendly faces at registration who greeted us and sent us directly to the Hospitality Room. (*Important note:* The Hospitality Room is always open, which can be both a blessing and a curse for rookies. However, I'm told it's helpful to think of the Organic Act: enjoyment means informed delight, not reckless merriment.)

4. Enjoy the view at Rendezvous.

Jackson is a gem of a town and it would have been a crime not to get out and see it. I took at least one walk a day. At Rendezvous, as in life, it's always good to let the fresh air

rejuvenate you.

5. Be aware that Rendezvous is not all fun and games.

Be forewarned — if you are going to sneak out, there may be consequences. As a "Rookie," I hadn't heard about the fine system until I got nailed.

6. Drink lots of water.

This is always a good rule to live by, but an especially important one at Rendezvous. (I think it has direct correlation with how many visits you make to the Hospitality Room.)

7. Have fun.

Rendezvous offers the chance to spend time with great people at a great place. What a combination. Enjoy the holiday.

8. Pace yourself.

A week of socializing isn't as easy as it sounds. I was beat by Friday — and I slept all the way home.

9. Beware of 'Rendezvous Withdrawal.'

I started suffering from Rendezvous Withdrawal (a.k.a. Post Rendezvous Stress Disorder) when I got home. Socialization for a week — and then back to my old routine — was a cold-turkey experience.

10. Dogs enjoy Rendezvous too.

Luckily for me, rangers love dogs and I was welcomed at Rendezvous. In fact, I'm hopeful that ANPR will make an honorary category for non-members like me. I'd love to earn my own yellow button next year. ☐

Abby Lynch is a black lab living in Red Deer, Alberta, Canada.

Workshops

Rendezvous workshops have become an informational and inspiring tradition at the annual gathering of ANPR members. Here are a few summaries of several workshops and special interest group presentations. Others are listed in the box below.

What Everyone Should Have Learned from Cerro Grande

By Mark Harvey

Yosemite

This workshop was presented by Rick Gale, NPS deputy chief ranger and director of Wildland Fire; Bill Wade, retired and former superintendent of Shenandoah; and Ery Gasser, NPS BAER program coordinator. The presenters discussed several lessons learned from the 2000 Cerro Grande fire of value to wildland fire and other NPS managers.

Wade began the presentation with a discussion of the role of “rule-based organizations” as a contributing factor in the cause of the Cerro Grande fire. A decision making system is comprised of components (or “domains”) including the hazard domain, implementation strategy domain and consequences domain. In this incident the hazard domain was prescribed wildland fire and the consequences domain included a desired outcome (beneficial controlled wildland fire) vs. an undesired outcome (uncontrolled catastrophic wildland fire). Achieving a desired outcome depends on a successful implementation strategy. An implementation strategy includes such factors as skill, experience, organizational environment, and contingency planning among others. These factors serve as “filters” in the decision-making process. Even if there are defects in one factor of the strategy, the other factors compensate to ensure that a desired outcome is achieved. For example, contingency planning might compensate for limited skill or experience. Occasionally however, defects in enough factors line up in such a manner that an undesired outcome cannot be avoided. Such was the case with the Cerro Grande fire.

The presence of rules in an organization plays an important role in the decision-making process of an implementation strategy. Risk in decision making is high when there are few or no rules. Risk decreases as rules increase, but only to a point. At some point risk will begin to increase as rules continue to increase. The reason for that reversal is the loss of personal judgment as that factor is replaced by rules in the decision making process. In the Cerro Grande

fire, for example, six of the seven key operational decisions were based on rules, while only one decision was based on personal judgment. The lesson learned in the Cerro Grande fire is that rule-based organizations must maintain a balance between the roles of rules and personal judgment in decision making.

Gale discussed several important factors of decision making. Risk is usually evaluated based on the probability of success. However, risk should be evaluated based on the consequence of failure. In the Cerro Grande fire, for example, the consequence of failure under the existing conditions far outweighed any probability of success.

Four categories of risk evaluation can be defined based on probability of success versus consequence of failure. They are: (1) low probability/low consequence, (2) high probability/low consequence, (3) low probability/high consequence, and (4) high probability/high consequence. Decision makers usually perform well when evaluating the third category of risk. Failure more often occurs when the probability of failure is low but the consequences are high. Such was the case with the Cerro Grande fire.

Situational awareness, as a context for decision making, is a multi-step process. External influences must be identified and their effects understood, the consequences of those effects must be projected, and the decision maker must act to deal with those projected consequences. Decision making under stress may revert to a “naturalistic” process. In other words you “listen to your gut.” The effectiveness of this type of decision making can be improved by increasing the breadth of experience of the decision maker both through real-life incidents and through simulator training.

Gale offered a formula for good decision making expressed by the acronym STICC: **S**ituation – perform a size-up; **T**ask – decide what needs to be done; **I**ntent – determine what goal the action is intended to accomplish; **C**oncern – identify potential problems with the action; **C**alibrate – solicit feedback on the decision.

Most incident commanders are adept at performing the first four steps of this process. Often, however, they fail to accomplish the calibration step and do not obtain feedback on their decision, leading to poor decision making with unintended consequences.

Gasser discussed the role of Burned Area Emergency Rehabilitation (BAER) teams at the Cerro Grande fire. There are two standing interagency, interdisciplinary teams in DOI. Their purpose is to provide emergency stabilization and rehabilitation of the effects of catastrophic wildland fires. BAER teams function under established interagency policy and a handbook has been developed to guide work activities. The concept of BAER teams can be used in all-risk incidents as Resource Assessment (RAT) teams.

Due to dual jurisdiction at the Cerro Grande fire, a unified command of DOI and USFS BAER teams was used. A BAER MAC Group was also used on this incident to establish priorities. The benefit of standing BAER teams was demonstrated at the Cerro Grande fire, as were the benefits of consistent policy and an established handbook to guide work activities. The integration of BAER teams with the Incident Management Team (IMT) is important and can best be achieved through cooperation, communication and coordination. BAER teams can also provide assistance to the IMT for suppression rehabilitation. □

Other Workshops/Special Interest Group Presentations

- How Do We Protect the Protectors? – members of ANPR International Committee and International Ranger Federation
- Protecting a Park that is 2,100 Miles Long and 300 Yards Wide – Pam Underhill, Appalachian Trail Office
- Adding Reality to the Rhetoric: Models for Assessing the Fiscal and Resource Needs of National Parks – Mark Peterson and Phil Vorhees, NPCA
- The Resource Stewardship and Protection Curriculum – Jeri Hall, Yosemite
- The Incident Management Committee – Dave Lattimore, Yosemite
- Talking to Ourselves: Internal Communications in the NPS – Bill Halainen, Delaware Water Gap
- Structural Fire: The “Black Hole” — Mike Warren, Fire Management Program Center
- Law Enforcement, The Necessary Evil? — Tom Cherry, NPS/FLETC

Soundscapes

The NPS has given very little attention to natural sounds in parks until a few years ago. Howie Thompson of the new NPS Soundscape Program Center led a special interest session at the Rendezvous on Soundscapes, subtitled “The Sound of Nature – The Nature of Sound.”

Natural sounds are a park natural resource. In the past, we’ve perhaps labeled this as “natural quiet,” but the wind blowing through trees, the bugling of elk, and the roar of a waterfall show that nature left to itself isn’t necessarily quiet. These natural sounds are integral to the park experience for visitors, and current research shows that they are also indicators of ecosystem health. They may also be important to the preservation and understanding of a cultural landscape. While many parks look similar to the way they did 200 or more years ago, few sounds as they did even 20 years ago. Human-dominated soundscapes are becoming the norm.

Grand Canyon, as a prime example, had over 90,000 air tours in 2000. Public

Law 106-81, the National Parks Air Tour Management Act of 2000, requires the NPS and Federal Aviation Administration to jointly develop air tour management plans for parks with commercial air tours, and NPS must concur with the plan for it to be approved. The air tour plans must address the impact of air tours on park soundscapes, and that effort, as well as dealing with the impact of military overflights on parks, is the primary focus of the new Soundscape Program Center. Even those parks without air tours are now required to address the preservation of natural soundscapes in General Management Plans and other park planning efforts, per Director’s Order 27 (Soundscape preservation and Noise Management).

Marv Jensen is the head of the Soundscape Program Center, located in Fort Collins, Colo. For more information, he can be reached at (970) 225-3563. □

— Bob Krumenaker
Valley Forge

Resource Protection

Jeri Hall, branch chief for resource protection at Yosemite, led a breakout session on the “The Ranger’s Role and Successes in Resources Protection.” Approximately 25 participants listened and shared examples of successes in resource protection around the National Park System.

Hall’s major points included:

- NPS achievement of resource stewardship requires an interdisciplinary, team approach to accomplish the functions each discipline is trained to perform.
- Commissioned park rangers use knowledge of natural and cultural systems and their threats; resource focused opportunities, tools, and laws; and visitor education and management techniques to aid in resource protection.
- Proactive resource protection is obviously more effective than the reactive resource protection. Integrating resource management and science, education, and law enforcement produces proactive resource protection.

The protection ranger’s role in proactive resource protection begins with:

- knowledge of park resources in general

- knowledge of park visitors their expectations for types of uses, enjoyment and recreation
- knowledge of the general specific threats to park resources
- knowledge of specific resources at risk and how they are exploited/degraded

This resource knowledge is also the basis for the full performance GS-9 protection ranger’s grade. The trick is to investigate, apprehend, or detain persons suspected of violating the criminal laws of the United States and gain resource knowledge simultaneously. Proactively identifying resources at risk and monitoring populations or sites of resources at risk on a routine basis provides the greatest opportunity to combine the acquisition of resource knowledge and the prevention of criminal activity and/or the apprehension of criminals.

The session closed with rangers from Rocky Mountain, John Day Fossil Beds, Appalachian National Scenic Trail, Saguardo, Shenandoah and Yosemite presenting successful resource protection techniques and strategies in their parks. □

— Scot McElveen
John Day Fossil Beds

The Process of Interpretation: Module 101

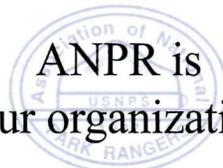
Throughout the 25th anniversary Rendezvous, the organization explored the past, present and looked into the future of the primary functional areas of the ranger profession. The current direction of one of those functional areas, interpretation, was the subject of a workshop presented by Matt Graves, chief of interpretation and cultural resource management for Harpers Ferry.

The workshop was an introduction to the principles of Module 101 of the Interpretive Development Program (IDP). These principles have become the cornerstone of successful interpretation in today’s NPS. Perhaps the most important point covered was how to reveal meanings for an audience by creating linkages through tangible and intangible resources.

The workshop helped to explain the role interpreters play in facilitating a visitor’s relationship with the resource, thereby creating an opportunity for stewardship.

The workshop also served as a refresher for those already familiar with the basic concepts of the IDP. It was also a good starting point for new interpreters as well as those from other fields who sought to become familiar with the principles of interpretation. □

— Lee Werst, Carlsbad

**ANPR is
your organization.**

- In order to fulfill our role as a world leader in the conservation of our natural and cultural heritage, we need adequate funding.
- ANPR is looking for a few dedicated individuals willing and able to help expand our funding base through grants and other means.
- Here’s your opportunity to step up to the plate!

**Please contact Rick Jones,
(520) 608-0820 or
rcoj@page.az.net**



The ANPR Board of Directors gave special recognition to Frank and Kathy Betts for their outstanding volunteer commitment to presenting retirement workshops over the years. The 2001 Rendezvous workshop was their 150th presentation since they started traveling to park sites nationwide to talk about retirement and investment issues.

Teresa Ford

Retirement

About 30 ANPR members and spouses, some retired from the NPS, attended an afternoon Rendezvous retirement workshop presented by Frank and Kathy Betts.

In 1977 when ANPR was founded, all employees were in the Civil Service Retirement System (CSRS) with no IRAs or TSP (401[k]) plans. Then in 1981 the IRAs and 401(K) plans were established by Congress. In 1986 the Thrift Savings Plan (TSP) was offered to all government employees with one, and then later three, funds which employees could contribute to. It was then, 1986, that new employees were entered into the new Federal Retirement System (FERS). Today, the TSP plan offers 5 funds to further diversify employee investments.

In a review of the five Index funds, if \$100 had been invested in 1986, when the TSP was offered, these funds today would be worth: \$537 in the "G" Fund; \$736 in the "F" Fund; \$1,012 in the "I" Fund; \$1,100 in the "S" Fund; and \$1,828 in the "C" Fund. The conclusion: the "C" Fund is the place to put 100 percent of TSP contributions.

The recommendation still stands today. Never move (sell) any of your C Fund to invest into the two new funds. If you want to further diversify within the TSP wait until the November open season and change the percentage of your contribution to start investing in the new funds. Not more than 10 percent to 15 percent in each, however. Also, don't forget to increase your percentage contributions in FERS to 11 percent

and CSRS to 6 percent at the same time.

A problem with the TSP system is that no one knows how many shares they own in the C Fund. An investment in the C Fund buys more of these (invisible) shares in the S&P 500 for the same contribution than a year ago. It appears now that a bottom *may* have been reached, so C Fund investors are *dollar-cost-average* investing in a down but rising market. As the old axiom states, buy low – sell high. Also, historically, the S&P 500 has gained after a crisis. According to an *Instinet.com* study, after 16 crises since 1914, the S&P 500 averaged for 3 and 12 months, a gain of 7.18 percent and 12.03 percent respectively.

IRAs and other retirement investments, i.e. the SIMPLE and SEP IRAs self-employed pension plans were discussed. These plans are for folks in businesses of their own where portions of their net income can be invested in these types of IRAs.

Beginning in 2002 the maximum IRA contribution will go from \$2,000 to \$3,000. And for folks over age 50, an extra \$500 can be added as a "catch-up" provision. Non-working spouses are also eligible for these increases.

Of course, wills and living revocable trusts were also discussed. A few attendees had recently obtained trusts. The reason for not getting trusts? Procrastination!! Which attorneys write living trusts in your area? Find out by going to the website www.martindale.com

— Frank Betts, Retired

ANPR Board of Directors Meetings at Rendezvous

Motions rising from the floor and passed by the ANPR board during the morning business meeting Nov. 2, 2001, are:

► **"I move that the Association of National Park Rangers send a letter to Director Mainella and others, as appropriate, supporting the recommendations made in the International Association of Chiefs of Police Report and offering the assistance of ANPR as appropriate to expedite the implementation of those recommendations."**

Author of motion – Barry Sullivan
He will work with a group of volunteers of his choosing to formulate a draft letter as described in this motion, and forward that draft letter to the board member for Special Concerns and/or the president for the board's consideration and action once finalized.

► **"Given the recent assaults on rangers in the Galapagos and the deaths of several rangers in countries such as South Africa, Zaire, and the United States over the last few years, I move that the Association of National Park Rangers take two actions:**

First, that ANPR send a representative to meet with Director Mainella and encourage her to suggest to the IUCN that they include in the World Parks Congress (Durban, South Africa in 2003) agenda meetings on protecting the protectors. Governments must support their field personnel who are putting their lives on the line to protect their country's natural and cultural resources for their own heritage and the heritage of all people.

Second, that ANPR send a letter to the IRF asking the IRF to also write the IUCN (IRF and IUCN have a Memorandum of Understanding) requesting the same agenda item. The ANPR International Committee would be happy to draft the letter with specific details for the board."

Author of motion – Jeff Ohlfs

Rick Gale volunteered to take annual leave while in Washington and visit with the Director to accomplish the first action in the motion. Jeff Ohlfs agreed to send a draft

letter described as the second action in the motion to the board member for Special Concerns and/or the president for the board's consideration and action once finalized.

After discussion on the floor by the general membership both motions were unanimously passed by the board.

— Scot McElveen
Board Member for Special Concerns

Other board meeting/business session highlights

► In spite of extreme fluctuations in the stock market, ANPR remains fiscally sound. (See budget summary on page 15.) Kudos to Rick Jones and the Finance Committee for moving to safe investments at just the right time!

► Vacant board positions for the upcoming elections include Seasonal Perspectives, Professional Issues, Special Concerns and Secretary. Look for ballots near the end of the year. (See summary of nominees on page 15.)

► Rick Smith asked the Association to consider submitting a bid to the International Ranger Federation to host the 2006 World Congress. Based upon input from the attendees, board members voted to move forward with the bid. A committee was formed and will stay in contact with the board.

► A request for proposals from applicants for the new ANPR executive director position is out on the street. Board members will review the applicants and have a person selected in time for the April 2002 board meeting.

► Ken Mabery and Bob Krumenaker briefly described their experience as the first current NPS employees to volunteer at the Ranger Museum.

► The Rendezvous in 2002 is planned for Nov. 18-22 in Reno, Nevada. Pat Quinn was given direction by the board to strongly pursue Plymouth, Mass., as the location for 2003.

► Barry Sullivan proposed that the board choose a few key issues and pursue them. One such issue is the support of the IACP report and recommendations. After input from the attendees, the board agreed to work on this issue.

— Dawn O'Sickey, Grand Canyon

At right, outgoing ANPR president Cindy Ott-Jones and her husband, Rick Jones, an ANPR board member, at an evening reception sponsored by V.F. Solutions. Below, Eric Epstein of Harpers Ferry Center, host of the NPS FilmFest at Rendezvous.



Teresa Ford

A Partnership

Association of National Park Rangers
NPS-HFC Office of Reference Services
NPS Training Program, Mather Training Center

Approved by ANPR's Board of Directors Oct. 28, 2001

Vision

Promote and enhance employee contributions to the NPS Mission through innovative uses of historic uniforms, photographs and stories.

Goals

- Increase *esprit de corps*.
- Develop innovative display methods showing the history of the NPS as seen through employees in uniform.
- Develop public and in-house education materials.
- Gather anecdotal stories dealing with field employees working in uniform.
- Fill in gaps in the NPS Uniform Collection curated at HFC.

Possible Projects

- Develop electronic and interactive training and recruitment tools (virtual reality, CD-ROM, Video/DVD, traveling trunks, programmed lesson plans, other).
- Develop a computerized uniform education program.
- Develop a reference website for the uniform collection (with links to Workman's books on the history of the uniform, uniform supplier, HFC photo archive website, others).
- Canvas employees and retirees for uniform items to fill gaps in the collection.
- Collect stories about employees working in uniform, especially stories about how the uniform effected/influenced their work.
- Collect historic photographs for the HFC archives.
- Develop articles for *Ranger* magazine, CRM Bulletin, other in-house publications and possibly commercial publications such as NPCA.
- Develop a video/DVD with old movie clips showing the NPS Uniform.
- Develop interactive "Did you know?" story telling CD.
- Develop traveling exhibit(s) for NPS conferences and venues.

Volunteers are also being sought for a focus group/brainstorming group to help direct this partnership.

Contact: ANPR: Ken Mabery, maberyken@aol.com
HFC: Sylvia Frye, Sylvia_Frye@nps.gov
Mather: Peggy Sandretsky, Peggy_Sandretsky@nps.gov

ANPR Photo Contest Winners



The 2001 photo contest attracted 23 entries from six photographers. Winners received gift certificates, ribbons and ANPR's commemorative 25th anniversary pin.

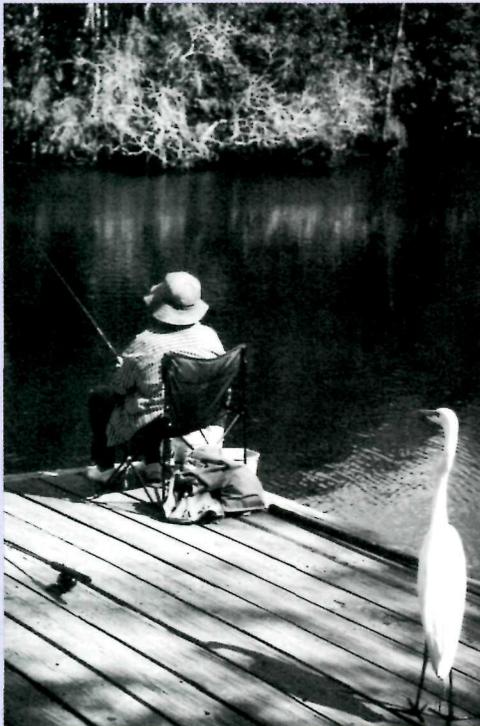
Congratulations to the winners — and keep your eyes open for more landscapes and ranger-related images for the 2002 ANPR photo contest. It will be held during the Ranger Rendezvous in November in Reno, Nevada!

1ST
PLACE

Dennis Young, Yellowstone
Early fall morning along
Madison River, Yellowstone

Andrea Sharon, Santa Fe
Katmai evening, Brook's Camp

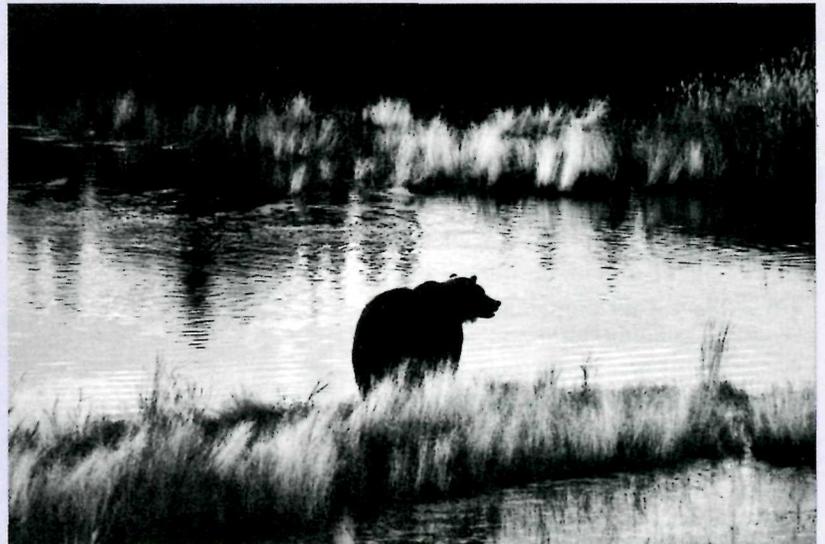
2ND
PLACE



Barbara Mertin, Austria
Fishing at Everglades

HONORABLE MENTION

Bruce McKeeman, Roosevelt-Vanderbilt
Half Dome at sunset, Yosemite



Treasurer's Report

A total of \$121,800 was budgeted for the Association's fiscal year, which runs from April 1, 2001, through March 31, 2002. This figure was arrived at by projecting revenue from a variety of sources. (See accompanying budget summary for details.)

By the end of the 2nd quarter of the fiscal year, (Sept. 30), the Association had spent \$49,655. When taking into account that \$29,680 of the budget is earmarked for Rendezvous operations the Association is right on target with budget expenditures for the fiscal year.

The excellent turnout for the Rendezvous in Jackson Hole may well result in higher-than-anticipated revenue, which would make the budget picture even better than expected.

— Lee Werst
Carlsbad

Nominations to ANPR Board of Directors

The people listed below have been nominated for upcoming vacancies on the ANPR Board of Directors. Voting members of ANPR should expect to see ballots by late December. Please return them promptly to the designated address.

Board Member for Professional Issues

Mark Harvey
Bill Sanders
Kirsten Talken-Spaulding

Board Member for Seasonal Perspectives

Steve Dodd
Marianne Karraker
Lori Rome

Board Member for Special Concerns

Bill Halainen

Secretary

Melanie Berg
Liz Roberts

No man should go through life without once experiencing healthy, even bored solitude in the wilderness, finding himself depending solely on himself and thereby learning his true and hidden strength.

— Jack Kerouac (1922-1969)

Association of National Park Rangers

04/01/01 - 03/31/02 • Budget Summary

Revenues

Memberships(non-life)	\$22,800
Training - Managerial Grid	24,000
Ranger Magazine Subscriptions	600
Road Map Sales	1,200
Merchandise Sales	6,000
Lost But Found Video Sales	3,000
Interest	3,000
Dividends	18,000
Miscellaneous Revenues & Donations	600
Unrealized Gain on Investments	6,000
Ranger Rendezvous:	
Conference Registration.....	12,000
Exhibitor Fees.....	10,200
Super Raffle	12,000
Regular Raffle.....	2,400
Total Revenues	\$121,800

Expenditures

Merchandise Cost.....	\$7,200
Postage & Shipping	4,200
Mailing Service	1,800
Printing and Copying	9,000
Editor Services	9,000
Other Services	600
Internet & Email	720
Web Page	300
Contract Business Manager	24,000
Supplies	600
Computer Software	600
Telephone.....	600
Professional Fees	1,200
Travel	600
Licenses & Fees	300
Board Meeting Expense	7,200
Grid Materials	6,000
Trainer Fees	2,400
Meeting Rooms.....	4,800
Miscellaneous	5,000
Contingency	6,000
Ranger Rendezvous:	
Audio Visual	5,000
Program Presenter	4,000
Newcomer Breakfast	500
Reception	2,000
Exhibit Hall Setup	2,000
Super Raffle	9,000
Hospitality	4,000
Contingency	3,180
Total Expenditures	\$121,800

Under (Over) Allocated Funds for 2001-2002



WIDE VIEW: The 2001 Rendezvous attendees gathered for this panoramic group photo by Jeff Weisenburger. A preliminary version of the photo can be seen at www.widevisionpans.com. Copies can be ordered by e-mailing Weisenburger at jeff@widevisionpans.com (price undetermined, but about \$15; he will bill later).

Distinguished awards —

Special Recognition from ANPR Board to Scot McElveen

Scot McElveen, below, received special recognition and thanks from the ANPR board for his outstanding research and writing of ANPR's opposition to the proposed taking of eaglets at Wupatki. McElveen, the outgoing board member for Special

Concerns, authored the report in spring of 2001. Read the full text on ANPR's website: www.anpr.org. McElveen, a longtime ANPR member, is chief ranger at John Day Fossil Beds in Oregon. 

"Never doubt that a small group of thoughtful citizens can change the world; indeed, it is the only thing that ever has."

-Margaret Mead



Harry Yount Lifetime Achievement Award to Butch Farabee

Butch Farabee, pictured on the far right, was honored with the Harry Yount Lifetime Achievement Award. NPS Director Fran Mainella presented the prestigious award during the 2001 Ranger Rendezvous. Also pictured are left to right, Rick Gale and Jim Brady, previous winners of the Harry Yount Lifetime Achievement.

Farabee began working for NPS in 1961 as a laborer on the trail crews of Sequoia-Kings Canyon National Parks. After attending "Introduction to Ranger Skills" in 1965 he was assigned to Glen Canyon and Rainbow Bridge as his first permanent assignment.

He resigned from the NPS in 1966 and spent three years on the Tucson Police Department, returning to NPS at Lake Mead in 1969, then on to Death Valley, Yosemite



and Grand Canyon. He went to WASO in 1986 as the Service's first Emergency Service's Coordinator, then to Padre Island as a superintendent in 1991, and Glacier as assistant superintendent in 1996.

He retired in December 1999 with 34 years of service to write books about park rangers. 



Jeff Weisenburger

Stephen Tyng Mather Award to Stephen P. Martin

Each year since 1984, the National Parks Conservation Association has presented the Mather Award to a federal employee who has exhibited exemplary and distinguished performance in the protection of park resources. The only exception to that rule was in 1986 when the award went to ANPR.

Stephen P. Martin, superintendent of Denali, is the 2001 winner. He couldn't attend the Rendezvous to receive the award because he was completing a public administration course at the Kennedy School of Government — one of his final requirements for completion of the Senior Executive Service training program.

NPCA's Laura Loomis said Martin won the Mather Award for his "consistent—and persistent—actions over the past few years."

He arrived at Denali in 1995 in the midst of internal and external turmoil over the visitor transportation system and management of the park road.

In the years since, Denali has been hit with a continual barrage of anti-park proposals—many from the highest ranks of the Congress. These have ranged from political efforts to force construction of a second major road (or railroad) through the northern portion of the park to Wonder Lake; to attempts by private developers and promoters (and their political allies) to force a "mis" interpretation of ANILCA that would allow the construction of "access" roads and commercial developments on former mining claims.

And of course, there has been the campaign by the Alaska Snowmobile Association to open the congressionally designated core of the original 1917 park to recreational snowmobile use. Each of these proposals has been accompanied by intense political pressure. In each, the outcomes have been uncertain, and the stakes extremely high—and not just for Denali.

These are challenges that go to the heart

of the fundamental meaning and intent of key provisions in ANILCA — provisions that affect and guide management of all National Park System units in Alaska, and provisions, in several cases, that the Department never has clearly defined in regulation.

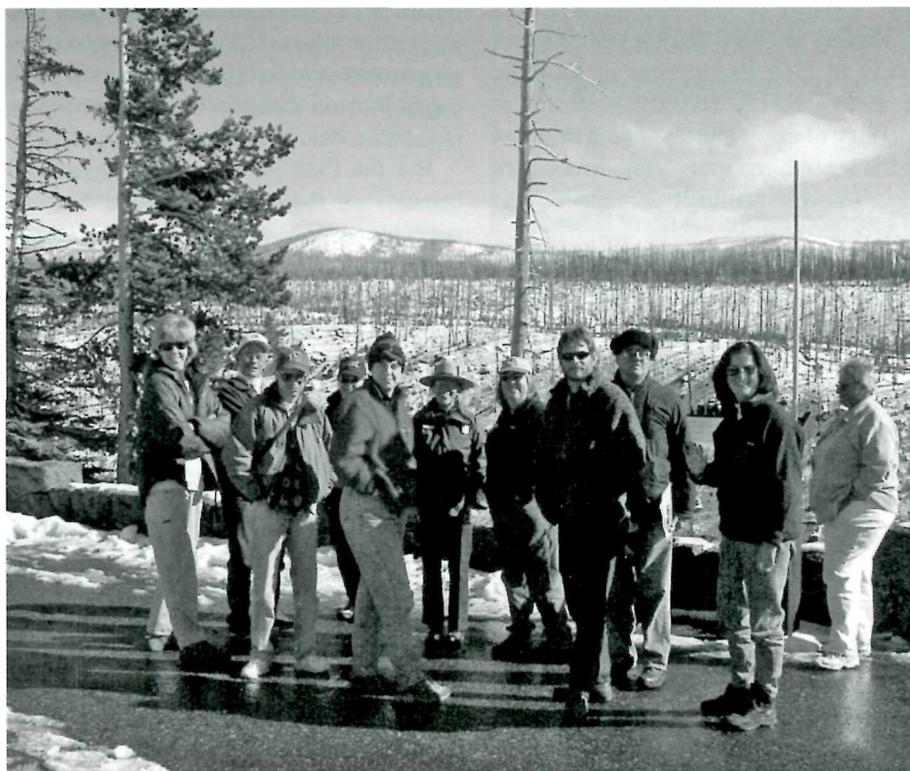
Martin, with grace, agility and sheer hard work, has continued to effectively respond and deflect these potentially destructive proposals. In most cases he has managed to turn these challenges into opportunities for positive progress. 



Teresa Ford

PRICELESS QUILT: Judy Chetwin designed and stitched this nostalgic quilt, which was offered as a silent auction item at the Rendezvous. The colorful quilt, made from the T-shirt logos of all past Rendezvous', fetched a sizable price as a fund raiser for ANPR. Thanks to Judy for her effort and creativity.

WYOMING SPLENDOR: A group of ANPR members enjoy a post-Rendezvous trip to Yellowstone. Here they pose for a group shot on a sunny, cool day in early November 2001.



Rick Jones

What makes a good ranger?

By Liz Roberts
Grand Canyon

When the Tuweep Ranger Station at Grand Canyon hosted the first-ever John Riffey Memorial Tall Tale Rendezvous, people came from all over to pay tribute to the man and the land.

Riffey worked as a ranger at the Tuweep station for 38 years, from 1942 until his death from a heart attack in 1980. He is buried just down the road from the ranger station, on a slope that looks out over the Toroweap Valley.

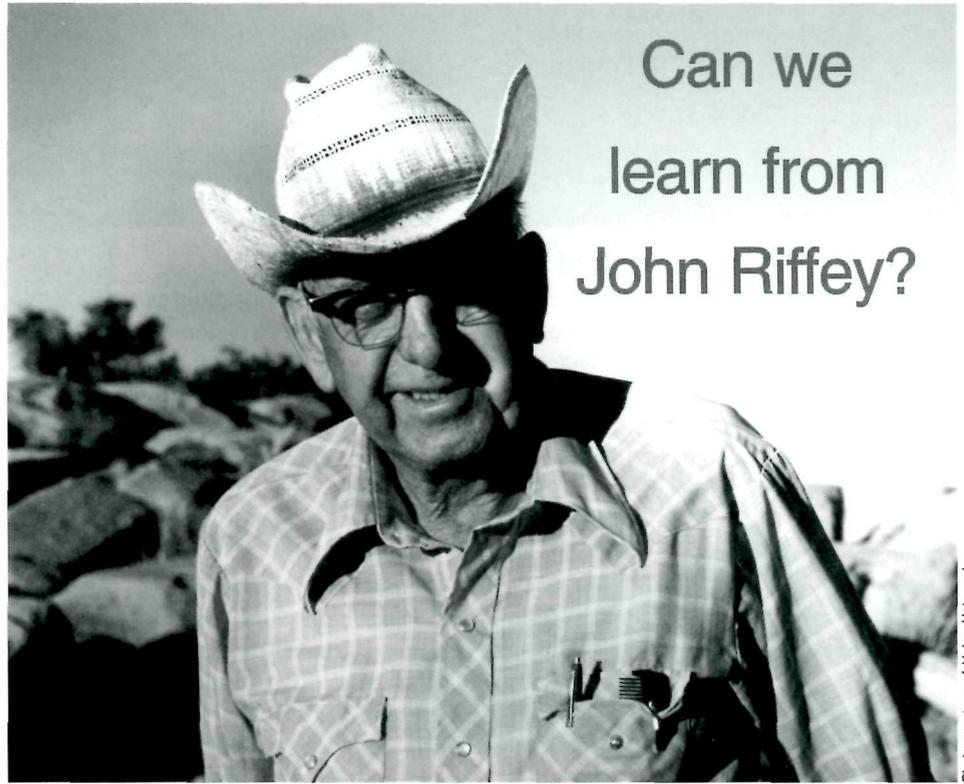
Riffey's headstone is a testament to the kind of ranger he was:

"The man who could spend a lifetime on the rim, and never waste a minute — good samaritan, gentle friend, teller of tall tales."

The rendezvous on April 21, 2001, was held for two purposes. The first was to gather together people who knew Riffey and wanted to share stories and laughter relating to their experiences at Tuweep. The second was to record the stories as something of an oral history about this man and his legend, the early years of western Grand Canyon National Monument and the Arizona Strip.

These efforts were highly successful, even though it snowed the day of the festivities. Our outdoor potluck had Riffey laughing in his grave and the rest of us bundled up against the cold. Over 50 people attended; they shared wonderful memories of Tuweep and showed deep emotions that were respected and understood by all. They were also generous to park staff in their thanks for hosting the rendezvous.

Not only were some three hours of storytelling videotaped, but people brought newspaper articles, photographs and movie footage from as far back as 1951. A long-sought-after, 16-millimeter thesis project about Riffey's life and career was located.



Separated parts were brought together, such as an audio narration that was matched with another's slide show. Memories shared went back to 1949, and several brought poems and essays written years ago. Put together in one document, the video transcripts and stories already stretch to 85 pages. More documentation has been promised and continues to arrive.

But the Park Service received another benefit from the gathering — one that was not planned for and for which maybe we can gain the most benefit of all. We received open and candid remarks about what makes a really good park ranger, and, by contrast, what does not.

The people who gathered to tell their stories were not Park Service employees. They were neighbors, relatives and mostly long-time park visitors who have returned year after year to the same little piece of a national park, the stewardship of which had been planted in them by one very friendly and generous park ranger.

A recurring theme in many of the stories was John Riffey's eagerness to share his love of Tuweep, and his willingness to help park visitors and neighbors. Riffey had a passion for his job that showed in everything he did. He welcomed all visitors as if they were long-lost friends.

At the time, the ranger office was part of the residence, so most visitors were invited into his home for cookies and coffee. If mealtime was near, the invitation would include breakfast or supper. Many visitors turned into regular houseguests, returning again and again. Riffey went out of his way to help everyone. He had a knack for showing up just in time to rescue people from

whatever trouble they had gotten themselves into. He would often go in search of travelers who might be stuck in the mud, perform automobile repairs, provide transportation to visiting pilots, or shuttle hikers or boaters between trailheads. He kept in contact with ranchers who lived outside the park via short-wave radio, and rushed to

We received open and candid remarks about what makes a really good park ranger, and, by contrast, what does not.

tion to visiting pilots, or shuttle hikers or boaters between trailheads. He kept in contact with ranchers who lived outside the park via short-wave radio, and rushed to

Not one storyteller said anything about John *ever* doing paperwork!

their aid whenever the need arose. Riffey also provided logistical support for visiting scientific study groups, offering food, lodging, showers and improved access to work sites.

Riffey was well known for his Supercub airplane, Pogo. This was obviously prior to the current OAS regulations, for he generously used it, without compensation, to patrol for fires, check on hikers and boaters, and locate stray cattle outside the park. In addition, he loved to give rides to anyone who was willing to go fly over (or into) the canyon with him. The park would even call on Riffey to drop emergency messages to boaters on the river, and eventually found a way to at least pay for Pogo's fuel when he was working.

The Tuweep duty station was and still is very remote. During most of Riffey's tenure, it was without mail, phone or television service. A diesel generator was his only source of power, and water came from the average 12 inches of annual rain that fell on a catchment system.

A trip to town for supplies meant driving 55 miles of rough dirt road that took anywhere from five hours to two days; 15 gates had to be opened and closed, and washouts, dust bowls and other hazards were common. Riffey endured lots of hardships, but never complained. In order to protect the resource, he preferred that the road and the area remain primitive. When a visitor would grumble about road conditions, Riffey would turn it around and compliment them with "only the best make it this far."

Riffey had an endless supply of practical jokes and one-liners that were shared with anyone he deemed worthy. He didn't worry about the political correctness of his comments, or whether he was supplying the park visitors with accurate information. He used such a straight face that people had difficulty telling fact from fiction. He made up names for equipment, vehicles, plants, animals and local landmarks. Once named, the thing became that name, whether Riffey was discussing it with a visitor in person or

with NPS employees over the park radio waves.

Although most of Riffey's work was approached with humor, he could also operate in a no-nonsense mode when the need arose to get a job done. He settled disagreements between ranchers and enforced laws and regulations without offense or hard feelings. Riffey rarely wore a uniform. He cared little for bureaucracy that wasn't in the interest of efficiency or good-neighborliness. Rarely was anything ever important enough to pull him to park headquarters at the South Rim, and he declined transfers even when pressured by the NPS director. Protecting Tuweep and assisting park visitors was far more important to Riffey than the demands made by management. Because he was so remote, he could set his own priorities. In doing so, he protected the resource while allowing many park visitors to love, cherish and respect their national park.

It's not easy to follow in the footsteps of someone like John Riffey. The times are not the same. Even at Tuweep, with the same 55 miles of rough dirt road and lack of amenities, visitation has grown 150 percent since Riffey's death.

Rangers everywhere are stretched thin. Not only do we have to deal with more law enforcement and resource degradation problems, but we are restricted by policies and smothered in paperwork and red tape. (Not one storyteller said anything about Riffey *ever* doing paperwork!) Liability issues and societal changes may prevent us from being as open and helpful as Riffey was. Regulations sometimes get in the way of being a good samaritan.

A co-worker on the South Rim during Riffey's tenure at the Grand Canyon commented that he wasn't sure that Riffey was a "good ranger."

What is our internal definition of a "good ranger," and how has that definition possibly evolved over the last 25-50 years? Are we so caught up in complying with regulations, meeting qualifications, avoiding liability and dealing with limitations (doing more with less) that we have forgotten what the park visitor wants and needs *their* ranger to be?

We all know we hold an honorable profession — that we provide a service to the American people and that we protect our nation's treasures. But do we perform this duty with passion? Is our care for the re-

source and compassion for what we do contagious, so when park visitors leave, they carry away that same connection to place?

We influence the memories of park visitors. Those memories, whether good or bad, can depend entirely on the tone of our interaction with them. Are we welcoming them? Are we eager to teach them about "our" special place? Are we providing an opportunity for wonder and discovery? Are we instilling in them a sense of pride, of ownership, of *stewardship*?

We must. Our parks depend on it. Besides, it's what John Riffey would do. 

Liz Roberts has spent 16 years with the National Park Service. Although not a ranger, she thinks she deserves at least some honorary status for being married to the "lone ranger," Clair Roberts, at Tuweep. She occasionally gets called on to plug tires or clean toilets, and regularly provides informal interpretation to park visitors. When not at Tuweep, she's probably at the Interagency Fire Center in Boise, where she works part-time as an administrative assistant.

If you have stories you would like to contribute to the **John Riffey project**, send them to: Tuweep Ranger Station, P.O. Box 8, Fredonia, AZ, 86022, or to liz_roberts@nps.gov.

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Editor's note: *This Point/Counterpoint was inspired by a series of e-mails to ANPR's website: www.anpr.org.*

POINT/COUNTERPOINT

To ANPR:

I am preparing for a hearing to determine if I can obtain approval for 20-year retirement from NPS. Can you kindly give me the citation referencing the court case in which you won that decision for your members? Thanks.

— Jim Lynch
lynchjel@rmi.net

Jim:

Unfortunately I am unaware of any specific case that ANPR won in court regarding 20-year retirement. In 1989 we did win a six-month extension on the initial filing deadline for 20-year retirement, but of course, that date has long since passed.

The case or cases to which you may be referring were won by individual employees, and once several of these employees won, both OPM and the NPS decided it was not worth the fight to continue to oppose 20-year retirement. Two of the most important of these administrative hearing cases were the Ferrier decision on Jan. 5, 1994, [Merit System Protection Board Docket Number SF-0831-93-0365-I-1] and the Lineback decision also in 1994 [Merit System Protection Board Docket Number SE-0831-94-0290-I-1].

I hope these two hearing decisions will help. I will certainly try to answer other questions you may have. Another source for 20-year retirement information is the United States Park Ranger Lodge of the Fraternal Order of Police at www.rangerfop.com. Good luck with your hearing.

— Scot McElveen, Jmc004@aol.com
ANPR Board of Directors
ANPR life member since 1982

Dear Scot,

Remember me? As you know, the ANPR has for many years attempted to take credit for their work to gain 6c retirement benefits for LEO rangers. The truth is, of course, ANPR did just the opposite. As for the six-month extension in 1989, you need to look again because that was granted by OPM based upon several complaints (mine included) that the NPS purposely attempted to misinform, hide and obstruct 6c claim information from OPM to the NPS field rangers. This is fact. I was there and can prove it.

Scot, did you ever wonder why most rangers don't join the ANPR? The answer

is very simple, trust. The ANPR cannot be trusted to help the average park ranger. The ANPR supports management and, like it or not, NPS management has continued a downhill tread since 1972. Heck, the NPS hasn't had a good director since George Hartzog. The NPS has one of the worse safety records in the federal government and they are doing nothing to improve the situation.

I retired this year after gaining my 6c retirement (no thanks to the NPS). As a matter of fact, I was one of two rangers that got 6c retirement based upon the claims submitted to OPM back in 1989. OPM gave me full 6c back in October 1993. Within a few months, all OPM claims were sent back to the NPS for review. To this day, not all of the claims have been decided!

The NPS has a rich history of taking advantage of its employees. I always liked the term "seasonal" until I saw how the NPS perverted federal law to their advantage so as to minimize permanent jobs by filling the same position over and over again with a seasonal employee. Don't have to pay benefits to the seasonal. It's cheaper to hire a seasonal and pay lots of overtime than it is to hire a permanent to do the same job.

Well Scot, I've gone on quite enough. Yeah, I'm a little bitter toward the NPS, but that is because I have seen the underside of the beast. The NPS is a poorly run organization and has among the worst supervisors in the federal government. Take good care! Sincerely,

— Walter Woodside
w.w.woodside@worldnet.att.net

Dear Walt,

Of course I remember you! Did you remain at Gulf Islands after 1984 or did you move to other parks? Where have you retired to?

I can only say, Walt, that I respectfully disagree with your description of ANPR's involvement in the enhanced annuity retirement struggles of the 1980s and '90s. I was there, too, and my perception is that ANPR members were the driving force in designing and securing implementation for Ranger Careers, and enhanced annuity retirement inclusion came in simultaneously from that point forward (July 1994). And while individual Administrative Hearings and the FOP Ranger Lodge can certainly

claim a great amount of credit for NPS rangers attaining enhanced annuity retirement, ANPR's actions in this struggle helped too. Here is a chronology of what I know from my first-hand experience.

In 1988 the Office of Personnel Management (OPM) published its intention in the Federal Register to stop all individual employee claims for coverage under enhanced annuity retirement effective Sepy. 30, 1989. In the spring of 1989, ANPR retained the law firm of Skinner, Fawcett and Mauk to assist its members with their fight for enhanced annuity retirement benefits. The firm did two things immediately: 1) they prepared mock claim packages so that ANPR members could see how to construct and submit individual enhanced annuity retirement claim packages that would meet OPM regulatory requirements; and 2) they petitioned OPM to extend the filing deadline beyond Sept. 30, 1989. In August 1989 OPM denied this request.

On Aug. 16, 1989, ANPR filed suit against OPM [Association of National Park Rangers, et al., v. Constance Berry Newman, et al., Office of Personnel Management, Civil N. 89-2309]. This suit attempted, among other things, to remove the Sept. 20, 1989, administrative deadline imposed by OPM, and to permanently enjoin OPM from denying enhanced annuity retirement benefits to NPS park rangers performing law enforcement as a substantial part of their duties. On Sept. 20, 1989, District Court Judge Norma Johnson denied ANPR's motion to remove the Sept. 30, 1989, OPM administrative deadline citing that OPM had revised this deadline so that employees who submitted letters by the deadline showing an intent to file would not be excluded. However, the remainder of the suit continued to be contested.

As of June 30, 1990, ANPR had spent \$40,712 toward enhanced annuity retirement litigation. While that money came from individual ANPR members, it is a hell of a lot of money to spend for an organization that "cannot be trusted to help the average park ranger," as you put it. Whether OPM extended its willingness to accept claims after Sept. 30, 1989, is due to action by individual NPS employees such as yourself or ANPR's litigation is a question open to individual interpretation. Only OPM managers know why they allowed the extension. But surely pressure brought by

ANPR, FOP and individual employees all played some part in that OPM decision, don't you think?

In the spring of 1991 District Judge Johnson ruled in favor of OPM, finding that OPM's construction of the statute was reasonable given that Congress had been silent on the specifics of whether NPS rangers were to be included in the enhanced annuity retirement group or not. While this ruling was disappointing, the suit itself certainly had some positive benefits for ANPR members and NPS rangers performing law enforcement. It at least helped delay the Sept. 30, 1989, filing deadline. It also helped ANPR members specifically and NPS rangers performing law enforcement in general get the necessary information to file claims, and the fact that over 1,000 claims were filed showed both OPM and the NPS that we were serious about this issue. If fewer claims had been received, that would have meant less credibility for those that did file.

I also had my personal claim approved in 1994 for all my service prior to that date. I can unequivocally say that without ANPR's consistent information on the filing deadlines and processes including their mock claim packages, I would probably not have received credit for my years. The NPS certainly wasn't giving me the information I needed at the time. I certainly owe some measure of my successful claim to ANPR. What percentage that might be I cannot say, but ANPR does not have to be bashful about claiming some amount of credit for successful enhanced annuity retirement claims.

I have often wondered why more NPS rangers don't join ANPR, and I have asked hundreds of rangers over the course of my career that very question. As you might expect, I have received many different answers. Some interpretive rangers say ANPR concentrates too much on protection issues. Some protection rangers say that ANPR is too soft on protection issues and doesn't address them enough. Others have certainly echoed your statement that the same folks that control the NPS also control ANPR. While it states in ANPR's purpose that we are a friend of the National Park Service and the National Park System, I believe that we act as a "critical friend" pointing out deficiencies and shortfalls to NPS managers. But I have found from my own experience that ANPR will go wherever any group of members who are willing to do the work will take it. For the last 15

years ANPR has maintained a membership of between 900 and 1,700 members. That may not be all the NPS rangers, but it does include a significant number.

ANPR has had some successes. We have provided a professional forum for over 20 years to discuss the ranger profession (*Ranger* magazine). My own career has measurably benefited from information that ANPR provided me when the NPS didn't. For many years we were the only place seasonals could go to purchase health insurance and to find out which parks might be hiring more the next year. We've worked hard over the lifetime of the Association to improve the quality and affordability of NPS housing. In the early '90s we almost had legislation passed that would have capped rental rates at the national average (27 percent of income at the time). While the legislation didn't make it into law, it certainly wasn't for lack of effort on ANPR's part. Even today ANPR is pushing for implementation of the International Chiefs of Police Report, which calls for 700 more rangers Servicewide, and we are fighting a battle with some factions of NPS management to prevent implementation of a 36 Code of Federal Regulations' proposal that would open the entire National Park System to the removal of park resources.

But the most important accomplishment ANPR has ever made for rangers is to mold and push implementation of what would eventually become Ranger Careers. Yes, we'd probably still have enhanced annuity retirement without ANPR, but we'd have it as GS-5s. Without ANPR's involvement, journeyman park rangers would still be GS-5 park technicians. And I saw this happen over a decade with my own eyes and ears. ANPR members who were also leaders in the Washington Office Ranger Activities Division (WASO-RAD), listened to ANPR members and fashioned an evolving program that took us first to GS-7s in Walt Dabney's era. I saw this upgrade come about as Walt attended ANPR meetings and used the information and ideas he gleaned back in Washington. And ANPR initiated the "Endangered Ranger" hearings in Congress under Rick Gale's leadership and testimony that put pressure on NPS managers to reorganize the ranger profession to prevent so many good rangers from leaving the Service for purely economic reasons. Then Jim Brady took over and formally devised a strategy to get us to

GS-9s, using retired OPM classifiers to teach us how to play OPM's game. ANPR helped Jim understand why this was important to the NPS and to rangers and why it was the right thing to do. Eventually his (and ANPR's) persistence paid off and Ranger Careers came to fruition. It included enhanced annuity retirement as part of the overall program.

So, my intent is not to demean what you perceive as fact about ANPR. All I can do is give you what I perceive to be fact.

I will not try to defend the NPS from your assertions. The NPS has had the worst safety record in the Department of the Interior; that is well documented. Some NPS supervisors are poor, and in fact since you and I have both been NPS supervisors, we may be perceived by some that we have supervised as being poor supervisors ourselves.

However, I do know that almost every employee I've spoken to who transfers into the NPS from another agency says that NPS supervisors and managers are stellar compared to the agency that they came from. As I reflect on my own career and problems with supervisors, I can honestly say that a good percentage of those problems were just as much of my own doing as of my supervisors. Rangers are fiercely independent. We like to range. We don't necessarily like to be told how or when to do things. We don't always take constructive criticism well, and often we are not very flexible. Overall I think our supervisors are probably no better or worse than those of similar decentralized agencies.

Walt, I truly hope that you are enjoying retirement. I will be there with you in about six years. Until then I will continue to use ANPR as a vehicle to transport me to that idealistic mental image of a ranger that I have always held and always will hold. Whatever shortcomings the NPS has, I know for that at least five years of my life it gave me the opportunity to do the things I'm passionate about doing with only minor interference, and paid me to do it.

I am hopeful that at some point you may reconsider membership in ANPR for both its social and professional benefits. If not for yourself, then for the good of those rangers who will follow us to keep the National Park System intact. 

— Scot McElveen, Jmc004@aol.com
ANPR Board of Directors
ANPR life member since 1982

The Professional Ranger

Interpretation

The National Park System Advisory Board, a citizen advisory body, was chartered by Congress and appointed by the Secretary of the Interior. In December 1999, Director Stanton asked the Advisory Board to “develop a report that should focus broadly on the purposes and prospects for the National Park System for the next 25 years.” In July 2001, the Advisory Board delivered that report, “Rethinking the National Parks for the 21st Century,” which has many implications for interpretation and education.

The report asserts that the public “looks upon national parks almost as a metaphor for America itself.” It also asserts that the NPS is a “sleeping giant,” which is beloved and respected, but too cautious, resistant to change, and resistant to the challenges the 21st century presents. The report sees a nation that dimly understands the impacts of humans on our resources and a nation of people that is drifting away from knowledge about nature and history. The Advisory Board believes that the times call for respected voices to confront these issues – and for voices that can “educate and inspire, leading to greater awareness and national pride.” It believes the National Park Service is one of those voices and therefore recommends that the NPS embrace seven goals. **Interpretation and education play pivotal roles in the success of all of these recommendations.**

1. Embrace its mission, as educator, to become a more significant park of America’s educational system by providing formal and informal programs for students and learners for all ages inside and outside park boundaries.
2. Encourage the study of the American past, developing programs based on current scholarship, linking specific places to the narrative of our history, and encouraging a public exploration and discussion of the American experience.
3. Adopt the conservation of biodiversity as a core principle in carrying out its preservation mandate and participate in efforts to protect marine as well as terrestrial resources.
4. Advance the principles of sustainability,

while first practicing what is preached. In interpreting and educating the public about the necessity of biodiversity not just in parks, but throughout the world, we nurture a sense of global stewardship. Likewise, by setting the example with sustainability and by effectively interpreting the principles of sustainability to the public, we encourage the conservation of resources beyond our boundaries.

5. Actively acknowledge the connections between native cultures and the parks, and assure that no relevant chapter in the American heritage experience remains unopened.
6. Encourage collaboration among park and recreation systems at every level – federal, regional, state, local – in order to help build an outdoor recreation network accessible to all Americans.
7. Improve the Service’s institutional capacity by developing new organizational talents and abilities and a workforce that reflects America’s diversity.

As interpreters and educators continue to broaden the stories that they tell to include multiple points of view and strive to reach out to populations beyond our boundaries, we will reach more diverse audiences. As we make park resources more relevant to a diversifying population, our workforce will more closely reflect the nation’s diversity.

While the Director of the National Park Service requested a report that scoped a vision for the new century, there are a number of commitments that will have to be made to make it a reality. All members of ANPR are encouraged to read *Rethinking the National Parks for the 21st Century* and to think about the Association’s position on the report and its recommendations. To read the report, go to www.nps.gov/policy/report.htm.

— Tina Orcutt
Booker T. Washington

Protection

The Voices of Angels — In a line of work where most of us have either met, or even know personally, those whom we think of as heroes, I’d like to take a few moments to salute a group of true heroes who all-too-

often are forgotten, even though they are always right there with us. We can’t see them, but we can most certainly hear them, and their voices are those of angels.

The people I’m writing about are a lot like protection rangers. Like us, they hold a special place in their hearts for the wild and cultural places they help us to protect. They are ordinary folks who’ve done an extraordinary thing: They’ve answered a call to service...service to their country, their jurisdiction, park visitors, and to those of us in the field. Some are employed by the National Park Service; others by agencies like state police departments and sheriffs’ offices who provide services to us through mutual aid.

But regardless of who they’re employed by, they often *work* for us. And they work oh so diligently. All are committed to a high standard of excellence and remain keenly aware that *their* skills provide a vital link to *our* safety and efficiency on incidents. They maintain a working knowledge of technical proficiency in emergency services, and they know what needs to happen on an incident, whether it’s LE, SAR, EMS or fire. Many even wear the same uniform we do.

Much of the work we do simply could not happen without these indispensable people. Take something as mundane as a disabled vehicle call: While we’re making small talk with the owners of the vehicle (or telling them what trail they can take to find some solitude and get some really sweet PT), our heroes are juggling telephones, telephone books, fax machines, and computer keyboards just to get a wrecker rolling our way.

That’s just an example of what they do for us on the easy calls. Magnify that times a thousand and you’ll know their worth to us on the serious calls. For those of us who’ve been on intense calls, we know the work they do for us is nothing short of essential. The speed with which they provide us backup or critical information often plays a pivotal role in our managing the incident safely on scene.

And often, while there are maybe a dozen of us in the field, there may be only one of them to handle all of our seemingly endless needs. At any given moment, one—or at best, two—of them may be handling an MVA with injuries, two traffic stops, a couple disabled vehicle calls, and, why not, let’s throw in a complex backcountry rescue just make things a little more chaotic for them. And all the while, we just have to focus on the *one* incident we’re on.

And know this, too: When things go bad on an incident, and we're experiencing fear and uncertainty, once again, they're right there with us. Try to imagine the helpless frustration and trepidation they must feel when we're unable to answer them right away. Think of the anxious questions running through their minds a million miles a minute because they can't see through the microphone.

This is exactly why our location should be the *very first words* out of our mouth on every call. If things go bad, what matters to them first is not the tag information on the suspect vehicle; it's getting the cavalry to us, and they cannot do that if they don't know where we are.

Perhaps the vital role and tremendous responsibility this special group of men and women shoulder has never been more poignantly highlighted than it has been in the wake of the terrorist attacks our nation suffered on 11 September. Imagine how important communication was to the folks responding to those unspeakably horrible incidents. And imagine the frustration that was felt—on both ends of the air waves—when that comms was compromised, as it surely was, by no fault of their own.

To hammer that point home a little closer to home, imagine being on the scariest call of your life and needing immediate backup. Now imagine the sudden, falling feeling you'd have in your gut when you call for that backup and upon releasing your mic, there is no answer. Nothing. Just an empty, lonely, endless silence.

Fortunately, though, that won't happen. As I said before, they're always right there with us. They're always right there for us.

Thank you, dispatchers! Thank you so much for all that you do for us. You are the wind beneath our wings.

— Kevin Moses
Great Smoky Mountains

Resource Management

Editor's note: Ranger welcomes new columnist Sue Consolo Murphy of Yellowstone.

Since the last millennium, Bob Krumenaker has faithfully written this column for *Ranger*. This past fall he passed the pen to me. Like Bob, I am a long-standing member of both ANPR and the George Wright Society, one who has long believed that there is much to be gained by keeping one foot in each organization. Like Bob, most of my NPS assignments have been in the

division or discipline of resource management, first natural and now cultural. And perhaps like Bob, I have always been proud to call myself a "park ranger," even though it seems that many resource specialists think the term applies to someone else—someone of strictly interpretive bent, or someone who wears a gun. I'm not sure whether they asked me to write the column because of these commonalities with Bob, or in spite of them!

In a recent conversation with Bob and ANPR president Ken Mabery, while both were volunteering at the Museum of the National Park Ranger, located (as I hope readers know) in my home park of Yellowstone, we discussed whether this column should be updates of cultural and natural resource issues and initiatives. Such things are now readily available on agency bulletin boards and websites, and thus I wonder if such news need not be repeated in *Ranger*. But perhaps readers are so busy keeping up with their daily tasks that members have little time to "surf the waves" of electronic information, and thus look forward to key updates here? Perhaps, too—or, is this a fantasy from one who wishes it so for some moment every day—field rangers and other readers aren't fully "wired," but actually are distant from the high-speed communications networks that bind (oops, perhaps "tie" is the more correct term) most of us today? I'd be interested in your suggestions about what you'd like to see in this section of the magazine.

Lacking that input to launch my maiden column, I'll share some impressions from an armchair ranger. I have been encouraged by the recent emphasis on "resource rangers," to ensure that the mainstream profession of the National Park Service is founded upon resource knowledge. Articles in *Ranger* (and my predecessor's column) highlight wonderful examples of how law enforcement and/or interpretive rangers have worked together to effect strong resource management programs in various regions and parks.

Like others, I have sometimes bemoaned the gulf that I perceive exists between those classified as resource specialists and rangers. The trend toward specialization in many walks of life may make that gap somewhat inevitable. The NPS has gained resource specialists, who have designed ever-expanding programs that require more technical expertise, money, and time to accomplish. They are not always receptive to being

assisted by generalist personnel with less than full time to devote to resource projects or programs. Similarly, rangers have focused—interpreters on environmental education, exhibit planning, and media; protection rangers on EMS, search and rescue, criminal investigation, or wilderness management. The pride that each of us takes in our chosen field(s) sometimes blinds us to the potential contributions that those from another specialty can make toward our shared missions. It takes extra effort and motivation to cross disciplines.

A significant training load exists for rangers to help them attain the standards that the Service and presumably the public now expect in protection and interpretation. We also need clear training standards and performance measures to ensure that rangers have a solid base of knowledge about the resources that they protect and interpret, and we need mechanisms to ensure that resource rangers is *practiced*. I suggest that we still lack clear objectives and means to achieve this.

One possible tool to help us do so is a park's Resource Management Plan. RMPs have been varyingly embraced, tolerated, or ignored, even by resource specialists. Requirements to refresh park plans have been delayed for several years while new software called RAMS is being developed to format RMPs and allow them to interface with Project Management Information System (PMIS). These plans should be more than an administrative requirement, assigned to some resource specialist to enter into the computer and beam to the great network out there. I have long advocated that RMPs must be more than a wish list of research, construction, restoration, or interpretive *projects* that can be funded and shelved after a few years. RMPs should inform park staffs and publics and task park personnel—rangers as well as maintenance employees—to accomplish *programs*, which are likely to be ongoing in perpetuity; archeological and paleontological sites will always need protection, trails and historic structures need ongoing maintenance, and plant and animal populations will need continued monitoring. RMPs should be a tool to outline *why* and *how* the resource specialists and park rangers of all bents will contribute to program goals and objectives. The servicewide Inventory and Monitoring program, a major component of the Natural Resource Challenge, has begun to set up

(continued on page 32)

ANPR ACTIONS

Letter to New Park Service Director

ANPR President Cindy Ott-Jones sent this letter Sept. 4, 2001, to Fran Mainella, new director of the National Park Service:

The Association of National Park Rangers (ANPR) is an 1,100-member, non-profit 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 (NPS) and the National Park System, and to provide a forum for social enrichment. In so meeting these purposes, ANPR 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. ANPR provides official comments on actions or legislation that has or may affect these areas of consideration.

We greatly value the relationship that has developed between ANPR and the NPS over the last 25 years. We feel the attendant opportunities we have been granted to comment on policy matters have given our membership a voice in guiding and strengthening the Service and its Mission. In the spirit of that representation we take this opportunity to comment to you, our new NPS Director, as you consider action on a proposed regulation to permit Hopi Tribal members to gather golden eaglets at Wupatki National Monument.

The Department of the Interior (hereafter, the Department) ordered the NPS to propose a special regulation at Title 36 Code of Federal Regulations (CFR) § 7.101 that would permit Hopi Tribal members to



ANPR board members visited with NPS Director Fran Mainella at a special breakfast in early November during the Ranger Rendezvous in Jackson, Wyo.

Teresa Ford

gather golden eaglets at Wupatki National Monument. ANPR realizes that this is a contentious issue for the Department because it pits two of the Department's primary responsibilities against each other—those, of course, being the preservation of National Park System resources and the special trust responsibilities for Native Americans.

The Hopi Tribe has a long tradition of golden eaglet gathering for religious ceremonial purposes. Members of the Hopi tribe requested permission from the NPS in 1999 to take golden eagles from Wupatki National Monument for religious purposes. The NPS denied this request citing the NPS Organic Act of 1916 (16 USC § 1) and its amendments and Title 36 CFR 2.1, 2.2, and 2.5. A Hopi appeal of the denial to the Department resulted in a withdrawal of that denial pending reconsideration.

The Department now seeks to create a positive image for the proposed regulation in the public's mind by implying NPS approval of it. However, the proposed rule is contrary to an understanding of the Organic Act resolutely held by the NPS from its inception. Few agencies of the federal government possess an interpretation of their governing statute as enduring as that of the NPS. The proposed rule immediately alters the long history of the national parks and monuments as strict sanctuaries for

wildlife and conflicts with laws and regulations that span decades. The proposed rule does not, indeed cannot, point to any recent enactment of Congress or decision of the federal courts that alters the meaning of the Organic Act mandate to conserve wildlife. The Department's rationale for the proposed rule is incomplete and is not objective, and therefore lacks credibility.

The Department believes that proposed rule is not significant. ANPR believes it is significant because the proposed rule is precedent setting, and therefore has implications for the entire National Park System and the take of wildlife for ceremonial religious use of Indian Tribes and others in many more parks. A remedy for the perceived conflict between Indian religious practices and the Organic Act can only be found in Congress. Though we may not agree with a particular enactment, there is no doubt that Congress alone can alter the Organic Act and the National Park System to accommodate religious practices. Congress has done this in the past at other National Park System units, and the same remedy would work at Wupatki without jeopardizing the System's preservation mandate.

ANPR's 1,100 park professionals oppose the proposed regulation, we prepared official comments during the comment period, and we again ask that it not be adopted as official NPS regulation. We understand that last month you traveled to Arizona to meet with representatives of the Hopi Tribe and listen to their discussion points in favor of adopting the proposed regulation. We ask that you also give equal consideration to those that oppose the proposed regulation, and we are willing to meet with you and discuss our concerns in person, at your convenience.

We look forward to free-flowing and productive communications with you as director of the National Park Service, and we are always ready and willing to assist in achieving the agency's mission. 

Climbing up the food chain!

At the 25th anniversary of the formation of ANPR, several of the founding members commented that one of the top motivators for forming the organization was a feeling by these field-level employees that their concerns weren't being heard by NPS managers at the regional and national levels.

That concern has continued throughout ANPR's 25 years and continues today. How do ANPR members mitigate that concern?

One way is personal communication with the NPS Director and the National Leadership Council. In 2000 and 2001, ANPR has sent personal communications to the NPS Director on such subjects NPS Housing Policy, the Cultural Resource Challenge, the proposed Wupatki National Monument regulation to allow the taking of eaglets, and implementation of the IACP Report recommendations.

Another way is reporting our opinions of conditions within the National Park Service and the National Park System directly to congressional authorizing and appropriations committees.

Here's your chance to climb up the food chain! We'd like to know your opinions on the top three to five issues that you think Congress should know about from a field perspective relating to rangers and/or operation of the National Park System and Service. Keep it short and concise. What's the problem? How can it be fixed?

Please send your thoughts and ideas to the ANPR board member for Special Concerns. Scot McElveen (jmc004@aol.com) holds the position through Dec. 31, 2001. Until a new board members is elected, send comments to Bill Halainen (bhalainen@hotmail.com) starting Jan. 1, 2002. You also can send written copy via the U.S. mail to the ANPR board member for Special Concerns at the address listed on the back cover of this issue.

Look for ANPR's report to Congress — coming in early 2002 — on the ANPR website at www.anpr.org. 

Letter to IRF President

ANPR President Cindy Ott-Jones sent this letter Dec. 6, 2001, to Rick Smith, president of the International Ranger Federation:

Over recent years, rangers around the world have had to deal with increasing pressures on parks and public lands, often with direct danger to themselves from those
(continued on page 32)

ANPR Reports

Internal Communications

Our routine forms of communication are *Ranger* and the ANPR web site (www.anpr.org). As a quarterly publication, *Ranger* is well suited to communicating updates on ANPR programs, serving as a forum for members and board members to air viewpoints through the Letters to the Editor section, and presenting topical issue-based publication themes. Resource protection, National Park Service Foundations (published in conjunction with the Service's Division of Training) and natural resource management are but a few examples of recent themes.

This approach however, does not lend itself as well to informing the membership of critical issues that are brought to our attention without much warning, so we will be using the web page to fulfill that need. The ANPR web page will also carry the minutes of board meetings, copies of issue-related correspondence, testimony and activities of the Association that the editor and board believe would be of general interest to the membership in advance of it being published in the quarterly magazine.

The website is also becoming a popular means for persons interested in the National Park Service ranger and ranger-related career tracks to gain some insight into the education requirements, application process and means of obtaining qualifying experience to enhance their competitive edge. If you are counseling your own seasonals or volunteers, take a look at the web page for current strategies and suggestions as offered by ANPR supervisors, managers and human resource professionals. □

— Bill Supernaugh, *Badlands*

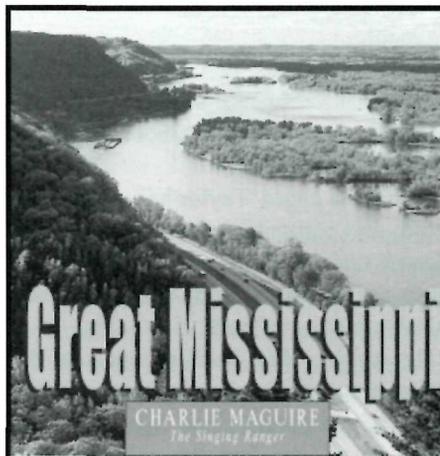
Mentoring

Are you a new employee trying to learn the culture of the NPS? A seasonal park ranger seeking guidance on current and future career opportunities? Or perhaps you are an employee further along in your career that wants to gain insight into career choices from the experiences of a more seasoned mid-level or upper manager. The ANPR Facilitated Mentoring Program is providing these learning opportunities and more, to a growing number of members. In fact our success is taxing our ability to match applicants with members who have previously indicated an interest in sharing their time and experience through the program.

The ANPR web site's "Questions" section has taken on a mentoring flavor as well! Information requests have been received from folks wanting to change careers as well as those trying to figure out the NPS hiring system. It's fun to get a sense of the excitement of a future NPS employee (and ANPR member) seeking guidance on a choice of schools or educational tracks that will prepare them for a Park Service career. While these mentoring moments are fleeting, ANPR is gaining a reputation for having the answers to some of the tough questions. Tune in and see for yourself — and share your thoughts and experiences online.

If you are interested in the facilitated mentoring program, either as a mentor or as a participant, fill out the online application from the ANPR website. Questions about the program can be directed to Bill Supernaugh, at bsuper@gwtc.net. □

— Bill Supernaugh, *Badlands*



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IN PRINT

You Can't Eat GNP: Economics As If Ecology Mattered

Eric A. Davidson, Perseus Publications, 2001.

By Rick Smith

In the beginning, God created Heaven and the Earth, and the Earth has been the same size ever since. Yet the number of people and the constructive and destructive power of their technology have grown leaps and bounds." This is the crux of the problem that Eric Davidson examines in his useful, interesting book.

For those of us in the business of preserving protected areas as a part of an overall strategy of sustainable development, it is a must read.

Davidson argues that three fallacies of mainstream economics have lulled many people into thinking that we are insulated from the responsibility of being prudent stewards of our natural resource endowment. The first he calls "Marie Antionette Economics." The GNP of a country is the value of all products and services created and traded for money in the economy and is often used as a measure of our well-being. In a debate about global warming, one economist argued that we don't have to worry much about it because the only sector of the economy he considered strongly influenced by climate is agriculture, which contributes only 3 percent of the US GNP. Like Marie's contention that if the French peasants didn't have bread, they could eat cake, the economist's argument seems to suggest that we can eat the other 97 percent of our GNP. Thus, the GNP is really an imperfect gauge of our well-being.

The second fallacy he calls "Custer's Folly." This is the assumption that the technological cavalry will come dashing over the hill in time to save us from ecological disaster. Instead of betting on the come as a belief in future technology requires, Davidson argues that prudence dictates that we slow population growth, prevent soil erosion, conserve groundwater, and stop polluting the atmosphere. Future technology may allow us to do these jobs more effectively and efficiently, but it has to have a base from which to begin.

Davidson's final fallacy is false complacency from partial success. Many environ-

mental regulations in the developed world have reduced lead emissions into the atmosphere, we have cleaned up some lakes and rivers, and we do recycle more than before. This has caused some economists to argue that environmental pollution is so longer a serious problem. A bit of progress, Davidson argues, is no reason for complacency in a world "where forests are converted to ranches, farms and abandoned land at an astounding rate, where genetic diversity of plants and animals is declining, and species are going extinct at unprecedented speed, where fisheries are collapsing, where soil is eroding faster than it can be regenerated, where heat-trapping gases are accumulating in the atmosphere, and where groundwater is being depleted and contaminated."

This is a good, easy-to-read book in which Davidson uses simple examples to explain the complex relationships between economics and ecology. His list of "modest proposals for profound changes" in the last chapter is alone worth the price of the book. I believe readers of *Ranger* will find it interesting and provocative. □

Rick Smith is a longtime ANPR member and president of International Ranger Federation.

Jumping Fire

Murry A. Taylor, Harcourt Inc., Paperback, 459 pages.

By Kevin Moses
Great Smokies

A lot of fortunate people, including park rangers, have a thrilling job. Murry Taylor had two rolled into one — parachuting and fighting wildfire — which he faithfully performed for almost four decades. And, on top of that, he did so until he was 60 years old, at which time he was the oldest working smokejumper in the history of the job.

With all the excitement that he witnessed, that he lived, it's only natural that he would someday write a book about his adventures.

Within its pages, Taylor has masterfully retold, and certainly relived, many of the tales he and the folks he calls his "bros" wrote the first time with parachutes and Pulaskis instead of pens.

He provides first-hand accounts of the exhilaration of parachute jumps and the horror of jumps gone bad. He makes the reader sweat and feel the exhaustion of

digging fireline through the night in psychotic terrain after already not sleeping the night before. He never fails to describe with genuine reverence and adoration the magnificent landscapes amidst which all the events unfolded.

The jump stories hit particularly close to home for me, and brought back many of my own memories, which, though different from Taylor's in one light, share a deep kinship with them in another. "Inside every parachute there hides a question," he writes, "Will it open?" Fortunately, all of his canopies opened and bloomed above him in big, beautiful blossoms of silk. Not all his bros were so lucky. Throughout the book, Taylor retells with a tangible grief more than one account of the unthinkable happening to several of his fellow jumpers over the course of his career.

He recalls most of his time under the canopy, however, with a nostalgic affection that can only be appreciated — really appreciated — by one who's seen the world from such an exquisitely sublime perspective. "In that moment, I feel as if I can fly on and on forever, sailing high above all the great forests and wilderness on earth, out beyond the farthest horizon, into the infinite darkness to drift among the stars" — Taylor's words.

The accuracy with which he describes the sequence of jumpers' sensations as they hurl their bodies out the door of the jump ship and into the great void just to see if gravity still, in fact, works, is uncanny. Those few moments — where you're standing in the door one second, your foot crosses the threshold the next, and finally, you're weightless for the next fleeting few, asking yourself that hidden question — those are the moments every jumper *lives* for. It's those moments alone when time simultaneously and inexplicably stands still and moves a million miles an hour. They are the few precious moments when a jumper feels most alive. I used to think such moments could not be described with mere words, but Taylor captures them perfectly.

There's no shortage of action from the world of fire either: "A huge rush of flames slammed together," "Fire sounds began swooshing and hissing up the hill." These are a few of excerpts from a book peppered with firefighting adrenaline.

Taylor includes every detail like only a seasoned veteran can, culminating them in a terrifying burnover somewhere in Idaho. 'Tis a job akin to combat, and he draws the

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ANPR decal	\$1.50		
Cloisonne pin with ANPR logo	\$2.00		
Hoofnagle Ranger room notecards - winter scene, blank inside	10 for \$7.50		
Can koozie	\$3.50		
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ANPR's 25th anniversary silver pin, enlarged to show detail, actual size is 3/4 inch, silver look with relief, made in U.S.

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analogy convincingly.

As if these jump and fire stories aren't enough to keep the reader entertained, Taylor carefully mixes in refreshing sprinklings of comic relief. You name it, he and his bros endured it — bear encounters, practical jokes, hair-raising plane rides, horrendous pack-outs, run-away rollagons

and good old-fashioned fireline humor.

In "Jumping Fire," Taylor lives his dream job a second time. This time he brings the reader along with him. "The whole world's a jumpspot," one of his bros comments in the book. No matter where you are, you can put your knees in the breeze and breathe a little smoke, at least vicariously, with this

artistic memoir.

Taylor writes surprisingly well — for a guy who continually misspells the sacred mantra of "Ar-urrr-ah." □

Kevin Moses is a protection ranger at Great Smoky Mountains, and writes a quarterly column in Ranger magazine on protection.

(In Print continues on next page)

Lonely Planet Guidebooks for Australia and New Zealand

Lonely Planet Publications, 2000.

By Rick Jones
Glen Canyon

Where do you want to be? A strip of bleached white sand bordering an azure sea that stretches to the horizon? Or perhaps in an emerald green forest with a thick canopy filled with exotic sounds? How about staring into an unfamiliar sky and picking out the Southern Cross for the very first time?

Time to save up your annual leave and start searching for discount airfares. In March of 2003, a group of ANPR members will be heading down under for the Fourth World Congress of the International Ranger Federation. Australia's rangers will be hosting our group and other rangers from all over the world at Wilson's Promontory National Park in the state of Victoria. Of course, many of us are planning to explore other parts of Australia and New Zealand while we're in the neighborhood.

I know, it's still two years away, but a big part of any trip is the anticipation, which starts with dreams about exotic ports and new cultures. My journeys usually begin with guidebooks and maps, tracing promising routes across a continent half a world away.

My favorite guides are the Travel Guidebook series published by Lonely Planet. They set the original standard for on-the-ground reporting, and the editors continue to research and revise as conditions change. In fact, you can send them your personal insights into changes that you encounter on a trip — and you may see that update reflected in the next edition.

The guides to Australia and New Zealand both begin with an overall view of the natural and cultural history, framing each country in the context of the world. The writing is informative and surprisingly insightful. The authors appear to write from firsthand experience. Perfunctory facts on planning, travel documents, health considerations and shopping complete the first section of the guides. The remainder of

each guide is dedicated to a geographical tour of each country's towns and special places complete with comprehensive, albeit fairly condensed maps. Small snippets

of text scattered throughout the guides allude to critical facts (the dangerous currents at Hot Water Beach) and hidden gems (the Mango Festival in Broome, Western Australia), enhancing the large

amount of discerning information furnished for each place.

By the time you're done reading, you'll know when to go, what to bring, where to go, where to stay, where to eat, what to avoid and what not to miss. See you down under! □

Rick Jones, ANPR's board member for Fund Raising Activities, is the visitor center supervisor, sub-district interpreter, at Carl Hayden Visitor Center, Glen Canyon.



Edward Abbey: A Life

James M. Cahalan

University of Arizona Press, 2001.

By Karl Ford

Several authors have reprised Edward Abbey's extraordinary life, but hardcore Abbey fans will enjoy this book.

ANPR members may know of his frequent seasonal ranger (Arches, Canyonlands, Everglades, Organ Pipe, Petrified Forest) and fire lookout positions (North Rim, Glacier, Lassen and others), that inspired the classic, "Desert Solitaire," and his other nonfiction.

You will want to read about his rangers history that included not only the National Park Service, but the Forest Service and Nature Conservancy. Abbey so loved these quiet seasonal positions where he was most inspired to write, but his absence was regularly a detriment to his family. In his defense, his early wives preferred living in the East Coast. The choice of writing/rangers in the West versus living on the East Coast with his family was an agony that he lived for much of his life.

Cahalan has taken a scholarly yet absorbing approach by reviewing all available books, essays, letters, journals, speeches, interviewed key friends and family members and visited his favorite places. The bibliography is 20 pages and the index is 14 pages.

In his introductory chapter, entitled "From Home to Oracle," the author's stated purpose is to separate fact from fiction,

(continued on page 32)

Welcome (or Welcome Back) to the ANPR Family!

Here are the newest members of the Association of National Park Rangers:

Danica Bloom	Page, AZ
Don Castleberry	Little Rock, AR
Jonathan Crichfield	Manassas, VA
Elizabeth Dupree	San Antonio, TX
Jolene Johnson	Coolidge, AZ
Jessie Jordan	Clarksville, MO
Christy Lindberg	Springfield, IL
Jeff Mihan	Friday Harbor, WA
Ranger Museum	Yellowstone NP, WY
Bob Reynolds	Carson City, NV
Marsh-Billings	
Rockefeller NHP	Woodstock, VT
Alexandra Steven	Columbia Falls, MT
Josh Streby	Mount Vernon, OH
Leslie Ann Uhr	Tucson, AZ
Kathryn Washburn	Washington, DC
Rick Wilson	Brigham City, UT

Missing ANPR Members

The ANPR business office needs your help to find these people. Many of these names have appeared in previous issues of *Ranger*, but addresses haven't surfaced yet. Please check the list and send information to ANPR, P.O. Box 108, Larned, KS 67550-0108; anpr@larned.net

Benny Batom	San Francisco, CA
Michelle Fidler	Moose, WY
Dixon B. Freeland	Luray, VA
Haywood S. Harrell	Savannah, TN
Jack Kane	Altoona, PA
Marcus Hathaway	Denali Park, AK
Jack Kane	Altoona, PA
Kheryn Klubnikin	Thousand Oaks, CA
R.J. Marsh	Yosemite, CA
Chris Mason	Bryce Canyon, UT
Richard F. Ryan	S. Wellfleet, MA
Peter J. Ward	Washington, DC

Rendezvous XXV set for Nov. 18-22, 2002 Reno, Nevada

Mark your calendars for mid-November for Rendezvous XXV in Reno, Nevada. As always, workshops, a few business meetings, spirited discussions and social times will fill the agenda.

Details about the Rendezvous, planned for Harrah's in downtown Reno, will become available as the year progresses. The area has much to offer visitors and sightseers, so look for another good time at this annual gathering of ANPR members.

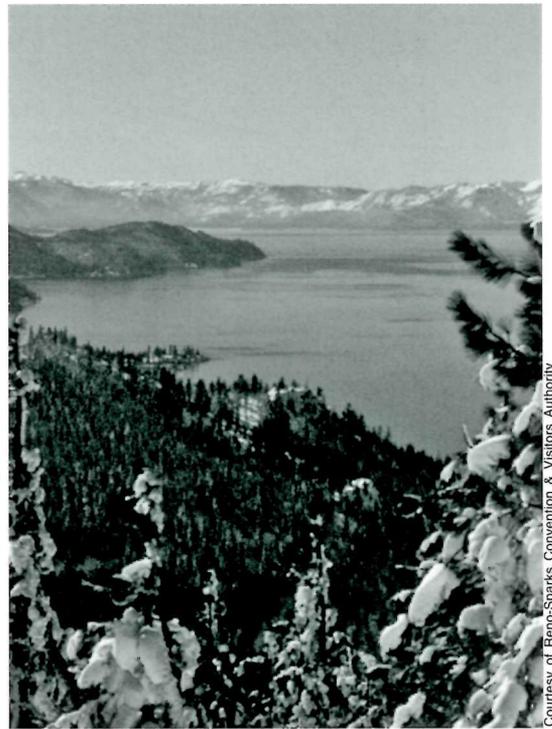
Lake Tahoe is just 45 miles away from downtown Reno. The area has many trails, including the Tahoe Rim Trail and the Mount Rose Trail, which takes hikers on a

12-mile trek to the summit. The Reno area also offers golf, fishing, mountain biking and boating, as well as downhill and cross country skiing.

Of course, if you prefer to stay inside, there's lots of gaming and nightlife!

ANPR again will sponsor several training sessions of interest to NPS employees. In addition, other Rendezvous traditions, such as the popular raffles, Super Raffle and photo contest, will continue. See you in Reno. □

Lake Tahoe is a favorite destination of visitors to the Reno area. Also, national parks within a day's drive are Yosemite and Lassen.



Courtesy of Reno-Sparks Convention & Visitors Authority

A look back at Ranger Rendezvous locations

RR I - Jackson, Wyoming
Sept. 30 - Oct. 2, 1977

RR II - Estes Park, Colorado
Oct. 3 - 7, 1978

RR III - Graves Mtn Lodge, Syria, Virginia
Oct. 1 - 4, 1979

RR IV - Table Rock Lake, Branson, Missouri
October 1980

RR V - Squaw Valley Lodge, California
Oct. 21 - 25, 1981

RR VI - Fontana Lake Lodge, North Carolina
Oct. 29 - Nov. 3, 1982

RR VII - Showboat Hotel, Las Vegas, Nevada
Oct. 9 - 13, 1983

RR VIII - Bar Harbor, Maine
Oct. 16 - 20, 1984

RR IX - Americana Lake Geneva Resort, Wisconsin
Oct. 31 - Nov. 5, 1985

RR X - Snow King Resort, Jackson, Wyoming
Oct. 18 - 24, 1986

RR XI - Americana Great Gorge Resort, New Jersey
Oct. 28 - Nov. 2, 1987

RR XII - Cliff Lodge, Snowbird Resort, Utah
Oct. 9 - 13, 1988

RR XIII - Arlington Hotel, Hot Springs, Arkansas
Oct. 22 - 27, 1989

RR XIV Showboat Hotel, Las Vegas, Nevada
Oct. 7 - 12, 1990

RR XV - Hilton Hotel, Myrtle Beach, South Carolina
Nov. 7 - 12, 1991

RR XVI - Sheraton Hotel, Spokane, Washington
Oct. 30 - Nov. 3, 1992

RR XVII - Cavalier Hotel, Virginia Beach, Virginia
Nov. 10 - 14, 1993

RR XVIII - Tamarron Resort, Durango, Colorado
Oct. 16 - 21, 1994

RR XIX - Radisson Hotel, St. Paul, Minnesota
Nov. 7 - 11, 1995

RR XX - Omni Hotel, Corpus Christi, Texas
Nov. 4 - 9, 1996

RR XXI - Sheraton Hotel, Fort Myers, Florida
Oct. 14 - 18, 1997

RR XXII - Holiday Inn, Tucson, Arizona
Dec. 8 - 12, 1998

RR XXIII - Hyatt Regency Hotel, Knoxville, Tenn.
March 14 - 18, 2000

25th anniversary Rendezvous
Snow King Resort — Jackson, Wyoming
Oct. 29 - Nov. 2, 2001

RRXXV - Harrah's, Reno, Nevada
Nov. 18 - 22, 2002

A numbers game —

Yes, you're right if you noticed that the *25th anniversary Rendezvous* in 2001 was Rendezvous XXIV instead of Rendezvous XXV. But look at it this way: the Rendezvous in 2001 took place as ANPR kicked off its 25th year of existence, thus the silver celebration! And 2002 can bring a 25th-anniversary party a second time around.

What can membership in ANPR do for you?

- ▶ Quarterly *Ranger* magazine with thought-provoking articles
- ▶ Employee voice to upper management and Capitol Hill
- ▶ Social functions with all disciplines from NPS
- ▶ Sponsored training with discounts to members
- ▶ Annual Ranger Rendezvous with professional workshops and other venues
- ▶ Access to partner organizations
- ▶ Sales items that enhance pride and morale
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For more information: contact Kathy Clossin at glades_quilter@yahoo.com or (775) 635-2580

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



Pictured left to right are Director Fran Mainella, Isabel, Tim, Susan and Rachel Devine.

Devine earns Director's Wilderness Award

NPS Director Fran Mainella presented **Tim Devine**, wilderness program specialist at Rocky Mountain, with the Director's Wilderness Management and Stewardship Award for 2000. This "Champion of Wilderness" award, presented last Aug. 14, is given annually for outstanding support of and contributions to the NPS' wilderness management program.

Devine was recognized for his accomplishments in Rocky Mountain's wilderness program, including work as a mentor, adviser and trainer in wilderness, the development of the park's backcountry/wilderness management plan, his liaison and contribution to the NPS National Wilderness Steering Committee, his involvement as a Leave No Trace training instructor and his basic championing of both the letter and spirit of the Wilderness Act. 



ROAD MAP for my heirs

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

This notebook has fill-in-the-blank forms about:

- your desires about final arrangements
- civil service, military & Social Security details
- insurance facts, bank accounts and more
- synopsis of life, obituary & family history
- list of disposition of personal items
- anatomical gift wishes
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\$10 per book, plus \$4 for shipping and handling. **U.S. currency only.**

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Send to: Frank Betts
4560 Larkbunting Drive, #7A
Fort Collins, CO 80526

Former ranger, teacher seeks your help with 'missing persons' book project

Freelance writer-photographer **Jerry Kasten** is conducting research for a book on people missing in the national parks — and he seeks your help.

Kasten wants to hear from rangers who may have been involved in a search or have knowledge of an incident where the party was never found. In his book, he hopes to influence readers to think about safety and avoid the circumstances that may have contributed to tragic losses.

After serving as a photographer with the Eighth Army Public Information Office in Seoul, Korea, and college education in Texas, Kasten started his park career as a seasonal ranger at Rocky Mountain in 1960. Next he went to Yellowstone in 1961-63 and 1967, and Mammoth Cave in 1971. Later he taught high school until his retirement in 1990.

Since retirement, Kasten has begun another career in freelance photography, first as a commercial photographer and then as photojournalist. Among his published works are photographs and travel articles.

After reading SAR accounts in *The Morning Report* and Butch Farabee's extensive coverage of SARs in the parks, he became interested in those people still listed as missing. He wants to write something, first, to acknowledge the fact that there are people still out there and that their passing can serve to prevent future visitors from sharing similar fates, and second, to educate the public about the great efforts made by park rangers and staff, along with volunteers, to search for the missing, often at the risk of their own lives.

When responding to Kasten, please provide your full name, address, phone number, e-mail, fax address, and the best way for him to contact you with further questions.

He'd also like to know what parks you've worked in over the years. He needs information from any and all categories of people: rangers (current and retired), seasonal rangers, VIPs, guides, maintenance, concessionaires, and families of any of these.

His basic question is: Do you recall having heard of (second-hand) any SAR in which the missing were never found? It may have been something that someone mentioned as part of the park's history or some-

thing that they had been involved in. It may have been something that a training instructor mentioned. Even if you don't know the whole story or aren't sure of dates, places or names, Kasten can use any information you provide.

For those of you who may have been part of a SAR either directly or indirectly where a person was never found, please share what you can recall. If you're not sure whether they were found or not, please let Kasten know what you do know. He will search for the blanks. If you recall some information after already responding, please send him the additional details.

Kasten may be contacted by e-mail at jkdk@flash.net, by fax at (972) 991-1938, or by regular mail at 6123 White Rose Trail, Dallas, TX 75248. You may check with longtime ANPR members Bill Halainen and/or Butch Farabee for references. 



We need your ideas!

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
or to 26 S. Mt. Vernon Club Road
Golden, CO 80401

The **National Park Trust** invites ANPR members to sign up for "Parkland News," the e-mail news source dedicated exclusively to America's parklands, wildlife habitat and open space issues.

To sign up, please visit the NPT website at www.parktrust.org • e-mail: legacy@parktrust.org



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 or visit the ANPR website: www.anpr.org

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.

Deanne Adams and **Tony Sisto** have a new address, but are still in their old jobs. They bought a house near the new Oakland location of the Pacific West Regional Office. Address/phone: 1348 Glen Drive, San Leandro, CA 94577; (510) 633-1282.

Kathy Brazelton Brown (REDW, FLFO, CURE, TICA, GRSA) and family are now in Estes Park, Colo. Formerly chief of interpretation at GRSA, Brown wanted her family in Estes Park and gambled with career to move them there. Happy ending: after a year of hiking and seasonal work, she is now in a permanent interpretive ranger position at Rocky Mountain. Husband **Jerry**, daughter **Morgan** and son **Micah** love having elk in the yard and having mom happy as a ranger again. Address/phone: 821 University Drive, Estes Park, CO 80517; (970) 577-7907; Kathy_Brown@nps.gov.

Todd and **Linda Brindle** (FOJE, CHIS, SEKI, EVER, INDE, GUMO, CAVE, WACA, SUCR, YOSE, AMIS) transferred in September from Amistad National Recreation Area in Texas to Big Bend National Park. Linda is the superintendent's secretary, (915) 477-1101, and Todd is the chief park ranger (915) 477-1180. Their 9-year old daughter, **Crystal**, is attending San Vicente School in Big Bend.

Ed Clark (CANY 91-92, STLI 92-95, VAFO 95-99, HOFU 99-01) is a district ranger in the Canyon District at Lake Mead. Previously he was senior ranger at Hofewell Furnace. Address: P.O. Box 322, Temple Bar Marina, AZ 80443; (928) 767-3401.

Tim Devine (seasonal SHEN 78-83, EISE 80, BICY 81-82, MORA 84-86, OLYM 87, BUFF 87-88, ROMO 88; permanent EVER 86-87, OLYM 88-91, ROMO 91-present), his wife **Susan** (seasonal DENA



86, OLYM 89-91) and their daughter **Rachel** (junior ranger ROMO 97-present) announce the arrival of their daughter/little sister **Isabel Rose** born at 12:17 p.m. Aug. 9. She weighed 6 pounds, 12.5 ounces, and was 19.75 inches long. Tim is the wilderness program specialist at Rocky Mountain and Susan is a registered nurse at Poudre Valley Hospital in Fort Collins, Colo.

Patty Goodwin (ROMO, GRSA, JEFF, GOGA, BIBE), formerly a law enforcement/resource ranger with NPS, now works for the Bureau of Reclamation as a concession management specialist at Lake Berryessa, Calif. Address/phone: 310 Peach Place, Winters, CA 95694; home, (530) 795-2549; work, (707) 966-2111, ext. 142; pgoodwin@mp.usbr.gov.

Richard T. Moore recently transferred back to Yellowstone as the boat/backcountry operations supervisor at Grant Village. Address/phone: Box 6036, Yellowstone National Park, WY 82190; home, (406) 640-1201; work, (307) 242-2601; rtmoore@lasal.net.

Ed and **Joan Patrovsky** happily announce the birth of a healthy daughter, **Michaela Ann**, on Sept. 22. Ed (Bruce) (BAND, SEKI, GRCA, ROMO, INDU, BLM), and Joan (Chacon-Blais) (SEKI, PINN, GRCA, BLM) both currently work as BLM rangers (Joan is supervisory) in the California Desert District, and make their home in Apple Valley. They have been married since May 1999. Anyone wishing to contact them may call (760) 240-4582.

Charles Don "Donnie" Smith Jr. (NCRC-Mall 90-97, THST/GEW 97-01) is a park ranger with the U.S. Army Corps of Engineers at Wallisville Lake Project, Texas. Previously he was a park ranger at Thomas Stone NHS. Address: 288 County Road 4111, Dayton, Texas 77535.



Thanks to two Ranger readers, the unidentified ranger is this photo (Ranger, Fall 2001) no longer is a mystery. The photographer, Warren Bielenberg, wrote to say he took this picture of Laura Gundrum, district interpreter at Indiana Dunes, during the Spring Maple Syrup Festival in 1996 or 1997. Also, Ken Arzarian of San Juan Island said Gundrum is showing students a jar of maple syrup made the early-settlers way in large cast iron kettles. The festival has been an annual event at the "Dunes" for 20 years.

Randy Turner (MASI, WASO, DEWA, GATE, STLI, HEHO, GUIB, FOCA, CUGA, NATR) is the new superintendent at Weir Farm NHS in Connecticut. Previously he was deputy superintendent at Manhattan Sites. Address: P.O. Box 727, Georgetown, CT 06829; randy.w.turner@worldnet.att.net.

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For more information contact Bill Supernaugh, ANPR's mentoring coordinator, at bsuper@gwtc.net.

Resource Management

(continued from page 23)▶

long-term programs tending to vascular plants and vertebrates. Similar programs are needed for invertebrates, non-vascular plants, and cultural resources. I suggest that as these programs are developed, they should include clear objectives and tasks related to interpretive and protection components. Resource specialists and rangers should jointly participate in resource program development; perhaps this is already occurring in many parks, though I fear not. It is the interaction that is important, not merely the completion of an RMP — which should be a reflection of consensus reached by all the major players in each park as to how they will focus their energies to ensure that the resources of each place are preserved. Engage! 🏡

— Sue Consolo Murphy, Yellowstone

ANPR Actions

(continued from page 25)

who would steal artifacts, poach rare and endangered animals, or otherwise seek to profit from our shared natural and cultural patrimony. It is imperative that these threats be addressed directly.

The members of the Association of National Park Rangers accordingly ask that the International Ranger Federation encourage the IUCN World Parks Conference committee to include a session on “Protecting the Protectors” at its conference in Durban, RSA, in 2003.

Over the past three years, three nations have lost rangers who were murdered while protecting their country’s resources. One nation has lost almost 200 park staff due to violence. Many other nations have also seen their rangers assaulted and facilities destroyed.

We must work to make governmental leaders and park managers realize that protected area employees — our “protectors” — are every bit as important and valuable as the cultural, historical and natural resources that they protect. Without the “protectors,” we would not have these cultural and natural resources to enjoy.

The Board of Directors of ANPR strongly encourages the IRF to use its MOU with IUCN to encourage the conference committee to make “Protecting the Protectors” a conference goal in Durban. 🏡

In Print (continued from page 28)

myth from reality. For instance, Abbey himself led others to believe he was born in Home, Pa., when he was actually born in a nearby town. Likewise, he never lived in Oracle, Arizona. He used it as a post office box for all but the most private mail.

Beginning with these two myths, Cahalan goes on to expose many other such myths that Abbey himself created. Many people read his non-fiction works and believe every event happened. In fact, as the book shows, Abbey took many literary liberties, changing names, dates, locations and sometimes events. The overall effect of these myths on his legacy is small, however, and the changes were often for good reasons.

Abbey wrote best when he wrote about himself and his escapades. As near as I can tell (and I’ve read most of his books), the events are mostly real and his literary characters were usually drawn from his friends and acquaintances.

This book reveals many of these secrets, such as the models for Hayduke and Bonnie in “The Monkey Wrench Gang.”

Readers will learn that Abbey was a man of large wants and many labels. He lived large, marrying five times, traveling the world, drinking too much, living in

the wilderness and being a celebrity, like many of us cannot. He had an insatiable desire for women and could not remain loyal to one. “How can I be true to one and false to so many others?” he once said.

He was an often-absent father to his children from his early marriages until he married Clarke Cartwright late in life and had two children he idolized. The book reveals why he was labeled as a misanthrope, misogynist and a racist, and how he battled the East Coast literati. The one label he would appreciate is anarchist, the subject of his master’s thesis.

The book reports on Abbey’s view of death and how he wished his death arrangements to be conducted. Like many of our icons, he lived hard and died early (age 60). The book tells who was there for him and how his secret, illegal burial was conducted. Readers will be inspired yet again by the life and times of Ed Abbey and will find reason to carry on in protecting wilderness. □

Karl Ford is a toxicologist with the National Science and Technology Center, Bureau of Land Management at the Denver Federal Center. An avid reader and hiker, he is married to Ranger editor Teresa Ford.



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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.

Note: It costs \$45 a year to service a membership. ANPR suggests additional dues based on your annual income according to the chart below.

Type of Membership (check one)	Individual		Joint	
	One year	Two years	One year	Two years
Active (<i>all NPS employees and retirees</i>)				
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 (<i>other than NPS employees</i>)				
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*)

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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.

Payment by Visa or MasterCard accepted:

Visa _____ MasterCard _____
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 Signature _____

I want to volunteer for ANPR and can help in this way:
 Fund Raising
 Rendezvous Activities
 Mentoring
 Other (list: _____)

➤ **ANPR may publish a membership directory, for distribution to members.** May we publish: your e-mail address? 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.

Name _____

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

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Other information _____

Send news to:

Teresa Ford, Editor
 26 S. Mt. Vernon Club Road
 Golden, CO 80401
 or e-mail: fordedit@aol.com or
 check ANPR's website: www.anpr.org
 and go to Member Services page

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