

# RANGER

The Journal of the Association of National Park Rangers

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ANPR  *Stewards for parks, visitors and each other*  
The Association for All National Park Employees

Vol. 27, No. 1 • Winter 2010-11



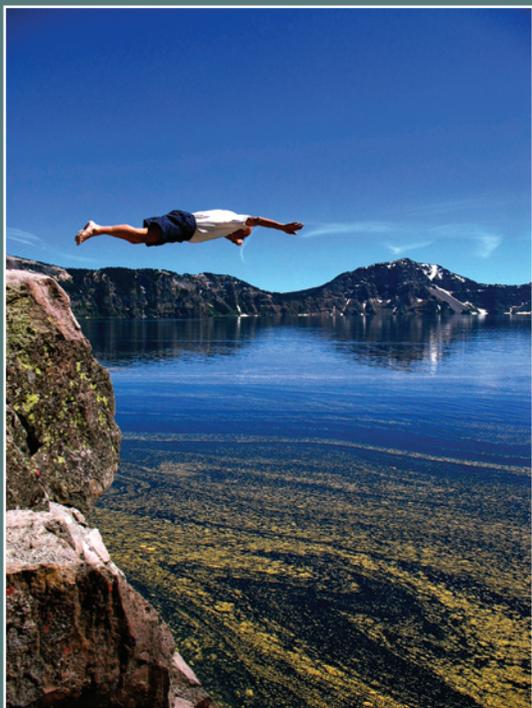
Ranger Rendezvous XXXIII • Oct. 31 – Nov. 4, 2010 • Bend, Oregon

# 2010 PHOTO CONTEST WINNERS

1<sup>ST</sup> PLACE  
“Wet but Supine!”  
Denali  
**Liz Roberts, Lassen Volcanic**



2<sup>ND</sup> PLACE (tie)  
“The Perfect Plunge”  
Crater Lake  
**Karen Kanes**



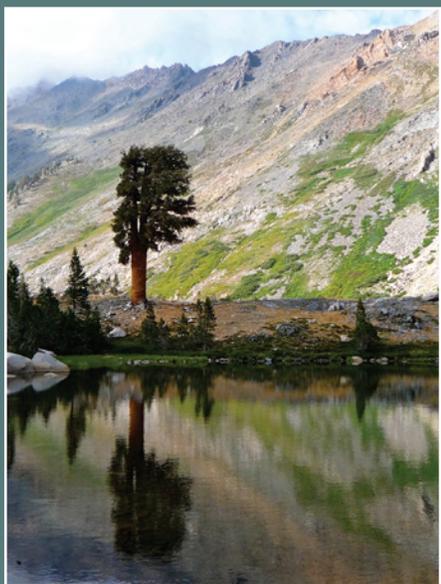
PHOTOGRAPHER'S NOTES: This photo was taken in late August while backpacking around Mount Eielson in Denali. After hiking for several hours on a rainy day, Clair Roberts took a few minutes to rest (and moan). The fall colors were in full glory, and the colorful scarlet plants in this image are bear berry.

— Liz Roberts



2<sup>ND</sup> PLACE (tie)  
“Elk Ranch Sunrise”  
Grand Teton  
**Patrick Hattaway, Grand Teton**

Thirty-seven images, possibly a record number, were entered in ANPR's annual photography competition. Rendezvous attendees cast votes for their favorite images, and Meg Weesner helped tally the votes. Also, winners of the Name That Park contest were Clair Roberts and Mike Pflaum, each with 25 correct answers. Plan ahead for the 2011 contest in Williamsburg, Virginia, and keep an eye out for the perfect shot.



HONORABLE MENTION  
“Sunset at Spring Lake”  
Sequoia  
**Alison Steiner, Sequoia**

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Winter 2010-11

*Ranger* (ISSN 1074-0678) is a quarterly publication of the Association of National Park Rangers, an organization created to communicate for, about and with National Park Service employees of all disciplines; to promote and enhance the professions, spirit and mission of National Park Service employees; to support management and the perpetuation of the National Park Service and the National Park System; and to provide a forum for professional enrichment.

In so meeting these purposes, the Association provides education and other training to develop and/or improve the knowledge and skills of parks professionals and those interested in the stewardship of national parks; provides a forum for discussion of common concerns of all employees, 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 25958 Genesee Trail Road, PMB 222, Golden, CO 80401, [www.anpr.org](http://www.anpr.org). Members receive *Ranger* as part of their membership dues. See the website or page 26 for membership and subscription information.

### Submissions

Prospective authors should contact the editor or editorial adviser before submitting articles. Editor, Teresa Ford, 25958 Genesee Trail Road, PMB 222, Golden, CO 80401, (303) 526-1380; [fordedit@aol.com](mailto:fordedit@aol.com). Editorial adviser, Mark Herberger, (571) 926-1509.

### Deadlines

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



## Board of Directors

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**Cover image:** NPS Director Jon Jarvis joins ANPR members in a service project in Bend, Oregon, during the recent Ranger Rendezvous. *Photo by Teresa Ford*

**Left:** ANPR members Clair Roberts, Lisa Eckert and J.T. Townsend take a short break from tree planting and trail restoration at Pilot Butte State Park. *Photo by Kale Bowling*

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# Rewarding Rendezvous in Oregon

## Community service blends with professional conference

More than 150 ANPR members descended on Bend, Oregon, from Oct. 31–Nov. 4, 2010, for the 33rd annual Ranger Rendezvous distinguished by community involvement and professional development.

A theme of “Building Bridges to the Future” at the lodglike setting of The Riverhouse’s conference center along the Deschutes River set the mood for discussion and activity.

Many first-time attendees provided a spark to revitalize ANPR, an organization seeking a younger generation of parks professionals to continue the ideals for which it was established in 1977.

NPS Director Jon Jarvis addressed the standing-room-only audience on the second full day of the conference. He then joined more than 70 attendees for a four-hour service project at the nearby Pilot Butte State Park.

Rendezvous activities are featured on the following pages. 



More than 100 photos are posted on ANPR’s Facebook page: [www.facebook.com/parkrangers](http://www.facebook.com/parkrangers)



# NPS director repeats call for relevancy, workforce diversity

Director Jon Jarvis reflected on his first year as head of the National Park Service during his second consecutive appearance at the Ranger Rendezvous.

He emphasized four pillars outlined in previous speeches to NPS employees:

- Workforce Diversity
- Education
- Stewardship
- Relevancy

“We need to make the NPS one of the best places to work,” he said. Reaching a broader audience through community engagement is vital, he added.

He looked at the past year’s progress in various areas.

In the leadership arena, Jarvis is building the National Leadership Council with the capacity, energy and desire to lead the NPS. One of his hopes is that field people want to come to Washington to help.

“Lots of changes are going on and it’s good,” he said. “People are willing to step up and it’s a great time to be in leadership in the NPS.”

Yet, he admitted that many NPS employees are disappointed in the agency, although they still love what they do.

To applause, Jarvis revealed that the NPS plans to issue park passes to employees, something many staff have advocated for a long time.

Employee safety remains Jarvis’ No. 1 priority, and he reiterated his commitment to the Operational Leadership program.

Workforce diversity continues to lag, he said, and the NPS now is less diverse than it was 20 years ago.

The NPS remains a leader in resource stewardship, and he praised employees for their hard work during the Gulf oil spill in 2010. Jarvis spent 10 weeks as incident commander during the aftermath of the spill, and he commended the 600 NPS employees and 1,000 Fish and Wildlife Service employees, plus many retirees, who helped.

The NPS was able to protect resources from the spill and from the cleanup effort, avoiding bulldozing of beaches.

“The Gulf is a metaphor of service at our best,” Jarvis said.

Wilderness will remain an important topic, he said, and noted the 23 million acres in national parks.

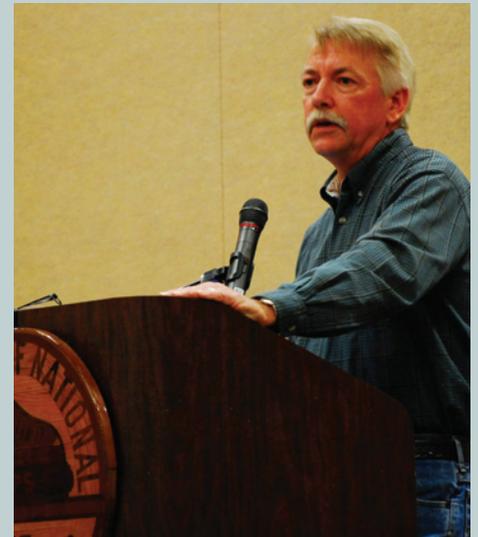
“Just because the budget is tight doesn’t mean we can’t add to it,” he said.

Jarvis touched on a host of other topics during his 45-minute speech. Included were the climate change response strategy, sustainability, cultural resource issues, the upcoming sesquicentennial observances at Civil War sites, American Recovery and Reinvestment Act funds and international support.

America’s Great Outdoors initiative can partner with the relevancy issue in national parks, he said. In meetings nationwide, with sometimes separate sessions for youth, he has listened to ranchers from Montana, urban dwellers in Seattle and history advocates in Philadelphia, all with important comments.

National parks are good for personal health, and he wants doctors to prescribe park visits for their patients.

“The Australians are all over this,” he said. Being outside and visiting parks are an inex-



pensive antidote to many ills, from obesity to depression, he added. “Feel blue? Touch green.”

First Lady Michelle Obama’s Let’s Move initiative also can dovetail with park visits. “Let’s not just move,” Jarvis said, “let’s move outside.” Some 50 junior ranger programs have incorporated the Let’s Move components.

The NPS Advisory Board, with 12 new members, will be more effective, aggressive and active, he pledged.

Budget issues continue to plague the country and will spill over to the NPS, Jarvis said. A few years of good increases have given way to a tough economy, and no agency is immune to the consequences. He hopes the NPS budget will at least be held flat. But he expressed frustration that the NPS, with a perpetuity mission, operates on a fluctuating annual budget. “How do we build an endowment for the future?” he asked.

Several audience members asked the director questions at the end of his talk, but a tight timeline meant Jarvis and others hurried off to Pilot Butte for the planned service project.

About 70 ANPR members signed up for the project, a suggestion Jarvis made a year ago to illustrate community engagement. He joined the group for the four-hour, trail-restoration and tree-planting session, in conjunction with local and state involvement. The afternoon culminated in a rededication ceremony at the popular state park in the middle of Bend under sunny skies and pleasant fall temperatures.

For a local summary of the project in the Bend Bulletin newspaper, see [www.bendbulletin.com/pilotbutte](http://www.bendbulletin.com/pilotbutte). 

— Teresa Ford, Editor



Rendezvous photos throughout these pages by Kale Bowling, Teresa Ford, Patrick Hattaway, Jeff Ohlfs and Liz Roberts

# Incoming ANPR President Stacy Allen looks to future

How best to rig our ship to catch the wind that's blowing?

That's the question incoming ANPR President Stacy Allen posed to Rendezvous attendees. He pledged his full support to help guide ANPR into its next years to make it a stronger organization.

"But I need your help," he repeated in an impassioned address to end the annual meeting.

Allen, a longtime ANPR member and board member since 2005, set the stage by looking at changing patterns in the country's demographics and life cycles.

Fireflies in February were unheard of years ago, as were fawns having spots and nursing into November, he noted. But climate change now is a reality of our planet . . . and the footprint of humanity is reaching astronomical proportions. From 3 billion people 50 years ago to 7 billion today, the prediction is for 8 billion on earth by 2025.

"Forecasts are daunting for the next 50 to 100 years in regard to stewarding resources and species survival," Allen said. "We are making decisions in the face of uncertainty, but so were the founders of our NPS – Mather and Albright. We can find comfort in their trials and accomplishments as we confront the uncertainty of our own future."

Later, he added, "We don't always make the right decisions but it doesn't mean we don't keep trying."

Closer to home, he urged members to help revitalize ANPR. To do this, it behooves each generation to examine the relevancy of its past, he said. "Reach back in the past to help you with the present.

Allen continued, "Our great melting pot society works, but the coming change reflects challenges to making parks relevant to the public."

Some 80 percent of the 310 million people in the United States are urban, he noted. Non-Hispanic whites, 65 percent of our nation's population in 2005, will occupy only 47 percent of the population in 2050.

Thus, the face of the National Park Service, with more than 80 percent of its employees non-Hispanic whites, doesn't reflect America's diversity, he added. "Our nation must see its new face reflected in the workforce stewarding the parks."

The key to survival of the NPS is making its work relevant to the people, he said. Further, he issued this challenge to ANPR — to begin to reflect the face of America and support the NPS in accomplishing this necessary workforce goal.

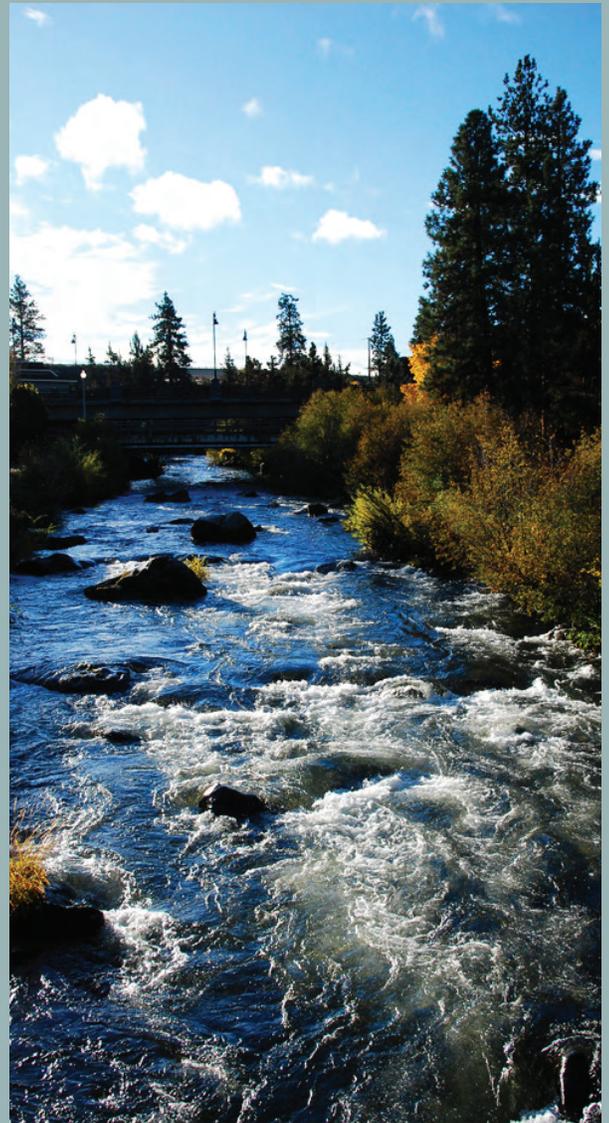
"Lasting connections with our

diverse population must be made. The future of our parks and what they protect and preserve depends on our ability to meet this goal. The relevancy of ANPR and its mission in regards to our fellow employees is directly tied to meeting the diversity challenge."

Give a gift membership to those not represented in our membership, Allen said. "It's an invitation — come join us. See if we stand for what you believe in."

He urged current members to become active. "It's yours. We need your help, your life experiences and passions. We have a lot of work to do."

He continued: "Sometimes we have to haul our load across



**WINNERS:** ANPR awarded Rendezvous scholarships to three applicants from a pool of 12. Their attendance was paid for through member donations to the Supernaugh Memorial Scholarship Fund in honor of the late Bill Supernaugh. Pictured from left are Nancy Patterson, Kyle Robbins and Alison Steiner. During the Rendezvous they helped with various tasks. Steiner also stepped up to run for a board position.

a long tedious level plain until we find that momentous dragon to slay, mountain to climb or cathedral to build. We start small and work steady for the long haul. You're a good crew and I know we can rig ANPR to catch the current wind."

Allen evoked the memory of the late Rick Gale, a founding member of ANPR who urged his colleagues to help do the work of the organization.

"If you want to go somewhere," Allen said, "I'm in it for the ride. Let's structure the work to gain results."

He asked members to give their talent, creativity and innovation to ANPR — and feel a sense of ownership.

He provided his e-mail and phone number, asking members to contact him:

[sallenanpr@aol.com](mailto:sallenanpr@aol.com) • 731-438-2900 

— Teresa Ford, Editor



**Pilot Butte State Scenic Viewpoint: East Park Rededication**




Tuesday, November 2nd, at 4:00 PM at the East Park of Pilot Butte State Park

**Highlights**

- Ribbon cutting ceremony for the new wheelchair playground and picnic shelter
- Dedication of the Base Trail
- Refreshments served

A special thanks to the many corporations and individuals that have made all this possible, especially the Pilot Butte Partners and BDFPD

Volunteer service project 1:00 pm to 4:00 pm  
Contact person: Susan Berkman, Park Manager at 531.328.4822




# PRESENTATIONS PANEL DISCUSSIONS BREAKOUT SESSIONS

Diverse topics highlighted the annual Rendezvous sessions.

Dr. Gary Machlis, science adviser to the NPS director, called these times “extraordinary” because national and international interest in science is high. Alternatively, there are challenges to implementing some changes quickly, particularly with significant budget problems, he added.

He promoted science education and science literacy, not just for visitors but for the staff. Machlis outlined 10 strategic goals, including advancing the role of science within the NPS and developing state-of-the-art science programs; elevating and expanding the role and use of science while emphasizing its limitations; and linking science to educational activities.

He urged the NPS to be a world leader in climate change education, not just an agency that does monitoring and measuring.

“We need to do things that are distinctively our responsibility,” Machlis said.

A panel of associate directors addressed the topic of “Contemporary Leadership Challenges.” Participating were Steve Shackleton, visitor and resource protection; Rich Weideman, partnerships and civic engagement; Sheri Forbes, interpretation and education; and Jeffrey Cross, natural resource stewardship and science.

Other panel presentations and breakout sessions were:

- Environmental Leadership: Jeffrey Cross, Natural Resources, WASO; Angie Richman, Climate Change Response Program; Bob Krumenaker, Apostle Islands



- International Update/Critical Incident Stress Management: Deanne Adams, president, International Ranger Federation; Jenny Matsumoto, CISM
- How to Get a Job with the NPS: Marcia Schramm, Office of Workforce Management, WASO; Debbie Burton Orton, Human Resources Services, WASO
- My Life with the NPS: Real Life behind the Glory: ANPR members Lisa Eckert, Bob Krumenaker, Jan Lemons, Bill Pierce
- Environmental Advocacy and Political Challenges: Bryan Faehner, John Garder, Don Barger and David Graves, leadership staff from National Parks Conservation Association
- Environmental Leadership, Elwha Dam at Olympic: Brian Winter, Elwha Project; Maureen Finnerty, former Olympic superintendent
- Leadership in Interpretation: Julia Washburn, associate director, interpretation and

education; Dave Larsen, Mather Training Center; Tom Medema, Yosemite; Paul Ollig, John Day Fossil Beds

- What’s Happening with SROC?: Marcia Schramm and Debbie Burton Orton (see previous reference)

## Littlest musher talks leadership

Iditarod finisher Liz Parrish, the featured keynote speaker on the last full day of the Rendezvous, created a buzz outside and inside the meeting room with her four dogs and sled gearing up for a grand entry.

The high-energy canines then tried their best to wait patiently during Parrish’s hourlong presentation (photos, next page).

Called the “littlest musher” because of her under-5-foot stature, Parrish tailored her program to a leadership theme. She enumerated the lessons dogs can teach, including the attributes of drive, trust, focus, patience and perseverance. The result, she said, is that every member can learn leadership provided there is good communication, clear expectations and clear direction.

She spoke of developing a presence because a team can do more with a leader than without one. She coupled that with risk taking, the willingness to make mistakes. You can risk being wrong, then getting feedback, learning and growing, she said.

May you be fortunate to have great leaders in your lives — and to be one, she ended.

Parrish completed the 1,150-mile Iditarod sled dog race in Alaska in 2008. She now lives in southern Oregon and runs a motivational speaking business, Life through Dogs. 🐾

— Teresa Ford, Editor





## ANPR Board of Directors meet in Bend, Oregon

With vacant positions and several other board members who couldn't attend the Rendezvous, the ANPR Board of Directors didn't reach a quorum for its first meeting in Bend.

However, many topics were discussed, including:

- revitalization work group report
- college chapters
- mission statement
- membership and finances
- health insurance program
- possible Rendezvous sites for 2012
- proposed *Ranger* magazine themes
- ANPR board elections
- Business manager's contract
- *Ranger* editor's contract

Later in the week, a second temporary appointment joined the board so official action could be taken. The board:

- Accepted the 2010 ANPR 21st Century Revitalization Report compiled by a work group.
- Agreed to have the board member for strategic planning coordinate strategies and measures to implement the recommendations of the report.
- Established two unpaid internship positions to focus on recommendations of the revitalization report. One position, supervised by the board member for internal communications, will work specifically toward implementation of the first outreach and communications recommendation, with a focus on aggressive expansion of ANPR's web presence. The other intern, to be supervised by the board member for special concerns, will work specifically on the fifth advocacy recommendation, with a focus on developing issues where ANPR can make a difference.
- Changed the word "social" to "professional" in the mission statement (see page 1, first paragraph)

Board members present for the entire conference were Stacy Allen, Alec Chapman, Scot McElveen and Liam Strain. Absent were Mike Anderson, Rebecca Harriett and Emily Weisner. Tom Banks and Amy Gilbert attended a portion of the Rendezvous.

Temporary appointments were Dick Martin and Cathy Buckingham to achieve a quorum on Nov. 4. Vacancies were due to resignations by Eric Leonard and Bill Schappell. □



## ANPR hosts leadership seminar

ANPR added a new dimension to its annual professional conference by hosting the first ANPR Leadership Seminar for Developing NPS Leaders.

The 32-hour course ran concurrently with the Ranger Rendezvous. It offered sessions with NPS Director Jon Jarvis, science adviser Gary Machlis, the NPS associate directors, leadership motivational speaker Liz Parrish and others.

Fifteen students participated in the course, including students from 11 NPS sites, a graduate student, a ranger from Australia and a representative from the U.S. Forest Service. The students also participated in a half-day leadership development discussion and service

learning project coordinated by Oregon State Parks.

Course coordinator Barry Sullivan called the sessions illuminating. The interaction between students and speakers, along with reflective discussions between the students themselves, left the participants charged.

"At the end of the week the class continued the discussion on leadership qualities even after the class had ended," said Sullivan. "They were excited by all we had covered throughout the week."

Participants will receive credit for the 32-hour course through DOI Learn. ANPR plans to host a similar session during the 2011 annual professional conference and Rendezvous.

## ANPR ELECTIONS

Elections by electronic ballot began Dec. 1, and a new board is expected to be seated by mid-January. Watch the ANPR website for more information.

The candidates:

**Secretary:** Paula Alexander, Lincoln Boyhood

**Treasurer:** Jennifer Champagne, Intermountain Region

**Internal Communications:** Jamie Bertram, Everglades, and Jan Lemons, Carlsbad

**Professional Issues:** Jessica Korhut, Bighorn Canyon

**Seasonal Perspectives:** Jason Allen, Mount Rainier

**Special Concerns:** Amy Gilbert, Arlington House

**Strategic Planning:** Alison Steiner, Sequoia

## MATHER AWARD

The National Parks Conservation Association have awarded **Mike Caldwell** and **Deirdre Gibson**, both of Valley Forge, the Stephen T. Mather Award for their successful efforts at tackling a series of challenging issues at the park site near Philadelphia.

They took on some difficult problems, but they did it in a way that could be disagreeing but not disagreeable, said NPCA's Don Barger upon announcing the award during the Rendezvous. The two honorees weren't in attendance due to travel ceilings throughout the NPS (see Administration column, page 16).

Caldwell and Gibson navigated the treacherous territory of a troublesome park partnership, finally negotiating a land exchange to preserve vital park lands rather than to develop them into a conference center. They also persevered through a controversial planning process, an environmental impact statement and several lawsuits to implement a scientifically based, deer reduction program in the suburban park.

They have reinvigorated Valley Forge by involving the community and visitors, and redeveloping the major historical site, George Washington's headquarters, in the park. They also have worked with public and private entities on a transportation study to reroute commuter traffic in a way that will enhance both the park and the commute to Philadelphia.

Caldwell is a life member of ANPR and a former board member. He is superintendent of Valley Forge while Gibson is the park's chief of planning and resource management.

The NPCA has presented the prestigious Mather Award during the Ranger Rendezvous for the past 22 years.



## ANPR AWARDS

**Deanne Adams** and **Tony Sisto**, longtime ANPR members, were honored with the ANPR Rick Gale President's Award for their exemplary service to the organization. Both have held various positions with ANPR over the years, and they continue to mentor new people and support the organization. Adams is the current president of the International Ranger Federation (see page 20).

Also honored was the late **Debbie Trout**, ANPR's business manager during the group's formative years.

**STRONG ATTENDANCE:** The Coalition of National Park Service Retirees posed for a group shot during the Rendezvous.



# Stealth posture morphs into action

By Jenny Matsumoto  
Sequoia and Kings Canyon

They say the first step to recovery is admitting you have a problem. Hi, my name is Jenny and I am a stealth ANPR member. Stealth member? You know, I faithfully pay my membership dues, attend Ranger Rendezvous, make donations, do things that keep me just under the radar.

Well, it finally happened. I wasn't paying attention and I got on the radar. At the Ranger Rendezvous in Gettysburg in 2009 I volunteered to help with the next year's Rendezvous in Bend, Oregon. I think I was hoping for stealthlike duties: stuffing envelopes, making copies, helping but still able to keep a low profile.

At first I was sitting in on some conference calls. OK, that's stealthlike. Then I was asked if I could contact a potential presenter. OK, still under the radar. A presenter can't come? Sure, I can do a short presentation. Well, the next thing you know I was no longer a stealth member/volunteer — and it was enlightening.

As time went by, working with the planning team for the Rendezvous in Bend opened my eyes as to why actively participating in ANPR is so crucial. Little did I realize all the hard work that's necessary from volunteer team leaders and members behind the scenes. This volunteer group works for months, dedicating themselves to make the Rendezvous come together.



Jenny Matsumoto, and husband Gregg Fauth, a former board member, work at Sequoia and Kings Canyon.

Although I think my role was minimal overall, I saw that every effort, no matter how small, makes a difference. This was just the Rendezvous. Who keeps the rest of ANPR going throughout the year? As a volunteer on the planning team, I met many other longtime members who have repeatedly volunteered their time, skill and knowledge to an organization they believe in. They are the stealth volunteers whose hidden efforts keep ANPR vital and active beyond the Rendezvous.

As an organization we can't continue to depend on just these stealth volunteers. We need others to step up. It wasn't easy for me leave my hidden role, but now I know how important it is for members to participate more. For ANPR to continue to grow, change and meet the challenges of the future, it depends upon members who can take a more active role — even briefly.

Don't get me wrong. We need all members whether you are visible and active or undercover like me, but I invite all you stealth ANPR members — you know who you are — to come out of hiding. There are many ways you can ease out of your stealthlike behavior and become a more active member. It may be as simple as responding to ANPR e-mails when feedback is needed, participating in one of the Revitalization Report elements, or hey, there is the next Rendezvous in Williamsburg, Virginia. 🏔️

## HALLOWEEN FUN



# Exhibitors help support ANPR

Each year at the Rendezvous, exhibitors help support ANPR financially by their participation in the exhibit hall. Please thank them by supporting them.

- Acorn Naturalists
- Colorado Northwestern Community College, Seasonal Law Enforcement Training Program
- Discover Your Northwest
- Eppley Institute
- National Parks Conservation Association
- Parkland Books
- R.J. Thomas Manufacturing Co. Inc.
- The Supply Cache
- UNICOR Federal Prison Industries
- VF Imagewear



# THANK YOU to Rendezvous volunteers

Each year many people donate their time and Energy to stage a successful Rendezvous. The 2010 effort in Bend, Oregon, was possible thanks to the efforts of these organizations and people:

Program coordinators: Kale Bowling and Pat Grediagin

Site coordinator: Mike Pflaum

Program team: Scot McElveen, Jenny Matsumoto, Lisa Eckert, Amy Gilbert

Program advisers: Deanne Adams, Bill Halainen

Registration: Jan Lemons, Georjean McKeeman, Flo Six Townsend, Cathy Buckingham, Meg Weesner, Nancy Patterson, Kyle Robbins, Alison Steiner

Exhibits coordinator: Jennifer Winston  
Audiovisual coordinator and Google Groups website: Mark Christiano

Publicity coordinator: Mallory Smith

University outreach: Todd Bishop

Service project initiator: Mark Saferstein

Service project coordinator: Pat Grediagin

Raffle and silent auction: Rosie White, Beth Spencer and Roger Rudolph

Judges: Lisa Eckert and Tim Moore

Bailiffs: Chip Davis and Cathy Buckingham

Halloween party: Jan Lemons

ANPR merchandise & logo T-shirts: John Ott, Ken Kyburz, Stacy Allen

Photo contest: Liz Roberts, Meg Weesner

Hospitality room: Nancy Ward

Photographers: Kale Bowling, Patrick Hattaway, Mike Pflaum, Liz Roberts, Teresa Ford

Reception with exhibitors: VF Imagewear

Rendezvous sponsors: VF Imagewear,

National Parks Conservation Association

Career counseling/resume review team:

Tom Banks, Joe Evans, Jeff Ohlfs, Bob Krumenaker, Jenny Matsumoto, Mallory Smith, Patrick Hattaway

Site coordinator adviser: Dan Moses

Tour leader to John Day Fossil Beds:

Michelle Ordway

Read the State of the Association report at [www.anpr.org](http://www.anpr.org)

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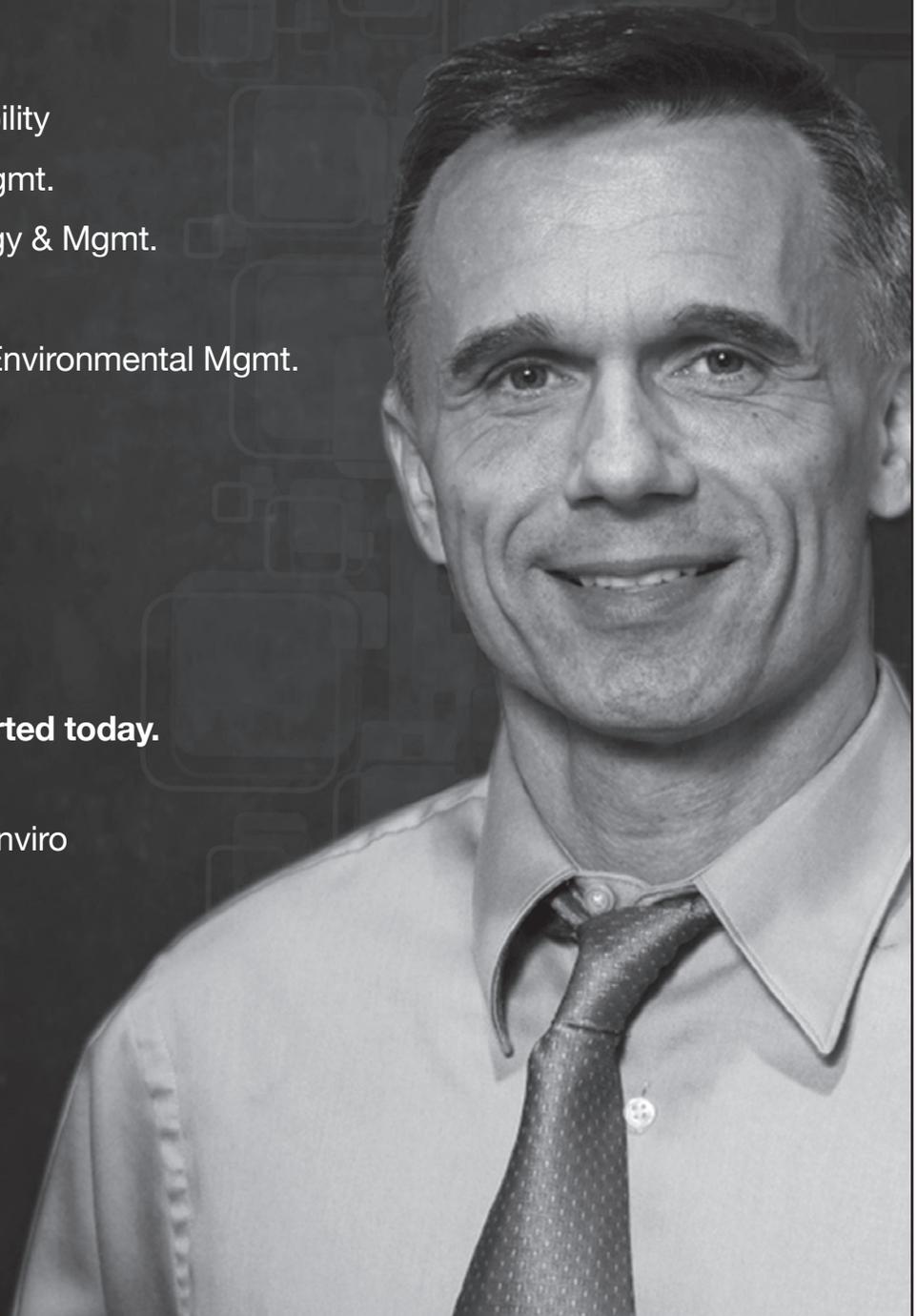
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# Delay in background checks may lead to late job starts for seasonals

*Take steps now to avoid problems in the upcoming hiring season.*

By Alec Chapman  
Yellowstone

## PERSPECTIVE

What does your park do with a seasonal ranger whose background check hasn't been completed and adjudicated by the anticipated start date?

Employment for numerous seasonal rangers started a week or more after their scheduled start date last spring because their background checks hadn't been completed and favorably adjudicated (cleared). Employees traveled, in some cases across the country, arrived at parks, were told they couldn't start work or move into park housing and would have to await the favorable completion of the background check.

Various background checks are required for different jobs within the National Park Service. The reasons a background check might not clear can vary from an overwhelmed system, paperwork sitting on a desk or not submitting the paperwork in a timely manner. One of the background checks that occur more frequently for those involved with law enforcement is the special agreement check. This check is conducted whenever there is a break in service of more than 60 days.

Many parks have adopted the position that they will only hire seasonal rangers into the position for which they applied. In those

situations, those rangers can't start until their special agreement checks have cleared. If the park selects this option, the ranger can't generate an income and can't move into NPS housing.

Here is the predicament: even if the paperwork is submitted on time, the special agreement check may not clear by the anticipated start date. It is both the park and the ranger who lose in this situation.

To solve the problem of not having a special agreement check cleared by the rangers' start date, some parks have creatively solved this problem. The parks have opted to temporarily hire the ranger in another capacity or as a volunteer.

Why is there such a range of solutions to this common problem? There is no service-wide policy on hiring a ranger in a non-law enforcement capacity if the special agreement check hasn't cleared. The benefits of bringing a ranger on before the special agreement check has cleared are numerous for both the park and the ranger. They outweigh the risk of a special agreement check not clearing and any additional work created for human resources personnel.

Benefits to the parks are that they can:

- ▶ train all its seasonal rangers at the same time and not have to conduct multiple training sessions. This option provides potential savings for the park.
- ▶ effectively communicate with all seasonal rangers simultaneously. The interaction and group questions, unless they are recorded, can never be captured or accurately distributed during subsequent meetings.
- ▶ allow the ranger to work in low-risk activities (such as non-law enforcement, not handling money), which puts them on the trail, in the visitor center or in the campground while waiting for the the special agreement check to clear.

Benefits to seasonals are that they can:

- ▶ start to be paid or, second best, start receiving a volunteer stipend. Being a volunteer while all your other co-workers are getting paid isn't ideal, but it would be a stopgap measure that could benefit both sides until the special agreement check has cleared.
- ▶ move into government housing.
- ▶ attend training and other orientations with co-workers, and build camaraderie and a common experience. This time is valuable for developing trust with co-workers and is an important part of officer safety.
- ▶ continue to pay bills and support their livelihood.

As the 2011 hiring season approaches, if you have a ranger whose background hasn't been completed and adjudicated by the start date, what are you going to do?

There is an opportunity, where a gap in the hiring system exists, to make a ranger feel like a person and not a process. I recommend all parks start seasonal rangers on the predetermined start date and, if a background clearance is not completed, the ranger begins work in a temporary job classification that does not require this level of clearance. 

*Alec Chapman, the ANPR board member for fundraising activities, worked the last two summers as a protection ranger at Rocky Mountain. He is now at Yellowstone. He can be reached at [chapman.alec@gmail.com](mailto:chapman.alec@gmail.com).*



# Creating a successful internship experience

By **Apryle Craig**  
Rocky Mountain

Before arriving at Rocky Mountain National Park, I opened my intern orientation packet to find two books: “Interpreting for Park Visitors” and a “Natural History Handbook” for the park. I enthusiastically soaked in my new reading material, sharing my new facts with my husband and anyone who would listen.

On my first day at the park, my supervisor,



Cynthia Langguth, presented me with a detailed schedule of my upcoming training. I couldn't believe that in just two weeks I was going on driving tours, attending safety trainings and shadowing at the visitor centers. I also attended seminars on interpretive techniques, such as knowing your audience and interpreting for different learning styles.

As I flipped ahead in the training schedule, I saw there was time blocked off for “Program Prep” — time set aside for me to develop four of my own interpretive programs for park visitors. Despite my trepidation, my supervisors had set aside just the right amount of time for each of the topics and assignments. Their organization, preparation and experience was obvious.

Different days of my training were led by different instructors. This diversity was a great way to gain multiple perspectives and see the way different rangers apply the interpretive

## 5 TIPS FOR A SUCCESSFUL INTERNSHIP

1. Organization & Preparation
2. Various Instructors
3. Open-Door Policy
4. Timely Evaluations
5. Earned Praise

techniques. Many of my training days were special, but two days stand out. Without ever knowing it, Dick Boyer turned an ordinary driving tour into an interpretive opportunity. He connected concepts such as exploration and generosity while showing me the sights. Stopping for a hike in Wild Basin, he shared a story about lichen, and we paused to discuss a periwinkle flower, the harebell, along the trail. Another day Sue Spearing's amazing beaver program gave me something to aspire to, provoking curiosity and elevating the beaver to the coveted position of my favorite animal at Rocky.

Most of my training occurred at McClaren Hall, which houses the bustling offices of the Division of Interpretation. At McClaren our supervisors' office doors were almost always wide open. Although Cynthia was my direct supervisor, I got support on all levels and everyone in the office reached out. Whether I was seeking guidance on complex questions such as résumé help or mundane things such as where to restock legal paper, Cynthia and the other supervisors made my questions a priority.

As my internship came to a close, November brought snow, ice and more time for roving interpretation. I hiked to Calypso Cascades where I had strolled with Dick during our driving tour in August. I noticed a visitor had stopped along the trail a bit in the distance. As I approached, she pointed to a lone purple flower. We briefly discussed how unusual it was to see wildflowers in November, and then she carried on down the trail. Could this really be the same harebell that Dick and I admired in August? I'll never know for certain, but I felt my experience come full-circle. Maybe someday I'll be the one in the driver's seat with a wide-eyed intern riding shotgun. I hope I can live up to the high standards set by the staff and supervisors at Rocky Mountain. 🏔️

*Apryle Craig is pursuing a seasonal position as an interpretive ranger at Rocky Mountain. She lives year-round in Estes Park, Colorado, with her husband and five chickens.*

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# Make the most of this winter



By Adam Lucas

If you didn't get the winter seasonal position you were hoping for, life is not over. While working year round for the National Park Service is a dream for most of us, you probably have aspirations beyond the green and gray. Take this opportunity to pursue them.

Write that novel. Travel to the rainforest. Learn to fly. If a permanent position still beckons, use this time to build your résumé. Here are more ideas to help you make the most of this winter.

If you are one of those frugal people who save most summer paychecks, put on your Hawaiian shirt and let's talk vacation! This may be your best travel opportunity until retirement. Spend time in the backcountry. Take a cruise. Go skiing. Drive west for a tour of the national parks you haven't seen yet. This could be a winter you'll never forget.

Consider visiting these travel websites for ideas: [www.aaa.com](http://www.aaa.com), [www.cruise.com](http://www.cruise.com), or [www.hostelworld.com](http://www.hostelworld.com).

No matter what you do this winter, don't forget this is an opportunity to learn



new things. Check out your local community college for courses that teach skills beneficial to your career with the NPS. Get your CPR certification. Become an EMT. Take a technical rescue course. Go through whitewater rafting guide training. This will be fun, and it will help you start getting notification letters that say "referred."

This is also a great time to get in shape. Train for that triathlon you always said you'd do. Join the YMCA and pump iron. Get your beach body ready. You know you want to look your best in that Smokey Bear hat next season.

Try these fitness websites: [www.crossfit.com](http://www.crossfit.com), [www.womenfitness.net](http://www.womenfitness.net) or [www.yogajournal.com](http://www.yogajournal.com).

Volunteering this winter can offer many benefits. Not only will you feel good, but it can also build your résumé. Inquire at local parks and museums about interpretive or maintenance needs. Call the volunteer coordinator at your closest national park and offer your services. Become a volunteer firefighter. If you're really serious, consider a winter volunteer position with Christian Ministry in Your National Parks ([www.acmnp.com](http://www.acmnp.com)),

Habitat for Humanity ([www.habitat.org](http://www.habitat.org)) or American Conservation Experience ([www.usaconservation.org](http://www.usaconservation.org)).

Not everyone can afford to donate a winter to education and volunteering. If apartment rent and car payments require you to have a job, know that you have options beyond waiting tables and serving hamburgers.

Small, local parks often host field trips for school children in the winters and need applicants with programming experience. Ski resorts often seek EMTs for ski patrol. If you have maintenance experience, consider joining a ski or beach resort maintenance crew. Check out these websites for winter job openings: [www.coolworks.com](http://www.coolworks.com) and [www.seasonalemployment.com](http://www.seasonalemployment.com).

This winter could be so fun you consider staying a lifelong seasonal. The possibilities are endless, but if none of these suggestions pan out, you can always return home, eat your mom's peanut butter cookies and enjoy cable television while the snow falls. That's what I've been known to do. 🏔️

**PHOTOS:** Above, Adam Lucas during a technical rescue course; at left, repairing a foreclosed home he bought one winter.

*ANPR member Adam Lucas is a former ranger at Great Smoky Mountains who has had so much fun in the winter he now takes summers off too.*

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## The Professional Ranger

### Administration

**Fasten Those Seatbelts: Travel Ceiling Turbulence Ahead!** — I am betting every regional office has uttered a similar word of warning to their park units regarding the strict travel ceiling rules this year. Parks are being asked to adhere to their authorized travel ceilings this year more so than ever. Regions are even asking that if parks can do so, they return any portion of their ceiling they anticipate not needing so it can be reallocated to another park unit that will need it. Words like “mission critical” and “teleconferencing” are back in the vocabulary of park leadership.

The National Park Service travel ceiling was established in FY 2003 at the direction of Congress using the FY 2002 travel obligations as a baseline. In 2002, travel obligations were at an all-time high, prompting a congressionally imposed ceiling.

A travel ceiling has been set each year for the NPS and is scrutinized each time it is exceeded. Travel ceilings are exceeded due to a number of factors, including details, travel requirements for leadership, law enforcement, and with the new consolidation of work groups

such as the Servicing Human Resource Offices and Major Acquisition Buying Offices, parks hosting zonal FMSS staff and safety officers for their regional zones/ hubs.

Most regions have, by year end, exceeded the ceiling. One region is considering taking the position that if a park exceeds the ceiling, the amount they exceeded would be taken from the park base the following year. All over the NPS, conference travel is being scrutinized and has resulted in three conferences being canceled in the Intermountain Region so far this fiscal year.

There is some travel that is exempt: permanent change of station, grants, Fundamentals training, reimbursed international travel, oil spill travel and wildland fire activity (Fund 85). One serious impact to parks is the inclusion of backcountry travel counting against park travel ceilings. WASO accounting is working on how to get it excluded.

Parks are asked to be vigilant with regard to their travel ceiling. Sharing the travel ceilings within a region will soon become the norm.

So fasten that seatbelt and hang on for a bumpy ride. The challenge for the NPS will be to stay within the imposed travel ceiling but remain a first-class agency with mission-critical trained employees. Now more than ever



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regions and their park units will need to be creative and collaborative to meet the travel ceiling restrictions. □

— Michelle Torok, Saguaro

## Interpretation

**Walking the Walk**— Interpreters are trained to believe lots of things. But, do we truly believe the things we hear in interpretive trainings and seminars like “the visitor is sovereign” and “all points of view are valid and should be honored”? If so, do our programs and interpretive operations always live up to those standards?

As professional interpreters it is important for us to not only talk the talk when it comes to our values, we must also walk the walk.

There are countless examples of where these values sometimes get challenged. Take a look at one perennial interpretive favorite: geology. Geology is incorporated into at least one of the primary interpretive themes at many NPS units. Yet most of those sites only present one point of view about the topic: the scientific one. For a long time this bias has been an institutional one. Travel to any park with exhibits more than 15 years old and you will see what I mean.

More recently the bias seems to be less institutional and more personal. For example, I have a good friend who works at a park in which the primary tangible resources are geological. This friend was recently contacted by a local minister who called him and his staff out regarding the singular way in which the park interprets its resources. The minister stated that he was most upset by what he called the park’s unwillingness to accept that a creationist explanation was even possible.

When I pushed my friend about this, he initially talked about NPS being a science-based organization and the fact that we have certain policy and mandates to follow. However, as our conversation progressed he realized that the minister had a point. He also realized that the bias that needed to be removed from the equation may in fact be his own.

Interestingly, this friend in a prior park where we both worked had invited countless guest speakers from the park’s affiliated Native American tribes to speak. He had encouraged speakers to share their unique points of view about the park and its history. He found great value in their viewpoints and so did the public. He also knew that this added value and didn’t come at the expense of the science that helped to explain the resource.

I asked him, “What’s the difference between honoring the Native American point of view

and not honoring the creationist one?” After thinking about the question for a while, he answered, “My personal history with Christianity and its teachings.”

This realization has since freed up my friend to work on improving the park’s relationship with the local community and its leaders.

There are some resources that make putting aside personal bias even harder. Our national parks contain a great number of units that routinely interpret controversial issues. I have worked in some of these places and know that it’s often hard to remain the professional interpreter that I aspire to be.

The primary reason for this is, as Aristotle famously said, “Man is by nature a political animal.” I would argue that we are more than that, but there is no doubt that our political beliefs and desire to see them fulfilled play a huge role in who we are as individuals and how we behave.

Generally, our behavior at work is no exception. The two issues that get me the most fired up are climate change and immigration. I have often been tempted to use my job to advocate for my beliefs. Luckily, I have been able to avoid this pratfall because I have had good supervisors who continually reminded me of the fundamental principles of the profession: “The visitor is sovereign” and “all points of view are valid and should be honored.”

At the end of the day, I believe that we are best serving ourselves and our profession when we acknowledge the biases that impact our work, and we understand that giving multiple perspectives their due doesn’t take anything away from the validity of the primary way we interpret our resources. Nor does it mean that we are sacrificing our own beliefs. Presenting multiple points of view and respecting visitors sovereignty makes us legitimate as professionals and ensures that all of the truths that our great resources possess are able to shine.

If we interpreters are hoping to practice what we preach, we must always be on guard to make sure we are not preaching. In other words, we must not only talk the talk, we must walk the walk! □

— Josh Boles, San Juan Island

## Protection

### Positive Energy: A Key to Retaining Rangers

— I received a disappointing phone call from a respected fellow ranger and friend who told me of his plan to transfer to the U.S. Forest Service.

I have known him for several years, and his wealth of knowledge, superior instructor skills and overall excellence in rangeling will be sorely missed by the National Park Service.

His was the fourth such phone call in a month as two other friends transferred to the Forest Service and a third to the U.S. Fish and Wildlife Service.

Another friend in FLETC for the basic training course (and relatively new to the NPS) told me about his general dissatisfaction with rangeling in the NPS and subsequent urgings to explore employment with our sister agencies. After some lengthy debate and a timely inquiry from a well-respected chief ranger as to how the NPS might keep him, he confided that he’ll “hang in there” a little longer to see if things improve.

This trend is nothing new to the Park Service. We’ve been losing top-notch rangers to other bureaus for decades. In my first five years with the NPS, I recall several rangers who transferred to the Bureau of Land Management. Several wildland firefighters answered the call of state agencies just to secure full-time jobs.

The bottom line is that the NPS is losing quality rangers.

There will always be a new crop of young people knocking on the door looking to be the next generation, but when we lose seasoned rangers with wide-based skills, we lose an institutional memory that takes years to rebuild.

Of course, we need young blood among our ranger ranks. We’re reminded of this by Horace Albright’s timeless admonition: “Do not let the Service become just another government bureau; keep it youthful, vigorous, clean and strong.”

Along with the incoming class, though, we need to retain those rangers who have already filled so many vital niches throughout our national ranger program: in their home parks, on a national team, on firelines, search-and-rescue teams and in training rooms.

We must retain superior rangers, but how? Retaining exceptional rangers is a complicated endeavor because each individual is motivated by a different set of variables, and it’s challenging to address the needs of everyone.

I’ve asked each of my friends who are hanging up their national park hat why they’re doing it. Their answers include a higher pay grade at the journeyman level, a stovepiped chain of



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command, fewer non-law enforcement duties and responsibilities, personality conflicts at their previous NPS workplace, or even issues as simple as geography.

Again, each person is different. Some have no problem with an issue or issues that others might have rigorous objections to. Others have hang-ups with every factor I listed above and some I omitted.

It gets even more complicated, though. As an agency and as a professional corps of rangers, we have to ask what might be an even more difficult question: In the case of some of these folks who've made up their minds that they simply don't want to be a ranger in the NPS any longer, do we really want to retain them regardless of how outstanding officers may be?

The reality is that this job isn't for everyone. It takes a special breed to answer the call of rangers in the Park Service.

We need to find that special breed of ranger, show them why the NPS is such a terrific agency to work for and motivate them to stay for the long-haul.

We have the coolest job in the world. As a crew of rangers from coast to coast, let's all remind each other of this core tenet that helps mold us into a vital part of the world's most

premier conservation workforce.

A little positive energy goes a long way to keeping our fellow rangers among us. Imagine how your own workplace would be if every employee was 100 percent motivated and jazzed to work there.

If you asked me to list all the reasons rangers in the NPS is the greatest job in the world, I might run out of room. I'm going to try to squeeze them into my next column in *Ranger* magazine. □

— Kevin Moses, Buffalo National River

## Resource Management

This column will resume in the next issue.

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## ANPR Reports

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— Liam Strain, Gateway

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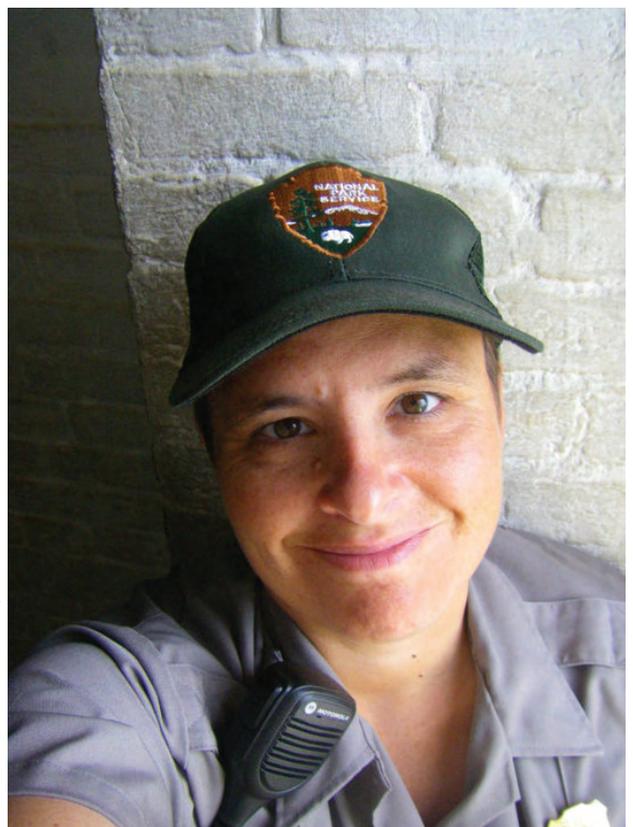
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ANPR member Kerri Leaman, Cape Hatteras



## Kudos List

These people have either given a gift membership to a new member in recent months or recruited a new member or an old member to return to ANPR. Thank you for your membership help.

Craig Glassner	Ed Rizzotto
Chris Davis	Kelly Boyle
Daniel Romes	Yvette Ruan
Dan Abbe	Dan Greenblatt
Anita Rowlands	HR at Pinnacles
Elizabeth Evans	Clair Roberts
Sarah McCormack	Don Clark
Liam Strain	Paul Ollig
Heath Bailey	Sarah Bouska
Victoria Allen	Jack Lisco
Bill Wade	Jackie Brown
Alec Chapman	Jody Anastasio
Christy Moerbe	Justine Hubler
Rebecca Harriett	Laura Bolyard

## Mentoring Program

**Demand high for mentors:** Please consider joining ANPR's facilitated mentoring program as a mentor. We are continuing to match protégés with mentors, but your help is needed. If you're an experienced park employee (in any discipline) and want to share your knowledge with a new member, sign up now. A short submission form is at [www.anpr.org/mentor.htm](http://www.anpr.org/mentor.htm). Contact Bill Pierce, [flamingo12az@aim.com](mailto:flamingo12az@aim.com), with questions.

## Fundraising Activities

Since my appointment to the ANPR board on Aug. 25, my focus has been on a grant proposal for college chapters of ANPR specifically directed toward minorities. This project is at the direction of ANPR's president and consistent with the Association's interest in the creation of college chapters.

While working on this assignment I have reached out to various groups, including the National Association for Interpretation, the National Park Service and the Student Conservation Association, to gather information and to determine interest in partnering.

I have participated in all of the motions placed before the board, and I attended the Ranger Rendezvous this past November in Bend, Oregon.

I look forward to working with the board and moving toward the implementation of the recommendations as outlined in the 2010 Revitalization Report and Recommendations, specifically those directed toward fundraising activities.

— Alec Chapman  
Yellowstone

## Education and Training

**Preconference training held** — ANPR and the Mather Training Center sponsored a preconference workshop before the Ranger Rendezvous in Bend, Oregon.

Interpreting Critical Issues: Climate Change focused on the theory, strategies and best practices for interpreting the complexities of climate change.

ANPR hopes to offer training opportunities again in 2011 before the Rendezvous in Williamsburg, Virginia.

— Rebecca Harriett, Harpers Ferry

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## Retirement

**Take charge of your stuff** — It's time to give some thought to your personal estate planning. Since we no longer are presenting retirement workshops, we're not out there to keep nagging you. That's what this article will do.

**Wills and Trusts:** Each of you, single or married, should have at least a will and, possibly, a trust. For those of you who have a significant other, this is particularly true.

Gather up a list of your assets and any directives that cover health and finances and review them. Make sure your planning is up to date and includes any new additions to your family or changes in lifestyle.

Who has your durable power of attorney for health care in case of an emergency? Unless it's in writing, nonfamily members may not be allowed to visit or make decisions even though you would want that person to be in charge. You also need a durable power of attorney for finances — a responsible adult.

**Beneficiaries:** This is another item that can slip beneath the rug. Sure, you had your spouse as the beneficiary of your Thrift Savings Plan and your Roth IRA. But that was set up perhaps 10 years ago — and now you have a new spouse — and you haven't changed the beneficiary of these plans. You have set up a trust with the new spouse, but what happens if you die? The trust does not supersede the original beneficiaries and the ex-spouse gets the TSP and the IRA. Not exactly what you had in mind, is it? We always have suggested that you never list a minor as a beneficiary. If that is your intent, set up a trust for that minor child (or children) and list the trust as the beneficiary. This is also true for life insurance policies.

**Insurance:** Have you followed through and now carry enough term insurance to cover your family and liabilities in the case of your demise? Get out your sharp pencil and figure out how much you need. The last thing you want in case of an accident or death is to leave your immediate family (including parents) with a large debt to pay off.

This is a lot to think about. Make sure everything is up to date and you have everything covered. □

— Frank and Kathy Betts  
Retired

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# IRF Update



**By Tony Sisto**  
International Affairs, ANPR

## IRF president keynote speaker at EUROPARC Federation Congress

Deanne Adams, IRF's president and a longtime ANPR member, gave opening remarks to the 276 delegates representing 34 countries. She welcomed the opportunity to speak on behalf of the work that rangers do in protected areas, and for the members of the federation to support and recognize this commitment of rangers. Later, she chaired a workshop panel on "Communicating the Message" on biodiversity and human activities, which was the theme of the conference.

The annual EuroPARC Federation Congress was held Sept. 29 – Oct. 2 in Abruzzo, Lasio and Molese National Park, Italy ([www.europarc.org/conference-2010](http://www.europarc.org/conference-2010)).

NPS Director Jon Jarvis also was a keynote speaker. He said that the National Park Service was looking forward to reconnecting with the

international arena of park management, and looked forward to having the NPS becoming more involved with world protected area management efforts and sharing ideas across borders.

He also highlighted themes of the conference by discussing the effects of climate change on parks and protected areas, emphasizing that protected area management in the future would need to reset for climate change on an ecosystem scale.

In follow-up visits, Adams met with rangers and park workers at parks in the Lazio region of Italy, and attended a special supper with a group of about 20 young, newly hired Italian forest guardians in a nationwide, two-year "intake" training program. At the end of the program, more than 150 guardians will be stationed around Italy in protected areas and other locations.

This stimulating and rewarding evening helped spread the IRF message and presence to future resource managers.

Before leaving Europe, Adams also traveled to Regensburg, Germany, headquarters of the Europarc Federation, to visit and meet with Director Carol Ritchie and Europarc staff.

She presented the results of her attendance at the Europarc conference and other IRF activities to participants at the Ranger Rendezvous this past November in Bend, Oregon.

Travel well. ☐

Tony Sisto can be reached at [tsisto47@aol.com](mailto:tsisto47@aol.com).



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Courtesy of Greater Williamsburg Chamber & Tourism Alliance

## Rendezvous moves to historic area Williamsburg, Virginia

Williamsburg, Virginia, offers more than 400 years of history as the setting for ANPR's 34th annual professional conference and Ranger Rendezvous.

Planning organizers will begin working on the program, training courses, a community service project and more in upcoming months. As is the tradition, there will be lots of fun worked into the great setting.

The conference headquarters will be the Crowne Plaza Williamsburg at Fort Magruder ([www.cpwilliamsburghotel.com](http://www.cpwilliamsburghotel.com)). The dates are Oct. 10-15, 2011.

Daily room rates are \$89 for a standard room allowing up to four people in the room. The occupancy tax is about 10 percent.

The closest airports are Williamsburg/Newport News, 20 miles away; Norfolk, 45 miles; Richmond, 45 miles; and Dulles, west of Washington, D.C., 150 miles.

Williamsburg, a major tourist destination, includes attractions such as Colonial Wil-

liamsburg and Busch Gardens. Restaurants, shopping and diverse entertainment are just a few minute drive from the resort. Colonial National Historical Park, which consists of the Jamestown site and the Yorktown sites connected by the Colonial Parkway, is easily accessible.

The Fort Magruder part of the hotel name relates to Civil War earthworks on the property that was the site of a Civil War battle in May 1862 involving Confederate Maj. Gen. Joseph Hooker and Union Gen. James Longstreet.

The year 2011 is the 150th anniversary of the start of the Civil War and presents an opportunity to build a theme for ANPR's conference and Rendezvous.

For more information about the Williamsburg area, visit the Greater Williamsburg Chamber & Tourism Alliance at [www.visitwilliamsburg.com](http://www.visitwilliamsburg.com) to begin planning your trip.

### Photography contest

ANPR once again will sponsor the popular

photo contest for members. You may enter up to two unframed images, no larger than 8 by 10 inches, of national or international park sites.

### Check the Web for more details

As Rendezvous organizers begin to plan the program agenda and other details, please visit [www.anpr.org](http://www.anpr.org)

Members who want to help with the overall effort may e-mail the *Ranger* editor ([fordedit@aol.com](mailto:fordedit@aol.com)) and your message will be relayed to the appropriate people. 🏠

## All in the Family

Send your news to Teresa Ford, *Ranger* editor: [fordedit@aol.com](mailto:fordedit@aol.com) or 25958 Genesee Trail Road, PMB 222, Golden, CO 80401. You also can send All in the Family news and update contact information at ANPR's website: [www.anpr.org](http://www.anpr.org). Go to **Member Services**.

**Hugh Dougher**, regional chief ranger for Midwest Region, retired in late August following 34 years of federal service with three land management agencies. The majority of his career was spent with the National Park Service, starting as a seasonal park technician at Delaware Water Gap. He also worked at Yosemite, Voyageurs, Petrified Forest, North Cascades, the Black Hill, the Bureau of Land Management and the Bureau of Reclamation in the Pacific Northwest. He has returned to the Northwest to live.

**Pete Peterson** is the Village District interpreter at Grand Canyon. His previous position was at Redwood.

**Mike Pflaum** is the new superintendent at Keweenaw beginning in mid-January. His previous position was as regional partnerships coordinator in the Midwest Regional Office. Before that he was chief ranger at Mount Rushmore. A Minnesota native, he and wife **Barb** have two daughters, **Katie**, a student at St. Olaf College in Minnesota, and **Emily**, a budding music teacher in Minneapolis.

ANPR life member **Bob Piontek** has retired from federal service. He worked for the NPS between 1980 and 2002 (SUCR, JEFF, SLBE, COLO, BUFF, GLCA, MACA) as an interpreter, protection ranger and supervisory park ranger. In 2002 he transferred to the Department of Homeland Security. Bob is now back in parks, working as a part-time ranger at Sakatah Lake State Park in Waterville, Minnesota. **Karen** is working as a registered nurse. Their three kids are in college: **Rob** (mechanical engineering), **Dustin** (conservation) and **Joanna** (elementary education). Bob and Karen recently moved to their dream (semi-retirement) lake home in Janesville, Minnesota. There's plenty of room for guests! They can be reached at [bobkaren@frontiernet.net](mailto:bobkaren@frontiernet.net).

**Cliff Spencer**, a 25-year NPS veteran, is the superintendent of Mesa Verde. Previously he was the superintendent of Petrified Forest. He also was superintendent of White Sands, and

has held various ranger posts at Point Reyes, Shenandoah, Santa Monica Mountains, Lake Mead and Grand Canyon. He, wife **Beth** and daughter **Lily** have relocated to Durango, Colorado.

**Kendell Thompson** and **Emily Weisner** tied the knot Nov. 13 in Columbus, Ohio. They are at home in Santa Claus, Indiana.

**Randy Turner**, superintendent of Morristown

NHP, will retire in early January after more than 35 years with the National Park Service.

**Russ Wilson** has been selected as the new chief of the Division of Regulations and Special Park Uses. Wilson comes to Washington, D.C., from Cape Lookout, where he served for the past three years as superintendent. His career, spanning 34 years, also has included positions in Alaska, Guam, New York, New Jersey and California. □

## Welcome (or welcome back) to the ANPR family!

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

Ross Kihs & Susan Bethers.....	Bend, OR	Tim Kavanaugh.....	Vicksburg, MS
Elizabeth Agati Brown.....	Abington, MA	Steve Kernes.....	Port Angeles, WA
Paula Alexander.....	Lincoln City, IN	Jessica Korhut.....	Lovell, WY
Eric Andersen.....	Crater Lake, OR	Akira Kosuge.....	Irvine, CA
Ashley Anderson.....	Madison, WI	Dave Kruse.....	Klamath Falls, OR
Paula Andress.....	Flagstaff, AZ	Carolyn Lewenberg.....	Weymouth, MA
Anthony Arena.....	Hedgesville, WV	Tom Lorig.....	Bothell, WA
Robert Armstrong.....	Roswell, GA	Bridget Macdonald.....	Wellesley, MA
Jeremy Arnett.....	Dexter, MI	Monica Magari.....	Ashland, WI
Dennis Bailey.....	Spearfish, SD	Catherine Mardell.....	Port Macquarie, NSW
Heath Bailey.....	Los Alamos, NM	Steve Mark.....	Fort Klamath, OR
Peter Baldwin.....	Arlington, VA	Jason Mateljak.....	Tulelake, CA
Maria Banuelos Connell.....	Martinez, CA	David McDonald.....	San Francisco, CA
Larry Berrin.....	Bend, OR	Heather McKenney.....	Midpines, CA
Jamie Bertram.....	Indianapolis, IN	Lowdon Mihata.....	Page, AZ
Bill Binnewies.....	Bandon, OR	Jim Milestone.....	Redding, CA
Kate Bouska.....	Denver, CO	Steve Moore.....	Bend, OR
Satin Bowman.....	Knoxville, TN	Maren Morsch.....	Landis, NJ
Joe Brand.....	Highlands Ranch, CO	Laura Neilson.....	Piscataway, NJ
Kathryn Burke.....	Austin, MN	Paul Netter.....	Coos Bay, OR
Jon Catton.....	Bozeman, MT	Jeffrey Newell.....	Woburn, MA
Scott Chapman.....	University Place, WA	Paul Ollig.....	Kimberly, OR
Quinn Conlon.....	Roaring Spring, PA	Timothy O'Non.....	Suttons Bay, MI
Colin Cook.....	Chicago, IL	Nancy Patterson.....	Gardiner, MT
Dennis & Cheryl Cribbet.....	Helenwood, TN	Nicholas Peters.....	Paicines, CA
Doug Crispin.....	Eugene, OR	Amy Poff.....	Kimberly, OR
Chip Davis & Darlene Koontz.....	Red Bluff, CA	Nick Poulos.....	Urbana, IL
Darren Doderer.....	Kotzebue, AK	Timothy Regan.....	Keyport, NJ
Deborah Ehr.....	Salt Lake City, UT	Jacob Reiber.....	New Wilmington, PA
Erik Eichinger.....	Dallas, TX	Doug Roe.....	St. George, UT
Marianna Evans.....	Visalia, CA	Janet & Bobby Rogers.....	Manton, CA
Michael Finley.....	Medford, OR	Amber Rose.....	Anchorage, AK
John Garder.....	Washington, DC	Rhiannon Rowlands.....	Three Rivers, CA
Ed & Carolyn Gastellum.....	Anacortes, WA	Sarah Rubin.....	Fruitland, MD
Stephan Georg.....	Athens, GA	David Schafer.....	Topeka, KS
Jeffrey Gerbic.....	San Anselmo, CA	Marcia Schramm.....	Helendale, CA
Donna Gill.....	Oro Valley, AZ	Heidi Scott.....	Bend, OR
Carey Goldstein.....	Three Rivers, CA	Kathleen Shannon.....	Concord, MA
David Graves.....	Seattle, WA	Tyler Smith.....	Dallas, TX
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David Grimes.....	Crater Lake, OR	Alison Steiner.....	Davis, CA
Kevin Guiney.....	Hazlet, NJ	Patrick Sullivan.....	Norristown, PA
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Karen Kanes.....	Napa, CA	U.S. Dept. of the Interior	
Amy Kaplan.....	McKinleyville, CA	Library.....	Washington, DC

## In Print

**Final Flight**, Peter Stekel, Wilderness Press, September 2010, ISBN: 978-0899974750, 256 pages, paperback, \$15.95

### Reviewed by Rick Smith

On Nov. 18, 1942, a Beech 18 AT-7 took off from Mather Field near Sacramento, Calif., on a routine training mission. Aboard were the pilot, 2nd Lt. William Gamber, and John Mortenson, Ernest Munn and Leo Mustenson, aviation cadets. The flight never returned to Mather Field. The Air Force flew search missions for several weeks but were unsuccessful in finding the plane or its occupants.

The wreckage wasn't discovered until Sept. 24, 1947, when two college students found an accident site on the Mendel Glacier in Sequoia. They found a name tag that read John M. Montenson, some shoes, two Pratt & Whitney engines and pieces of frozen flesh. Later in '47, one of the students guided a team of Air Service Rescue captains back to the site. They additionally recovered a tag from one of the engines.

### Whether you're at the bottom of the ladder or climbing to the top . . . you're welcome to join ANPR's mentoring program.

If you're serious about advancing your career or have knowledge to impart to a younger employee, the first step is completing an application as a mentor or a protégé. It's easy — fill out the short form on ANPR's website at [www.anpr.org](http://www.anpr.org). Go to the link under Membership Services. It's easy to sign up online — and could make a difference in your career.

For more information contact ANPR's mentoring coordinator, Bill Pierce, at [flamingo12az@aim.com](mailto:flamingo12az@aim.com).



In 1948, another team from the Army returned to the site. Press reports confirm that the team brought out the remains of the four crewmen, dug out of 14 feet of ice. The remains were buried with full military honors at the Golden Gate National Cemetery at San Bruno, Calif. It seemed as if the mystery of the Beech 18 AT-7 was solved.

On Oct. 15, 2005, two climbers slowly made their way up Mendel Glacier in Sequoia. At an elevation of 12,600 feet, one of them noticed something fluttering in the wind. Upon closer examination, he discovered that it was a parachute. In the ice was a buried man. They poked around the parachute and found "US Army" in one of the folds and the numbers AC41-1984 stenciled on it. They marked the spot with their GPS and headed back down to report their find. A soldier was about to come home.

Subsequent investigation proved that the frozen airman was Aviation Cadet Leo Mustenson. Intrigued by the mysteries of why it took so long to find a body from the accident and why the Army reported that all four personnel had been found and given military burials, author Peter Stekel set out to learn as much as he could about the incident.

In *Final Flight* he compares weather reports from Nov. 18, 1942, speculates about potential flight routes, investigates the airworthiness of the Beech aircraft, and examines the training and experience of the pilot.

As one who has hiked in the Sierras all his life, Stekel finally decides that he must go to the site to draw his own conclusions. Unbelievably, Stekel and his hiking companion find a second body.

He writes, "I want to stand on the spot where the Frozen Airman was found and think about the person who died there on Nov. 18, 1942. Holding my GPS like a divining rod, I traverse west. I'm not paying close attention to anything except where to put my feet.

Raising my eyes to check out my bearing, I'm surprised to see a short tree, bent over and blackened, killed by the frost. Something shines in the sun; a ring hanging on a tiny branch. I stop to think about that. It couldn't be a tree. There are no trees up here. It is a man."

It turns out that it is Aviation Cadet Ernest Munn.

This is a good story told with the kind of detail that satisfies almost anyone's curiosity.

ANPR life member Butch Farabee, in a back cover comment, says it is "... a read you cannot put down."

Stekel doesn't come down hard on the Army for fabricating the story of the burials. As he points out, the armed services faced the logistical and political challenge of bringing 400,000 soldiers killed in action from Europe and Asia.

He says, "At best, I suspect the Army was trying to provide closure to the families of the no-longer missing AT-7. Telling them there were comingled and partial remains was probably better than telling them that there were none at all." □

*Rick Smith, a life member of ANPR, retired from the NPS and lives in New Mexico and Arizona.*

### ANPR Calendar

*Ranger* (Spring issue)  
deadline..... Jan. 31

*Ranger* (Summer issue)  
deadline.....April 30

Annual Professional Conference &  
*Ranger Rendezvous XXXIV*.. Oct. 10-15,  
Williamsburg, Virginia



Dear ANPR,

Thank you very much for awarding me one of the 2010 Superbaugh Scholarships to attend the Ranger Rendezvous. I enjoyed the opportunity to attend this year's Rendezvous in Bend, meet members, participate in such informative sessions about NPS initiatives and volunteer at Pilot Butte.

Thank you for supporting such scholarships to help new members/people attend the Rendezvous.

All the best,  
Nancy Patterson

# MEMBERSHIP APPLICATION — Association of National Park Rangers

New Member(s)       Renewing Member(s)      Date \_\_\_\_\_

Name of ANPR member we may thank for encouraging you to join \_\_\_\_\_

Name(s) \_\_\_\_\_ 4-letter code of park / office where you work \_\_\_\_\_

(Retiree=RETI, Former NPS Employee=XNPS, Student/Educator=EDUC, Park Supporter=PART)

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**ANPR will use e-mail as an occasional – but critical – communication tool. We will not share your information with any other organization. It is our policy not to conduct ANPR business via NPS e-mail or phone.**

## Type of Membership (check one)

NOTE: The annual membership renewal notification is each fall with an annual membership period of Jan. 1 to Dec. 31. Membership for those who join Oct. 1 or after will last the entire next year.

### Active Members

current & former NPS employees or volunteers

- |                             | Individual                    | Joint                          |
|-----------------------------|-------------------------------|--------------------------------|
| • Seasonal/Intern/Volunteer | <input type="checkbox"/> \$45 | <input type="checkbox"/> \$85  |
| • Permanent or Retiree      | <input type="checkbox"/> \$75 | <input type="checkbox"/> \$145 |

### Associate Members

not an NPS employee or representative of another organization

- Sustaining  \$70
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ACTIVE (all NPS employees/retirees)      ASSOCIATE (other than NPS employees)

- |   |   |
|---|---|
| Individual <input type="checkbox"/> \$2,500 | Individual <input type="checkbox"/> \$2,500 |
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OR life payments made be made in three installments over a three-year period. Rates are \$850 per year for individual or \$1,025 for joint. If full payment isn't received by the third installment due date, the amount paid shall be applied at the current annual membership rates until exhausted. At that point the membership will be lapsed. Check here if you want to make payments in three installments \_\_\_\_\_.

### Gift Membership \$35 (please gift only a new member other than yourself, one year only)

Name of person giving gift \_\_\_\_\_

### Library / Associate Organization Membership

(two copies of each issue of *Ranger* sent quarterly)  \$100

**It costs ANPR \$45 a year to service a membership. If you are able to add an additional donation, please consider doing so. Thank you!**

- \$10     \$25     \$50     \$100     Other \_\_\_\_\_

TOTAL ENCLOSED: \_\_\_\_\_

Membership dues in excess of \$45 a year may be tax deductible. Consult your tax adviser.



## 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 96-98, GRCA 99-05) \_\_\_\_\_

New Position (title and area) \_\_\_\_\_

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25958 Genesee Trail Road, PMB 222  
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or visit ANPR's website: [www.anpr.org](http://www.anpr.org) and  
go to **Member Services** page

**END NOTE**



“Cactus Flowers”  
Badlands  
**Jeanette Meleen, Katmai**



“Glacier Lilies”  
Glacier  
**Bruce McKeeman**

More images  
from ANPR’s  
annual  
photography  
contest



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