

the Association of
National Park Rangers



NEWSLETTER

Volume 1, Number 1
January

the Association of National Park Rangers NEWSLETTER

A Message from the Chairman of the Board

The first issue of any newsletter carries with it several assumptions. One is that there is a need for the newsletter, that there are enough potential readers to make whatever money and time invested worthwhile. The second is that what is said in it will generate enough interest to create a demand for subsequent issues. This, of course, will be true only if readers perceive that their concerns are being addressed. Finally, there exists the hope that once interest is generated, the newsletter will serve as a vehicle for communication between its readers as they attempt to find solutions to the concerns explored.

This first newsletter of the Association of National Park Rangers, then, is published with all the above in mind. It is one way, we believe, to accomplish our organization's goals, goals which we adopted in 1977 in Jackson, Wyoming, and reaffirmed in 1978 in Estes Park, Colorado:

"A service-wide organization to communicate for, about, and with rangers; to identify, promote, and enhance our profession and spirit; to support management and the perpetuation of the National Park Service; and to provide a forum for social enrichment."

I hope it is clear that the members of the Association view it as a positive force in the Service. We attempted to communicate this first in a letter published in the Courier/Newsletter:

"During the weekend of September 30-October 2, 1977, a group of rangers and technicians met in Jackson, Wyoming. While the primary purpose of this ranger rendezvous was strictly social, talk, as it always seems to do with us, turned to the state of the National Park Service. As we discussed topics like seasonal evaluations, the service EMT program, and the law enforcement task force report, we began to perceive that what we were really talking about was a way for rangers/technicians in the field to share their concerns and their expertise with those in leadership positions. Equally important, we agreed, was to find a method of communicating among ourselves, to share solutions to problems that existed throughout the service. Finally, we determined that one important way to maintain esprit de corps among us would be to plan periodic social reunions.

"Having reached agreement on these three general objectives, we then turned to the consideration of how they might be realized. We concluded that perhaps a loose federation of rangers/technicians could serve as a means of accomplishing our purposes. We voted unanimously, then, to form the Association of National Park Rangers. We also adopted unanimously the statement of purpose.

"Two other considerations characterized the overall 'spirit' or expectations that prevailed among the Grand Teton group. There was virtually total agreement (which among a group of 31 rangers from 15 different areas is of itself notable) that group 'whimpering' or 'sad song' syndrome was not going to be acceptable. Rather, that as a matter of Association philosophy and intent, only positive approaches to problem-solving be advocated. Secondly, there was strong group consensus that the Association's communication (informational and opinion sharing) efforts strive to utilize and strengthen the supervisory lines and levels of command that exist within the service today.

"Butch Farabee, Yosemite, agreed to serve as interim chairperson; Roger Rudolph, Yellowstone, as secretary-treasurer. The following volunteered to be members of a

steering committee: Rick Hatcher, Kings Mountain; Walt Dabney, Mt. Rainier; Mike Finley, Grand Teton; and Larry Van Slyke, Rocky Mountain.

"The first task is to determine if there is sufficient interest among other rangers across the service to support such an organization. The purpose of this letter is to solicit comments from those of you in the 025/026 series. We are particularly interested in response from areas in the eastern part of the country. While the impetus to form the association came mainly from rangers presently stationed in the West, we believe that our concerns are shared by all professionals, regardless of location. If you feel strongly about the association, please direct your correspondence to Butch or to the temporary headquarters address in Yellowstone.

"We have tentatively planned a follow-up meeting in Estes Park, Colorado, in April. At that time, we will assess the response we have received to determine if others feel as we do that an association would be a positive force in the National Park Service.

"We have already agreed that the next Association meeting would then be held at Great Smoky Mountains or some other location in the East."

The membership then directed its chairman to reiterate our intentions to Director Whalen after the 1978 rendezvous. The following letter was given to him on October 30, 1978 at the Albright Training Center:

"Dear Director Whalen:

"The second annual Ranger Rendezvous, sponsored by the Association of National Park Rangers, was held in Estes Park on October 2-4. Rangers and technicians from throughout the country met to socialize and to discuss the challenges we face as an agency. Regional Director Glen Bean perhaps best captured the spirit of those attending when he said, 'I applaud your enthusiasm and dedication to the National Park System and to the National Park Service. You have traveled on your own time and at your own expense, a symbol of your loyalty to both the ideals and traditions of the Service, and to the preservation of the resources which it protects.' The attendees had said much the same thing when as the first order of business we unanimously reaffirmed our intention to be a positive force in the Service, a professional group with the following organizational purpose:

"A service-wide organization to communicate for, about, and with rangers; to identify, promote, and enhance our profession and spirit; to support management and the perpetuation of the National Park Service; and to provide a forum for social enrichment."

"It is this pool of enthusiasm and talent, Bill, that you have the opportunity to tap. The members of the Association, many of whom you know and with whom you have worked, are problem solvers, not complainers or defeatists. As you and your staff explore the issues that involve uniformed employees, we ask that you consult the Association, that you take advantage of our willingness to share in the responsibility of sound-decision making.

"An example of the kind of issue we would like to help you with is the present discussion on what the future of the technician series should be. The Association appointed Dick Martin, Yosemite, Bob Cunningham, Gateway, and Roger

Siglin, Yellowstone, to explore alternatives to the current situation. Dick Martin is the coordinator of the group. I hope you will urge Jim Tobin to seek our point of view by contacting Dick.

"We will continue to inform you regarding the activities of the Association and invite you to become a member. Our next Rendezvous is scheduled for October, 1979, in Shenandoah. I hope that we will be able to report that you have consulted the Association and found our recommendations useful.

Rick Smith
Chairman, ANPR

Whalen Announces Support of ANPR

In a letter to Chairperson Rick Smith, NPS Director Bill Whalen welcomed the Association of National Park Rangers as an organization to help reinforce dedication to the support of the National Park Service. Director Whalen also indicated that the Service would seek ANPR input on the Ranger-Technician dilemma, however he intends to see this issue rapidly resolved.

In concluding, Director Whalen asked that the concerns of ANPR continue to be shared and stated that he appreciated our communications.

ANPR Has First Draft Position Paper

A draft position paper regarding potential changes in the Park Technician series has been completed by Dick Martin's committee. As we went to press this paper was being circulated to the ANPR Executive Committee for their review and comment. Until this is accomplished, we cannot release the contents of the draft.

In essence, however, Dick's committee recognizes that problems with the relationship of Park Technicians and Park Rangers are complex and that there can be no simplistic solutions.

We hope that this ANPR position paper will be finalized for transmittal to ANPR members in the near future. Watch for further details in the next issues of the ANPR Newsletter.



Ft. Spokane, Coulee Dam National Recreation Area

What other Rangers are saying about ANPR

"The Association could provide the vehicle for a continued input to both voice field problems from the Ranger's point of view and provide the field Ranger with the administrative reasoning for NPS policy that affects his job responsibilities."

"If the Association doesn't get too extreme in either direction and isn't afraid to address the real issues that seem to be eroding the NPS, I would like to join in and give you a hand."

"I hope the Association develops into a reasonable voice, one that is listened to in Washington."

"We do need a fraternal-professional-spiritual nexus for the NPS field people and the Association of National Park Rangers sounds like just the thing."

"Another try at a Ranger Association seems timely and appropriate, particularly one that stresses positive action and good communications along present channels. In so many parks these channels are in desperate need of revitalization."

"I think the Association can be valuable to all park rangers and the NPS. I especially like having an opportunity to exchange ideas with other rangers on all aspects of our profession."

"... I think it is long overdue and well worth supporting."

"I heartily endorse efforts to provide a field forum for discussing and hopefully resolving problems faced by National Park Service Rangers through the Association of National Park Rangers."

"The only comment I have at the moment is that someone should have thought of this long ago."

"In most situations, the Ranger seems to be his own worst problem. If the overall attitude is one of promoting positive ideas and positive problem-solving, we will have gone a long way in upgrading this outfit."

"I feel strongly that this organization has a vital role to play in bridging the large communication gap that exists between rangers in the field and those in leadership positions."

"A concerted voice of majority opinion is needed from rangers and technicians."

"Enclosed is my financial support and a commitment to assist the Association in any way possible."

"I have already written of my interest and support for the concept and purpose of the Association of National Park Rangers."

"Association sounds and looks good. I like your positive approach."

Next Issue — ANPR Newsletter Seasonal Evaluations

As Rick Smith mentioned in his comments regarding the Association of National Park Rangers, each issue of the newsletter will be thematic in nature. The Executive Committee of ANPR agreed that volume two, number one, scheduled for publication in the Spring of 1979, would be devoted to a discussion of the seasonal evaluation process. We are soliciting your comments and input regarding this issue.

If you have positive suggestions to make or other options to consider please send them to:

Bill Wade
Assistant Chief Park Ranger
Great Smoky Mountains National Park
Gatlinburg, Tennessee 37739

Bill needs to receive all comments no later than March 1, 1979 so we can produce volume two, number one in a timely fashion.

Issues and Answers

During Ranger Rendezvous II, an "issues & Answers" workshop set about the task of identifying:

1. The NPS issues and problem-areas that are of largely universal concern to ranger personnel in the NPS today.
2. The objectives, goals and overall posture of the ANPR relative to the issues identified.

The workshop group agreed that overall tenor of the ANPR in dealing with NPS issues and concerns should be practical, action-oriented and positive.

Specifically, ANPR's goals in this area should be to:

1. Elicit input from ANPR members regarding NPS issues, concerns, problems, causes and suggestions for improvement.
2. Where possible, coalesce this information into a position or platform for review by the ANPR Executive Committee.
3. Communicate these issues with suggested alternatives to appropriate levels of NPS management.
4. Provide timely, accurate feedback to all concerned members of ANPR.
5. Promote a supportive posture on resolved issues.

The workshop group suggested some specific activities or techniques that would foster achievement of the ANPR's goals in this area. More time for discussion was needed.

Currently a group of ANPR members are developing a system to elicit input from members regarding NPS issues and concerns and a means to manage and assess all the information submitted. The next newsletter issue will include instructions on who to write about what, and what kind of format (if any) should be followed. Begin collecting your thoughts. We want to hear from you!

ANPR Newsletter

Officers 1978 - 1979

Chairperson	Rick Smith	WASO
Vice-Chairperson - East	Bill Wade	Great Smokies
Vice-chairperson - West	Walt Dabney	Grand Teton
Secretary - Treasurer	Roger Rudolph	Yellowstone
Publications		
Coordinator	Rick Gale	Grand Canyon

Regional Representatives 1978 - 1979

North Atlantic	Greg Stiles	Gateway
Mid Atlantic	John Chew	Shenandoah
Southeast	Duane Alire	Great Smokies
Southwest	John Chapman	Capulin Mountain
Midwest	Judi Kuncel	Isle Royale
Rocky Mountain	Terry Penttila	Glacier
Pacific Northwest	Bob Dunnagan	Mt. Rainier
Western	Steve Martin	Grand Canyon
National Capitol	Elaine D'Amico	C. & O. Canal
Albright	Jim Brady	

Editor:		
Volume One, Number One	Rick Gale	Grand Canyon

The editor would like to thank all those who assisted in breathing life into volume one, number one of the ANPR newsletter. One person in particular deserves special recognition.

T.J. Priests — Grand Canyon Natural History Association
The publications editor for GCNHA and the editor of the Grand Canyon Guide. This newsletter would never have gotten off the ground without Tim's expertise and able assistance in format, design, layout, production, and distribution.

Rick Gale

We need a name for the Association of National Park Rangers newsletter. Have you a catchy title? If so, and it is chosen, you will receive a free year's membership in ANPR.
Contest Rules:

Anyone may enter
Deadline for entries is February 1, 1979 (postmark)
Judges decision will be final
Judges will be current officers and regional representatives
Entries will be judged on a 10-9-8-etc. basis
Enter as many names as you wish
Send your entry by February 1, 1979 to:

Rick Gale
Post Office Box 206
Grand Canyon, Arizona 86023



1977 Ranger Rendezvous

First Row: Dutch Ackart (Yosemite)

Second row: Jerry Mernin (Yellowstone), Rick Smith (Albright), Dick Newgren (Capitol Reef), Don Chase (Grand Canyon), Jim Brady (Albright), Roger Rudolph (Yellowstone), Dave Ochsner (Grand Canyon), Ron Sutton (Custer Battlefield)

Third row: Chuck Sigler (Glacier), Tony Bonnano (Zion), Larry Van Slyke (Rocky Mountain), Roger Siglin (Yellowstone-kneeling), Terry Penttila (Glacier-kneeling), Dan Sholly (Crater Lake), Charlie Logan (Rocky Mountain), Alan Atchison (Grand Teton)

Fourth row: Rick Hatcher (Kings Mountain), Jim Randall (Rocky Mountain Regional Office), Rick Gale (Grand Canyon), George Giddings (Lassen), Bob Dunnagan (Mt. Rainier), Dave Mihalic (BLM), Fred Hemphill (Mt. Rainier), Walt Dabney (Mt. Rainier), Mike Finley (Grand Teton), Scott Connelly (Yosemite), Paul Henry (Yosemite), Butch Farrabee (Yosemite), Tim Setnicka (Yosemite)

October 1977
Jackson, Wyoming

Ranger Rendezvous Grows

The 1977 (first annual) Ranger Rendezvous was held in October at Jackson, Wyoming. Attending that gathering were 31 participants representing 4 regions and 16 areas or offices. Yosemite led all parks with 5 attendees. This gathering in many ways recollects the Great Fur Trade Rendezvous held near Jackson's Hole in 1832, particularly in terms of war stories told and strong drink consumed.

In 1978, the Ranger Rendezvous moved eastward to Estes Park, Colorado where 80 participants representing 30 areas or offices and 8 regions gathered for the festivities. Yosemite again led all areas with numbers of participants

followed closely by Rocky Mountain (the host park), Gateway, and Great Smoky Mountains.

The idea for a rendezvous was born in the fertile imaginations of several ex-Yosemite Rangers. They decided, early in 1977, that it would be a good idea to see old friends who had transferred and to have a party while doing so. Mike Finley volunteered to host such an affair at Jackson's Hole to recreate a rendezvous of mountain men. With the help of Tim Setnicka and Valerie Cohen, Mike produced the first Ranger Rendezvous which in turn led to the formation of the Association of National Park Rangers.

Highlights of the Second Annual Ranger Rendezvous

Chairperson Butch Farabee (Yosemite) opened the 1978 meeting of the Association of National Park Rangers on October 3, 1978.

The first order of business was to reaffirm the purpose and mission of the Association.

Considerable discussion was generated regarding the terms "Ranger" and "Technician". It was unanimously agreed that "Ranger" was an umbrella name which included everyone regardless of specific job title.

Following general discussions centered on how to make ANPR viable and operational, three committees were established. Communications (chaired by Rick Gale, Grand Canyon), ANPR problems (chaired by Jim Brady, Albright), and ANPR structure and organization (chaired by John Chew, Shenandoah). These committee recommendations were agreed to by the membership and the results etc. are covered elsewhere in this newsletter.

A task force of Roger Siglin (Yellowstone), Bob Cunningham (Gateway), and Dick Martin (Yosemite) was appointed to prepare a position paper on the development of a career ladder for Technicians.

The highlight on Wednesday was the participation of Rocky Mountain Regional Director Glen Bean and Rocky Mountain Superintendent Chet Brooks. Glen's remarks, as usual, were succinct and directed to the issues facing the Association. The remainder of the day was devoted to wrap-up reports by the committees, election of officers for 1978-1979, and an award ceremony. Everglades won the travelling award for journeying the greatest distance to Estes Park. Other awards were given for more earthy displays of behavior.

Oh, by the way, lest I forget, copious quantities of beer were consumed, outrageous lies were swapped, the bullshit was thick and heavy, and all had a roaring good time. Better come try it for yourself in Shenandoah!

1979 Ranger Rendezvous In Shenandoah National Park

The third annual Ranger Rendezvous will be held at Graves Mountain Lodge in Syria, Virginia October 1 through October 4, 1979. Graves Mountain Lodge features some of the finest family style meals anywhere as well as horseback riding, swimming, trout fishing, and tennis and golf privileges. Lodging ranges from rustic cabins and old farm houses to modern motel units.

Syria, Virginia is located just east of Shenandoah National Park and due west to Culpepper, Virginia. It is about two hours southwest of Washington, D.C. Transportation will be provided from Dulles Airport to Syria.

John Chew of Shenandoah will be coordinating Ranger Rendezvous III. For further information and reservations contact John.

John Chew
Route 3, Box 138F
Elkton, Virginia 22827

For those of you wanting to fly, we looked into the possibilities of chartering aircraft. To make this feasible, all people would need to meet at one central point. For example, Denver to Dulles round trip would be \$195.00 per seat, whether occupied or vacant. A 180 seat DC-8 would cost about \$35,000.00.

The airline suggested the most economical price would be individual group bookings for excursion fares. This requires

a minimum of 10 people leaving from the same destination on the same flight and returning the same way. If you are interested, contact your regional representative for more details.

In order to estimate rates, Graves Mountain Lodge needs an estimate of the number of people who will attend. Please complete the attached questionnaire and return as soon as possible.

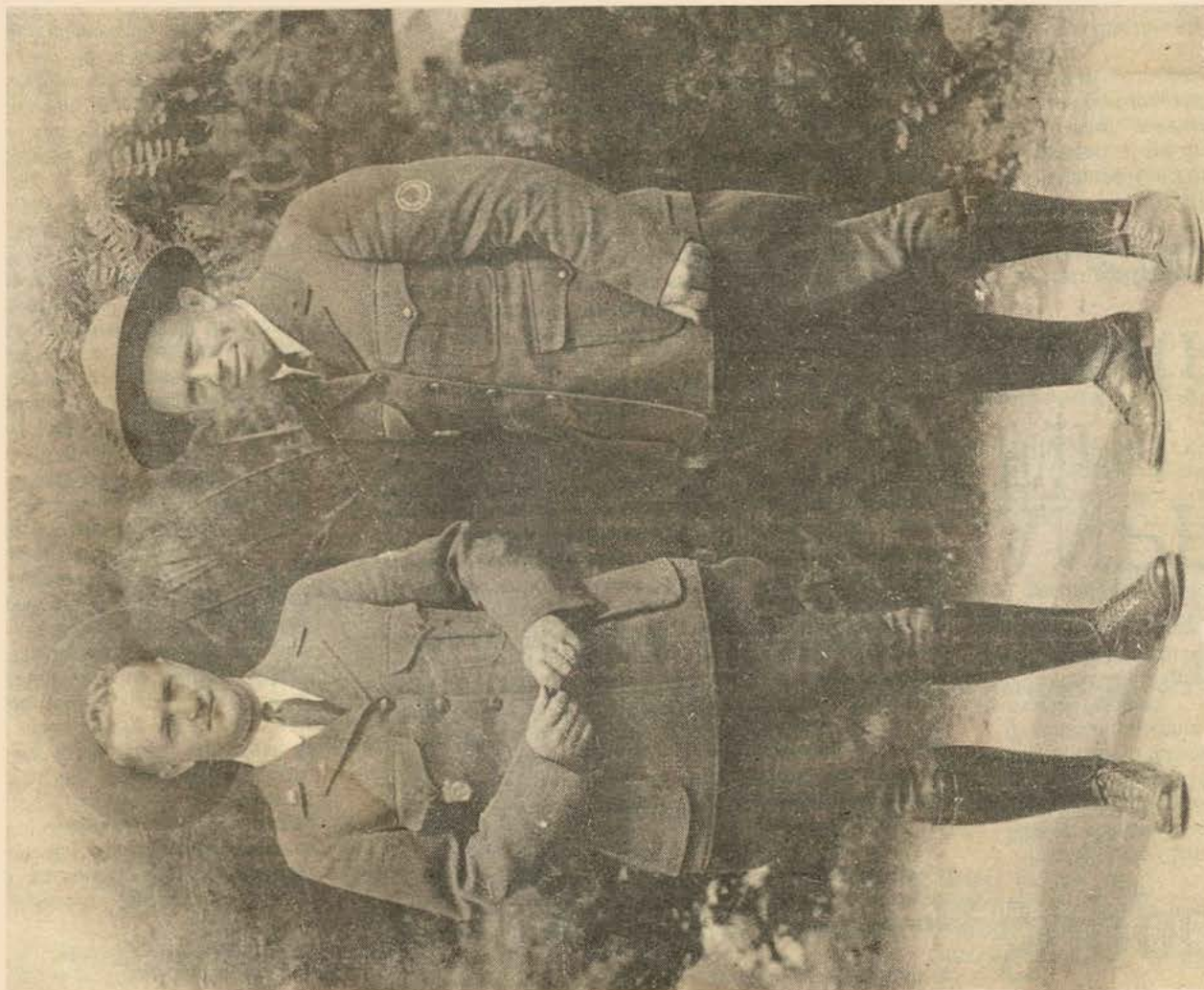
To: John Chew
Route 3, Box 138F
Elkton, Virginia 22827

NAME _____
AREA _____
ADDRESS _____

____ Full package (rooms, meals, conference)
____ Meals and conference (lodging elsewhere)
____ Conference only (meals and lodging elsewhere) _____ Self only
____ Self and family - number _____

There are numerous campgrounds and motels nearby should you choose not to stay at Graves Mountain Lodge. Contact John Chew for further details.
See you in Shenandoah!

the Association of National Park Rangers



NEWSLETTER

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Join the Association of National Park Rangers!

The key to any organization's success is the resolve of its members to meet goals. Elsewhere in this newsletter, you will find that the ANPR is compiling the issues we discussed at Estes Park. I urge you to carefully consider what you believe are major issues the ANPR should be concerned with and what kind of response the Association should be making. Subsequent issues of the newsletter will deal with a different concern each time.

What we need in addition to your comments and suggestions is your membership. The members voted to assess themselves \$15.00 for the coming year to support the Association's activities. To encourage new members we established \$10.00 as the annual dues, payable to the Association of National Park Rangers (ANPR), Post Office Box 3059, Yellowstone National Park, Wyoming 82190.

What do you get for your membership? We can't, unfortunately, be very specific about this. An organization of park rangers, while not a new idea, has not ever taken the direction that this Association proposes to take. We're barely getting off the ground, and while response from both the field and Washington has been very favorable, it's too early to make bold predictions about our success or dire forecasts of our failure. One thing, however, is certain, we can't do much of anything without widespread support of rangers and technicians from throughout the System. A \$10.00 or \$15.00 investment to see how we do seems very little risk in relation to the potential benefits of increased communications both among ourselves and with Bill and his management team. So, talk it up and join the Association.

In closing, remember that the Association will be only as good as the members make it. We need your support. See you in Shenandoah next October!

Rick Smith
Chairperson

Association of National Park Rangers
Post Office Box 3059
Yellowstone National Park, Wyoming 82190

\$10.00 Annual dues (first year only)

Each member of the Association of National Park Rangers is receiving ten copies of this newsletter. We ask that you hand out the extra issues to potential members and urge them to join forces with us. Remember, first year dues are \$10.00. Send membership requests to:

Association of National Park Rangers
Post Office Box 3059
Yellowstone National Park, Wyoming 82190