

# NEWSLETTER



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## THE ASSOCIATION OF NATIONAL PARK RANGERS

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Volume IV, Number 2

August 1982



## Ranger Rendezvous VI Deep in the Heart of Appalachia

Ginny Rousseau  
RRVI Coordinator  
Great Smoky Mountains

Fontana Village, site of Rendezvous VI, is set in a pristine region of the Appalachian Mountains and is steeped in the history and culture of local mountain folk. Located 65 miles southeast of Knoxville, TN, home of the 1982 World's Fair, the resort offers a wide variety of both accommodations and recreation.

The Village is fully self-contained and the

Rendezvous VI package includes use of the sauna, swimming pool, miniature golf, par 3 golf and tennis courts. The mild days and cool nights of October/November provide ideal hiking, boating and fishing conditions on nearby Fontana Lake and National Park and Forest Service lands.

### Accommodations

ANPR members may choose from a wide range of accommodations:

*The Inn* – offers modern motel rooms with TV and telephone. Incorporated in The

Inn complex are a small restaurant, game area, gift shop, sauna, swimming pool and several conference rooms.

*The Lodge* – offers a somewhat more rustic but comfortable assortment of rooms built during the construction of Fontana Dam and used as a hospital. The Lodge is reminiscent of the 1940 era. Television and telephone are located in the lobby area.

**Cottages** – scattered throughout the Village, these will accommodate from 3 to 10 people and come with fully equipped kitchenettes. A few deluxe cabins come with television.

Both the Cottage and The Lodge units are priced according to size rather than the number of guests as in The Inn, so early planning and the sharing of accommodations may prove beneficial.

All reservations will be handled by Fontana Village with a deadline of September 1, 1982. Early registration is encouraged because of World's Fair visitation. *Room deposits refundable 14 days prior to the Rendezvous.*

#### **Campgrounds**

Fontana Village has taken over operation of a 20 site TVA campground approximately 1 mile from the Village. Restrooms with showers and picnic tables are available, as are nearby free solar showers at Fontana Dam. The campground is on a first come first served basis with registration for sites at The Lodge. Cost is \$5 plus tax per night.

Cable Cove campground, a 26 site US Forest Service campground is located approximately 5 miles from The Village at \$4 per night. Restrooms, picnic tables and barbecue grills are available. This campground is also on a first come first served basis.

#### **Meals**

A large cafeteria offers meals from 7-10:30 a.m., 12-2 p.m. and 5-8 p.m. Prices for a full meal average \$4-\$5 per person. A small grocery store is also available for those wishing to utilize the cottage kitchen facilities or camping.

#### **Alcoholic Beverage Regulations**

Graham County, NC in which Fontana Village is located is a "dry" county, which means no alcoholic beverages may be sold within the area and certain stipulations are placed on its consumption. The Village has asked that we emphasize the following points:

Alcoholic beverages can only be served in an area *closed* to the general public, such as a cottage, room or special areas which will be set up at the Recreation Hall (where all major meetings will take place), the "Bears Den" in The Inn and the Cafeteria the evening of the barbecue.

We ask that all members be sensitive to these regulations.

#### **Babysitting**

We are hoping that we will be able to provide communal babysitting for specific portions of the Rendezvous. Fontana Village is offering us the use of their childrens play area and a cottage for babysitting the night of the dance. Parents interested should indicate on the Registration Form.

#### **Transportation**

The Knoxville airport is the closest commercial airport located approximately 55 miles (1-½ hours driving time) from Fontana Village. Delta, United, Eastern, Republic, US Air, Tennessee Airways and Scheduled Skyways serve the airport with most flights routed through Atlanta or Memphis. Rental cars are available with Budget and National offering the best rates, currently \$30-\$48 per day.

We are presently negotiating for ground transportation from the airport to Fontana at a reasonable cost. Services would be provided from October 29 to November 4. Flight arrival and departure dates, times and number of people should be sent as soon as possible.

#### **World's Fair**

The 1982 World's Fair is being held in Knoxville, TN from May 1 to October 31. This is an international energy exposition featuring energy and cultural exhibits from 22 countries as well as exhibits from international and domestic corporations. Tickets are available from the 1982 World's Fair, P.O. Box 1982, Dept. T, Knoxville, TN 37901 at \$9.95 for adults, \$8.25 for children aged 4-11, \$9.25 for adults 55 years and older and children 3 and under are free.

For ANPR members interested in attending the 1982 World's Fair or coming early to hike or vacation, Fontana Village is offering special Rendezvous rates to members arriving October 29th and off-season rates to those wishing to make reservations up to a week in advance. Any interested members should get their reservations into Fontana as soon as possible. The last day of the 1982 World's Fair is October 31. A special shuttle service is available from Fontana Village to the Fair and back for \$28 – this includes entrance ticket to the Fair.

#### **Air Travel Information and Reservations**

A travel agency in North Carolina has offered to coordinate any air travel for ANPR members. The agency has the advantage of a computer system which determines flight availability and fares nationwide, which would pinpoint the lowest possible rates. They have also offered to provide the ANPR a list of arrival and departure times for each member. To take advantage of Super Saver fares, on which seats are limited and to avoid any fare increases, reservations should be made as soon as possible.

Anyone wishing to use this service should contact Haywood Hillier, Wilcox Travel Agency, 1705 Northwestern Bank Building, Asheville, NC 28801 or call Toll Free 1-800-438-5828; North Carolina residents call 1-800-452-2803.

#### **Rendezvous Registration**

To avoid long lines and confusion during Rendezvous registration, we are *encouraging* and *accepting* pre-payment of Rendezvous registration, beverage fees, membership dues and T-shirt orders. All monies paid in advance will be refundable if the member is unable to attend.

T-shirts will be available at the Rendezvous only to those who have preordered. However, orders will be taken at the Rendezvous and mailed out afterwards. Pre-ordered T-shirts will be \$6 and those ordered at the Rendezvous \$7.

Rendezvous registration forms and fees should be sent to:

ANPR – Rendezvous VI  
P.O. Box 118  
Gatlinburg, TN 37738

**ALL RESERVATIONS AND DEPOSITS FOR LODGING ARE SENT TO FONTANA VILLAGE, NOT TO ANPR.**

Fontana Village Resort  
Fontana Dam, NC 28733  
(704) 498-2238

For further information or registration forms, contact:

Ginny Rousseau, Rendezvous Coordinator  
Deep Creek Ranger Station  
Bryson City, NC 28713  
(704) 488-9440

**NOTE: HELP EVERYBODY BY PRE-REGISTERING. FULL REFUNDS FROM ANPR IF YOU CANNOT ATTEND.**



Rick Smith  
RR VI Program Chair  
Everglades

Schedule for Rendezvous VI as of August 1, 1982:

<i>October 29</i>	Executive Board Meeting	
<i>October 30</i>	PM	Registration, dinner, "around the keg social"
<i>October 31</i>	9:00 AM	Formal opening of the Rendezvous by President Finley. Welcome to the SER by Regional Director Baker and to the area by Superintendents Beal and Everhardt
	10:00 AM	Keynote Address – Director Dickenson
	11:00 AM	Keynote Address – Brock Evans, Vice President, National Issues, National Audubon Society
	1:30 PM	1st business meeting, Rendezvous VI
	8:00 PM	Optional evening program – Update on CFR Revisions – Maureen Finnerty
<i>November 1</i>	Workshop Day – Attend workshops as you wish	
	9:00 AM	1. Women and Self Awareness: A step towards Career Development (3 hour session) – Kathy Smith 2. An Alaska update for the 80's – John Cook 3. ANPR in the 80's – Mike Finley 4. How to get along with the Department – Rick Smith/Ric Davidge 5. Budget for the 80's – Bruce Shaeffer 6. Managing Stress – Flip Hagood
	10:30 AM	1. Protection in the 80's – Jim Brady 2. NPS employees in the 80's – Don Field 3. Interpretation in the 80's – Tom Ritter 4. ANPR in the 80's – Mike Finley 5. Training the 80's – Flip Hagood 6. An Alaska Update – John Cook
	1:30 PM	1. Women and Self Awareness (3 hour session) – Kathy Smith 2. How to get along with the Department – Rick Smith/Ric Davidge 3. Interpretation in the 80's – Tom Ritter 4. Budgets for the 80's – Bruce Shaeffer 5. Management Identification and Development Program – Maureen Finnerty 6. NPS employees in the 80's – Don Field
	3:00 PM	1. Managing Stress – Flip Hagood 2. Protection in 80's – Jim Brady 3. Resources Management Plans: A Park Perspective – Mack Brock 4. ANPR in the 80's – Mike Finley 5 & 6 to be selected
	5:00 PM	Fun Run
	8:00 PM	Optional evening program – Results of Study Related to Stress Among Law Enforcement Officers Conducted FLETC
<i>November 2</i>	AM	2nd business meeting, Rendezvous VI
	PM	3rd business meeting, Rendezvous VI BBQ and Dance
<i>November 3</i>	AM	Goodby's and adjourn

The first official day should be a grand one. After hearing from Regional Director Baker and Superintendents Beal and Everhardt, all of whom are pleased that the ANPR has come to the Southeast Region, Director Dickenson will share his vision of how the Service and the System will evolve during the next 3-5 years. Brock Evans will follow with a look at what the Nation's environmental priorities will likely be during that same time. Both Russ and Brock are excellent speakers and will establish a high standard for the rest of us to follow.

## Announcing ANPR's Design-A-Logo Contest

Be famous (or infamous, as the case may be). Win a gift certificate from REI or EMS and other goodies (maybe). Design a logo that can be used on a belt buckle, patch, teeshirt, hood ornament, club necktie, etc.

### Rules:

1. Design must be legible and clear when reduced to a ½" diameter.
2. Any shape acceptable, but consider production cost when using shapes like stars, octagons, etc.
3. Use colors; however, assure that the design will be clear and sharp when reduced to black and white.

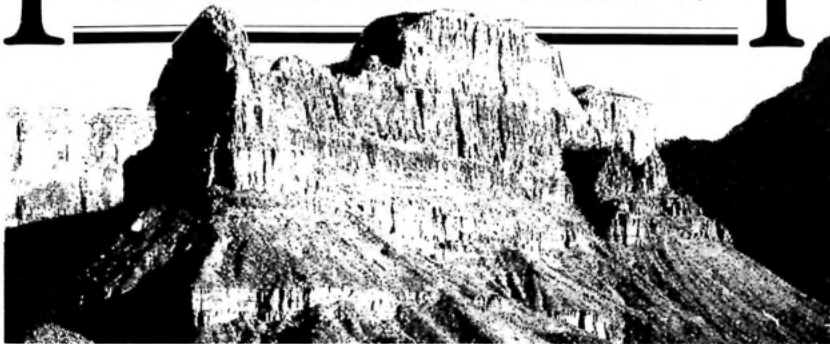
That's all – have at it!

Entries will be submitted to the Executive Board who will select the ten best – final selection will be made by the membership at Rendezvous VI.

Send nominations to:

John Chew, Shenandoah Nat'l Park  
Rt. 1, Box 365  
Luray, Virginia 22835

# A MESSAGE FROM THE PRESIDENT



## Membership Survey Results

Mike Finley  
President  
Assateague

The last ANPR newsletter contained a membership survey. The purpose of that survey was to solicit candid feedback from association members on a wide range of issues. A total of 83 completed survey forms were returned for compilation. A review of the surveys reveals that a cross section of NPS employees responded to the questionnaire. This cross section represented WASO staff, park rangers, park superintendents, and regional office staff. It was interesting to note that while ANPR members represent a wide diversity in age, experience, and primary program interest, the questionnaires revealed that there exists a common concern about very similar issues.

It was hoped that the information provided would be candid and spontaneous. These hopes were more than realized. I can assure you that the responses to the survey were from the heart, extremely candid, and left no doubt as to the types of concerns and issues that ANPR members are concerned about.

I believe that the most effective way to share the results of the survey with you is to list the question in the manner it was presented in the questionnaire and then summarize the results and give you any impressions that I gathered from analyzing the responses.

### ANPR Question No. 1

1. List in priority order those policies, circumstances, or practices that contribute most to low morale in the Service today.

*Response.* Over 26 percent of the persons responding listed the lack of or a weak career ladder as the *the first priority issue*. This was followed by 10 percent indicating that low salaries or undergrading were the issue of highest priority in contributing to low morale. An additional 10 percent of the respondents indicated poor management was the single greatest contributor to low morale in the Service today. Another 10 percent indicated that preselection of job applicants was the single greatest contributor to low morale.

In summary, the following topics were identified as major contributors to low morale in the Service today. The figures represent the number of respondents that identified the issue as contributing to low morale.

Low morale issues:	Percentage of respondents identifying
1. Weak or no career ladder . . .	56%
2. Preselection of job applicants (bag jobs) . . . . .	28%
3. Low salary levels including undergrading . . . . .	28%
4. Poor management . . . . .	26%
5. Training (lack of or unbalanced) . . . . .	26%
6. Housing issues including inadequate quality and high price . . . . .	21%
7. 025/026 dilemma . . . . .	16%
8. Lack of funding . . . . .	16%
9. Growing paperwork load . . .	12%

The following issues were listed often enough to deserve attention:

1. Poor supervision.
2. Inconsistent classification practices between NPS regions or other agencies.
3. Pay inequity between GS and WG.
4. Failure to remove incompetent managers.
5. Feeling of being removed from the decision-making process.

### ANPR Question No. 2

2. List in priority order those policies, procedures, or practices that contribute most to inefficiency or increase operating costs in the Service today.

*Response.* Fewer members responded to this question than responded to question No. 1. You will note that many of the issues that are identified as resulting in greater inefficiency or operating costs were also identified as contributing to low morale.

Practices or policies contributing to inefficiency:	Percentage of respondents identifying
1. Increase in administrative and nonessential reporting requirements . . . . .	24%
2. Poor management and managers . . . . .	16%
3. Lack of data processing systems . . . . .	13%
4. Inefficient contracting and procurement systems . . . . .	11%
5. Failure to remove incompetent managers . . . . .	11%
6. Too many decisions referred to central offices . . . . .	9%

The following issues were listed often enough to deserve attention:

1. Inadequate screening of new employees.
2. Lack of communications.
3. Inconsistent personnel practices.
4. Too many regions or too much region control.

### ANPR Question No. 3

3. If you could change established funding priorities, in what program areas would you increase funding?

*Response.* The response to this question was more uniform than any other question. The results are summarized below.

Areas where funding should be increased:	Percentage of respondents identifying
1. Resource management programs at the park level (natural) . . . . .	50%
2. Fund more "uniformed" personnel to provide public service (including visitor services and law enforcement) . . . . .	25%
3. Interpretation . . . . .	25%
4. Maintenance . . . . .	15%
5. Protection programs . . . . .	12%
6. Training (including supervisory and skills) . . . . .	12%
7. Construction of facilities . . .	10%
8. Research . . . . .	10%



The following issues were listed often enough to deserve attention:

1. Cultural resource management.
2. Data processing programs.
3. Supplies and equipment.

**ANPR question No. 4**

4. What procedures or practices are we currently employing to enforce use limits and carrying capacities or otherwise protect park resources that are highly irritable to the public? This does not question the need to regulate but rather the manner or method by which the restriction is communicated or implemented.

*Response.* Over 33 percent of the persons responding to this question indicated that poor public relations, including lack of education and accompanying reasons for the closures or restrictions, were the greatest cause of irritation. An additional 21 percent attributed public irritability to the fact that often the NPS establishes arbitrary figures for carrying capacities and fails to reevaluate previously established capacities.

The following two quotes generally summarize the responses to this question:

*"Our setting of use limits are often based on purely subjective criteria. If we were trained to gather and use objective data to make objective decisions we would be open to much less justifiable criticism."*

*"We need a nationwide media image campaign explaining the philosophy of limited use resource protection making people more aware that they face lines, closed areas for a reason. This should be a primary objective of each individual park's interpretive staff."*

Resource protection practices irritating to the public:	Percentage of respondents identifying
1. Poor public relations .....	33%
2. Use of arbitrary carrying capacities .....	21%
3. Failure to educate public through nationwide public service .....	12%
4. Restriction/permit systems not coordinated with availability of NPS personnel .....	12%
4. Sloppy management of limitation systems .....	10%

The following issues were listed often enough to merit consideration:

1. Failure to use enough signing, facility design, or landscaping to communicate limits.
2. Lack of sufficient reservation systems.
3. Lack of strong justifications for action.

**ANPR Question No. 5**

5. If you could change the NPS training program, in what areas would you increase the number and types of courses offered?

*Response.* The responses to this question reflected a total commitment to the NPS mission and yet the issues addressed demonstrated the ability to step back and survey the deficiencies in our current operations that can be improved through training. The following program areas were identified for increases in numbers and types of courses:

	Percentage of respondents identifying
1. Field-oriented hands-on resource management training .....	39%
2. Field-oriented ranger skills training .....	30%
3. Supervision courses .....	16%
4. Basic orientation .....	10%
5. Interpretation .....	10%
6. Law enforcement (basic and specialized) .....	10%
7. Maintenance skills .....	8%
8. Comprehensive budget training .....	8%

The following courses were listed often enough to merit consideration:

1. Administrative training.
2. Cultural resource management training.
3. Data processing training.
4. Humanistics (people/stress).
5. Management.

It should be noted that numerous statements supporting home study, increased use of video cassettes, and traveling instructor cadres were submitted as means to reduce the cost of training.

The following quotations are generally representative of some of the responses.

*"Highest priority-increase training in ranger resource management (not resource management by specialists) i.e. bear (or other wildlife management), prescribed fire management, etc."*

*"Basic skill-L.E., SAR, rescue, interpretation-the who legamut . . . but stress the basic operations responsibilities to the park and to the public. Try to draw in more outside training sources (universities) etc. because the NPS is getting awfully ingrown . . . in its training . . ."*

*"Would make more skills classes and administration/management courses available to employees. Presently, lower graded and even journeyman level rangers rarely have an opportunity to pursue improvement courses."*

The second part of question no. 5 asked the following question:

5(a) In what program areas would you narrow or reduce the numbers and types of courses?

*Response.*

	Percentage of respondents identifying
1. No programs should be reduced .....	34%
2. Reduce or make more meaningful the 40-hour law enforcement refresher training .....	10%
3. Reduce EEO training .....	9%
4. Nonskill-oriented interpretation (touchy-feely) .....	8%

The following courses were listed often enough for reduction to merit consideration:

1. Administrative.
2. Theoretical management.
3. Safety.
4. Law enforcement.



The following quotes are generally representative of some of the responses:

*"Token-required management courses, EEO, safety—I'm not saying they're unimportant—I just think our priorities just get turned about."*

*"I would not reduce any, but greatly expand many. Courses should not just teach skills but rekindle NPS philosophies and attitudes as we strive together for a goal much bigger than just taking care of our individual parks."*

#### ANPR Question No. 6

6. Is the new uniform system working efficiently?

Response.

Yes ..... 30%  
No ..... 35%  
Marginally ..... 35%

It should be noted that the majority of those members expressing satisfaction with the system also expressed some concern for improved operation.

The following areas were identified as needing improvement:

	Percentage of respondents identifying
1. Improve quality and fit of merchandise .....	30%
2. Speed ordering process ....	25%
3. Increase the availability of optional items through R&R .....	18%
4. Improve sizing accuracy ...	7%

These improvements were listed often enough to merit consideration:

1. Improve back-order problem.
2. Enforce uniform standards.
3. Need to accommodate defense equipment.

The following quotes are generally representative of some of the responses:

*"Orders are late, incomplete—the fit is poor—has anyone gotten a shirt that fits—the quality is down—the hat, ugh—don't carry boots and other items needed—return to old system."*

*"Overall good quality, but delivery is far too slow. Widely used specialty items such as hiking boots should be available."*

*"So-so but let's give it a chance to work. I think a lot of bugs will be worked out the first season."*

#### ANPR Question No. 7

7. Is the new merit promotion plan fair, equitable, and workable?

Response.

Yes ..... 14%  
No ..... 64%  
Marginally ..... 22%

This question evoked the greatest degree of candor, sarcasm, and veiled disappointment. It is obvious from the response that whether or not the assessment by a given individual is correct a strong perception of inequity exists.

The following areas were identified as needing improvement:

	Percentage of respondents identifying
1. Reduce the number of pre-selections or "bag jobs" ...	26%
2. Develop standard KSA's for similar positions Service-wide .....	26%
3. Go back to BEE-type system with one annual submission of forms .....	20%

The following areas were identified as needing improvement/revision:

1. The need to interview all candidates or none.
2. Present system wastes too much time and paper.
3. Need more mobility.
4. Inconsistency in application of plan between regions.

The following quotes are generally representative of some of the responses:

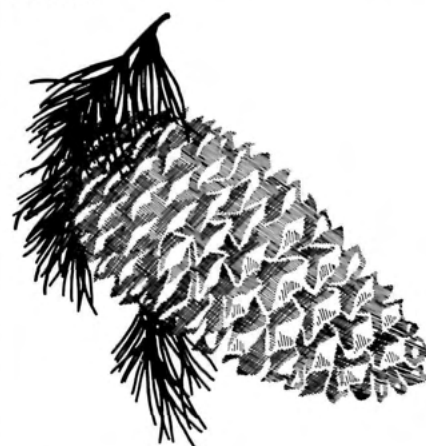
*"Too many park areas or regions that circumvent the system."*

*"I would like to see more standardization of KSA's and/or centralization much like BEE, where an employee would file his 171's and 10 or 15 KSA's and would update yearly. The main difference between this and the old BEE system would be that the announcement would be circulated and the employee would request their packet be sent to the park or region issuing the announcement."*

*"KSA's too different, too many, too time-consuming for all concerned."*

A review of the above listed questions and responses should leave the reader with a general feeling for the perceptions and concerns of a number of dedicated Park Service employees.

One of the primary purposes of the survey was to identify issues of concern to the membership, examine those issues, and, if possible, develop means to resolve those issues. I believe that the above survey has identified a number of issues, many of which can be resolved or mitigated through the development of alternative policies or practices. It is my intent to submit a number of the above identified issues to the board and establish ANPR work groups to analyse the issues and develop solutions for recommendation to the Director.





## Ranger Rendezvous V

389 people registered at Squaw Valley for Ranger Rendezvous V. 72 NPS areas and all 10 regions were represented. Eastern areas were especially well represented with Gettysburg leading the pack (eight attendees including the Superintendent).

Well over one dozen Superintendents were in attendance including four from Alaska. Several retirees registered as well as representatives of BLM, USFS, California State Park and Recreation Department, National Audubon Society, Sierra Club and the Office of the Assistant Secretary of the Interior. For the first time ever, two commercial organizations set up shop at the Rendezvous to demonstrate their wares.

## Rendezvous V Raffle

Thank you to all the companies donating raffle prizes at the Ranger Rendezvous Five:

Pigeon Mountain Industries	Pathfinder Sports
William Brooks Shoe Co.	Gibbs Product
Gregory Mountain Products	Mountain Equipment
Banana Equipment	The North Face
Great Pacific Iron Works	California Mountain Co.
Woolrich	Don Hume Leather Goods
Black and Decker	W.S. Darley
Buchsemeir-Clark	Safariland
Ken Morgan Knives	Cheshire and Perez

## Contest Winner

Jack Neckels, Associate Regional Director, Operations, Southwest Region, was the winner of a one year free membership in the ANPR for correctly identifying all members of the Stephen Mather Session (1957) of Kowski College. In Jack's case, his free membership will be a renewal as he is already an ANPR member.



## Are You Using Micro-computers in Your Park?

Tony Bonanno  
Blue Ridge Parkway

Many ANPR members are using micro-computers to help manage the reams of data associated with today's Park operations. Several members have bought their own computers which they use on the job. Others are fortunate enough to have access to Park-owned equipment.

In the past few months there has been considerable correspondence between ANPR members concerning applications for their "Apples", "TRS-80s", and IBM PCs". The micro-computer field is relatively new and it is apparent that good ideas are rapidly evolving. It is also apparent that a lot of Park micro users are "re-inventing the wheel" so to speak. . . each exploring micro-computers on their own without the benefit of other Park user's experiences.

ANPR members are finding new uses for their micro-computers everyday including word processing, budget preparation, property inventory, search & rescue data bases (including calculating probabilities of detection, etc.), lost & found records mgmt, law enforcement data bases (FI file for dispatchers, case incidents, etc.), traffic accident files, safety mgmt records, resource inventories, resource mgmt data bases, training records, special use permits & agricultural leases, maintenance job order scheduling and tracking, travel figures, and numerous other uses.

It was recently suggested that a list of ANPR micro users might prove useful for initiating an exchange of information and ideas. If you have a micro or use one at your Park and would like to have your name & address made available to others with an interest in micro-computing for Parks, please send your name, address, phone number, and model of computer (if applicable) to:

Tony Bonanno  
9 Knoll Ridge Drive  
Asheville, NC 28804

Tony will prepare and periodically update a users list and mail it to all those who responded.

We are also interested in any additional ideas you may have which would help others to more effectively use micro-computers in their Park operations.

## Title 36 Revisions

Maureen Finnerty  
WASO

On March 17, 1982, the National Park Service published the long-awaited revisions to its general regulations. The initial comment period was scheduled to close May 17, but was extended until July 19.

At the close of the comment period nearly 2,000 comments had been received. Approximately two-thirds of the comments came from individuals, although many suggestions were also received from organizations, NPS employees, State and local governments, and other Federal agencies.

The major issue of comment was S 2.2, Wildlife Protection - specifically the provision on trapping. This regulation bases the permissibility of hunting and trapping on the enabling legislation for each park area. In cases where the legislation for a park area does *not* authorize hunting or trapping this regulation prohibits the taking of wildlife. If the final regulation is the same as that proposed this will result in a discontinuation of unauthorized trapping in 13 National Park Service areas where it is currently taking place. The authorizing legislation for these areas allows hunting, but not trapping.

Numerous issues were raised by other commenters. Many suggestions were minor, or technical in nature, often suggesting subtle wording changes. The review and analysis of all comments should be completed in September. The Director and Assistant Secretary will be briefed before a final rule is published. The likely publication date is November.

I will be providing you with a further update on the issues of concern at Rendezvous VI.

## Talent Wanted

Ken Morgan  
Gateway

What qualities make a good Park Ranger? As we know, they are intelligent, determined, professional, courageous, courteous, and concerned. Many of us are also excellent artisans, craftspeople, and home industrialists. This Fall, talented and concerned members will have the opportunity to show off their skills and to help further the mission of the Association of National Park Rangers by donating their handicrafts to be raffled off at the Fontana Lake Rendezvous.

Although last year's raffle raised approximately \$1200, few handcrafted items were donated by members. Many of the donations came from generous companies and corporations throughout the United States. The Association feels that we can do more as individuals to express our support for the only organization that speaks for us as professionals. The products of your hobbies and special skills can help add needed revenues to our coffers. Some suggested items include: woodcarvings, macrame, hand paintings or sketches, leatherwork, knitted or crocheted items, handcrafted jewelry, and even items of furniture. Homemade food specialties such as jerky, smoked fish, wine, and preserves would also be welcome.

If you would enjoy the opportunity of seeing your work on display and help your Association at the same time, bring your donations with you this October 30 to Fontana Lake or give them to your Regional Representative. We are counting on all of you to make this year's raffle not only fun, but profitable.

It all started with a donated handmade knife. Let's make the raffle a tradition and a success.







## EMS Task Force Formed

John Chew  
Shenandoah

As a result of the first "Managing for Emergency Operations" course held at Albright Training Center, Al Vietl, Chief of Ranger Activities, WASO, formed a task force to study the EMS system in the National Park Service. The groups main task will be to draft new EMS guidelines which will include standards and qualifications for all levels of prehospital emergency care. Our current guidelines published in 1975 are now outdated and are inconsistent with other guidelines, particularly NPS 9 and NPS 18. The task force will attempt to bring the Service in line with current EMS trends and at the same time make the program efficient and economical. Although this is not an ANPR task force, the group solicits your input. Please contact one of the task force members if you have any suggestions on how we can improve our program and what you think is needed in the NPS guidelines.

Please contact any of the following task force members:

John Chew	Shenandoah
Tim Setnika	Grand Teton
Dick Martin	Yosemite
Rob Arnberger	Channel Islands
Ernie Kuncel	Grand Canyon
Terry Penttila	Glacier
Jan Wobbenhorst	Indiana Dunes
Paul Fodor	Sequoia-Kings Canyon

## Order Your Un-official NPS EMS Patch

Now available at \$3.25 each (which includes postage). Make checks payable to ANPR and send to:

Tim Setnicka  
Box 26  
Moose, WY 83012

## Elections Coming Up

Begin thinking about nominees for 1983 offices. Up for election for two-year terms are the President, Secretary, Treasurer and Regional Representatives for North Atlantic, National Capitol, Midwest, Rocky Mountain and Alaska Region. We need good people so have some nominees in mind at Rendezvous Six!

## Future Rendezvous Sites Approved

Planning your vacation for 1990? Save the Fall of that year for the Texas Gulf Coast, the general site location selected for Ranger Rendezvous XIV!

In an effort to develop continuity, insure geographical parity and enable ANPR members to plan Rendezvous' with vacations or family visits, the Board of Directors has approved locations for Rendezvous VI through XV.

The plan is to continue to hold Rendezvous basically in October, with a possibility of overlapping into late September or early November to take advantage of weather, rates, availability of facilities, etc.

So, beginning with Lake Fontana, North Carolina for Rendezvous VI, here are the locations for the peripatetic ANPR members:

RR VII 1982	Appalachia (Fontana Lake, North Carolina)
RR VII 1983	Southwest (Arizona-New Mexico area)
RR VIII 1984	New England (Including Upstate New York)
RR IX 1985	North Central (Wisconsin-Minnesota area)
RR IX 1986	Jackson Hole (Number Ten - return to the original site)
RR X 1987	Gulf Coast East (Florida-Mississippi area)
RR XII 1988	Pacific Northwest (Washington-area)
RR XIII 1989	Great Plains
RR XIV 1990	Gulf Coast West (Texas-Louisiana area)
RR XV 1991	Southern California

## ANPR Board of Directors

### Officers

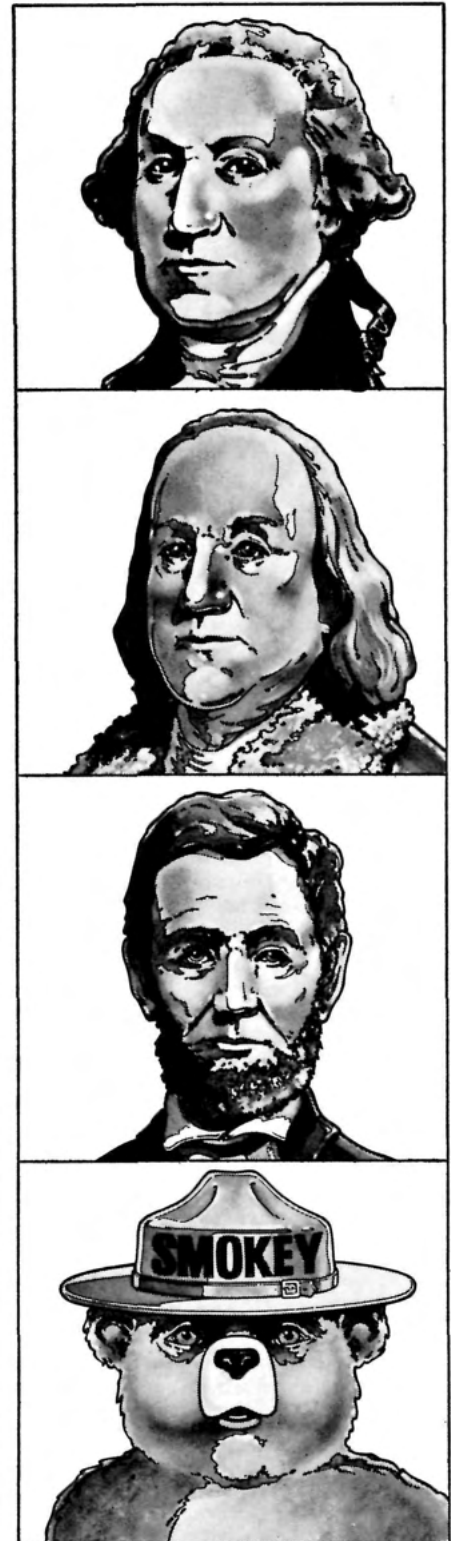
President	Mike Finley	Assateague
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Mid Atlantic	Hal Greenlee	Gettysburg
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Midwest	Sue Kylander	Indiana Dunes
Southwest	Roger Siglin	SWRO
Rocky Mountains	Tim Setnicka	Grand Teton
Western	Dick Martin	Yosemite
Pacific Northwest	Noel Poe	North Cascades
Alaska	Bob Cunningham	Denali
EO Coordinator	Ginny Rousseau	Great Smoky Mountains
Marketing Coordinator	Tim Setnicka	Grand Teton
Editor, ANPR Newsletter	Rick Gale	Santa Monica Mountains

## A Summer Rendezvous in 1983?

Roger Siglin has discovered that the Fall rates in New Mexico are prohibitive for the 1983 Rendezvous. He's found an excellent August alternative at College of Santa Fe. What do you think of having Rendezvous VII in August? Contact your Regional Representative if you have strong feelings – the matter will be discussed at Rendezvous VI.



**Thanks  
for making  
America great.**

**ASSOCIATION OF NATIONAL PARK RANGERS**  
**APPLICATION FOR MEMBERSHIP**

Date: \_\_\_\_\_

Name \_\_\_\_\_

Title \_\_\_\_\_

Address \_\_\_\_\_

Park (4 letter code, i.e. YELL) \_\_\_\_\_

City/State \_\_\_\_\_

Region (i.e., RMR)\* \_\_\_\_\_  
\*(WASO use NCR)

Zip Code \_\_\_\_\_

**TYPE OF MEMBERSHIP (Check one)**

- |   |          |
|---|----------|
| (1) <input type="checkbox"/> Active - all NPS employees (permanent or seasonal) | \$10.00  |
| (2) <input type="checkbox"/> Associate - individuals other than NPS employees   | \$10.00  |
| (3) <input type="checkbox"/> Sustaining - individuals and organizations         | \$50.00  |
| (4) <input type="checkbox"/> Life - open to all individuals*                    | \$125.00 |
| (5) <input type="checkbox"/> Subscription to newsletter only                    | \$5.00   |

\*Life membership may be paid in installments of 50/50/25 prior to 10-1-82, when rates goes to \$200

RETURN TO: **ASSOCIATION OF NATIONAL PARK RANGERS**  
P.O. Box 222  
Yellowstone National Park, WY 82190

Received \$ \_\_\_\_\_

By \_\_\_\_\_

The Association of National Park Rangers is a Service-wide organization formed in 1977 in Jackson, Wyoming. Its goal is to communicate for, about, and with National Park 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. We are a professional organization, not a bargaining unit. It is our philosophy and intent to be a strong and positive force in the National Park Service by disseminating, sharing, and assembling information and opinions, and using our combined strengths and experience to help solve problems concerning Rangers by offering workable solutions and alternatives. We strive to utilize and strengthen the supervisory lines and levels of command that exist within the Service.

The A.N.P.R. has the full support of Director Dickenson, and our president meets regularly with him. We have been a moving force in getting the NPS and OPM to work on the 025-026 classification standards, and the new seasonal evaluation system. We have participated in the quarters policy, uniform task force, the NPS women's task force, CFR revision, NPS-9 revision, etc.

As a member in the A.N.P.R. you will participate in accomplishing the above goals, increasing our professional image, and utilizing the Association as a forum for communication and personal growth. You will receive the Newsletter, notes on issues and positions of the Association, and, of course, attend the annual Ranger Rendezvous. We need your support and look forward to your joining with us.

**HELP! Keep Your  
Address Current**

Please send your old mailing label along with  
your new address to:

ANPR

Post Office Box 222

Yellowstone National Park, Wyoming 82190

Include your four-letter park code and your region.



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Association of  
National Park Rangers  
3938 Voltaire  
San Diego, CA 92107  
ADDRESS CORRECTION REQUESTED  
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Is your address correct?

See inside if it's not.

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