

# RANGER

The Journal of the Association of National Park Rangers

ANPR  *Stewards for parks, visitors and each other*

The Association for All National Park Employees

Vol. 21, No. 1 • Winter 2004-05



*'Following in Their Footsteps'*  
Ranger Rendezvous XXVII • Nov. 15 – 19, 2004



# Letters

## Donation to fund scholarship

The enclosed check for \$350 is donated on behalf of Tony Sisto, on the occasion of his retirement from the National Park Service. It was Tony's preference that, in lieu of a retirement gift, he would like to initiate a scholarship with ANPR to facilitate attendance at the International Ranger Federation by ANPR members.

I believe I reflect Tony's thoughts as follows: Attendance at International Ranger Federation meetings will help individuals think beyond their immediate horizons and put local issues in perspective. It will enhance exchange of

management practices and contribute to conservation of global resources. Helping ANPR members attend the International Ranger Federation meetings is one of many ways to build a cadre of future superintendents and leaders, and will contribute to land management on inter-agency and global scales.

The enclosure represents a gift by Tony Sisto, supported by a number of his friends and colleagues. About 37 of Tony's friends contributed to this effort.

Karen Newton  
Pacific West Regional Office  
Oakland, Calif.



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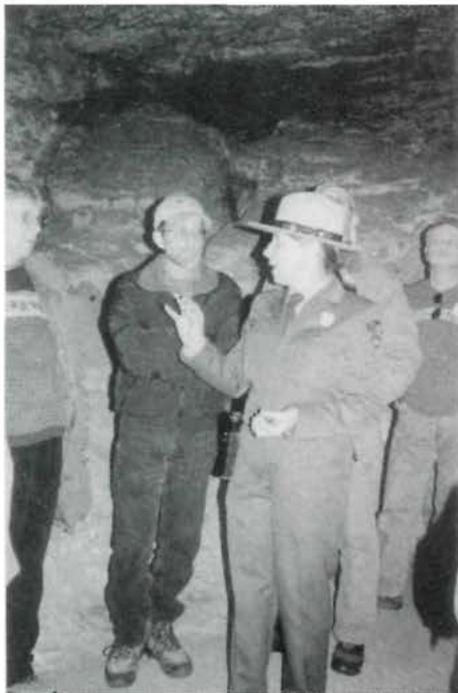
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Teresa Ford



## Stay in touch!

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

**CAVE TOUR:** Ranger Mary Laycock led a tour of ANPR members through Wind Cave in November during an afternoon field trip associated with the Ranger Rendezvous. Read more about this annual event on the following pages.



## ROAD MAP for my heirs

This ANPR-produced "Road Map" can assist family or friends in handling details when a spouse or loved one dies.

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

- your desires about final arrangements
- civil service, military & Social Security details
- insurance facts, bank accounts and more
- synopsis of life, obituary & family history
- list of disposition of personal items
- anatomical gift wishes
- examples of durable power of attorney

The cost is \$10 per book, plus \$4 for shipping and handling. U.S. currency only.

Make check payable to ANPR.  
Send to: Frank Betts  
95 Cobblecrest Road  
Driggs, ID 83422



## ANPR Calendar

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

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

Ranger Rendezvous XVIII ..... Dec. 4-8  
Charleston, S.C.

*Coming next issue:* Interpretive Development Program

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

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

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

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

### Submissions

Prospective authors should contact the editor or editorial adviser before submitting articles. Editor, Teresa Ford, 26 S. Mt. Vernon Club Road, Golden, CO 80401, (303) 526-1380; fordedit@aol.com. Editorial adviser, Mark Herberger, (605) 433-5552.

### Deadlines

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

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

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## President's Message

I hope that everyone had a pleasant trip home from Rapid City and that I did not talk too long during the State of the Association. The comments I have received indicate that everyone had an enjoyable time at the Ranger Rendezvous. In these pages you can see what transpired at the most recent meeting of our association, but I would like to take this time to look toward the next Ranger Rendezvous.

As I mentioned in the last *Ranger* I plan to focus much of my attention on increasing membership. One of the most important tools we have to achieve that end is the Ranger Rendezvous. It is at the Rendezvous that old, new and prospective members can get a true sense of what ANPR is about. It is a forum for general and private discussions on the state of the Park Service and the parks. It is a time and place for the conduct of training that increases our ability to serve the public, parks and each other. It is a place where we can find strength and rejuvenation. It is a place where we find comradeship with our fellow park employees.

That is why I encourage all of you to start talking to your friends and co-workers about attending the next Rendezvous in Charleston, South Carolina, an incredibly beautiful and charming city. Over the next year the ANPR Board of Directors, staff and volunteers will strive toward creating an innovative and professional conference that will appeal to all segments of the Service.

With the assistance of members in the Southeast Region, we will target specific training needs of the area parks in order to attract as many and as wide a range of park professionals as possible. We will demonstrate the association's commitment to providing quality training that will increase knowledge and expertise within the parks. We

will create an agenda that will reveal to non-members how relevant and important a professional association of park employees is.

Any members, who are willing to assist us in achieving this objective, in any capacity, should contact a board member. Ranger Rendezvous is one of the best contributions ANPR can make in the lives and careers of NPS employees. A pertinent, provocative and enjoyable Rendezvous in Charleston will be one of the best recruiting tools we have. 

*Lu S. Herst*



Charleston Convention & Visitors Bureau

**Second story piazza:** Charleston has a blend of architectural styles that incorporates influences from Barbados, the West Indies, England and Holland. Turn to page 25 to read more about ANPR's upcoming Rendezvous in Charleston.

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**Cover photo:** A group of ANPR members climbed Mount Rushmore in November 2004 during the annual Ranger Rendezvous. This shot was taken on the backside of the monument. *Photo by Greg Drum/Tom Bowling-Schaff; Rendezvous logo by Laurie Heupel.*

### Elections ballots mailed

Six ANPR members are vying for three-year terms on the board of directors. You should have received a ballot in the mail by mid-December, and it should be returned promptly, postmarked no later than Jan. 8, 2005. E-mail [fordedit@aol.com](mailto:fordedit@aol.com) with any questions.

**Board Member for Professional Issues:** Dave Anderson, Atlanta

**Board Member for Seasonal Perspectives:** Kimm M. Fox-Middleton, Fort Vancouver, and Fred Koegler, Yosemite

**Board Member for Special Concerns:** Tom Bowling-Schaff, Lava Beds

**Secretary:** Melanie Berg, Badlands, and Liz Roberts, Sitka

# RENDEZVOUS in the Black Hills

Rapid City in western South Dakota held the honor of hosting the 27th annual Ranger Rendezvous Nov. 15–19, 2004. About 115 members of the Association of National Park Rangers used the occasion to rekindle friendships, advance professionalism in workshops and panel discussions, and interact with inspiring speakers.

To many attendees, it was an ideal opportunity to see a new part of the country and visit the many national park areas within an easy drive. In addition, the Black Hills location was a chance, in a respectful atmosphere, to listen to and contemplate the concerns of American Indians about their homeland.

Rick Mossman and Laurie Heupel, program co-chairs, worked throughout the year to set up sessions focused on the theme “Following in the Footsteps of Lewis and Clark — Exploration, Partnerships & Preservation.” By nearly all accounts, their efforts were a success. The varied workshops and meetings allowed participants to learn about other disciplines within the park system, and to mix with the group in a friendly setting.

NPS Director Fran Mainella didn’t attend the annual event for the first time in her tenure, but she sent a taped message.

In the following pages you can read about the panel discussions, workshops, keynote speeches and other events that continued the honored tradition of the Ranger Rendezvous.

Some of the many highlights included:

- ▶ Welcoming remarks from all six superintendents of the national park sites in the Black Hills area.



**BADLANDS:** Park paleontologist Dr. Rachel Benton guides ANPR members on a special tour.



**HELLO ANPR:** Rapid City gave a hearty welcome to ANPR members on a prominent billboard near the regional airport.

- ▶ Presentation of the prestigious Mather Award by the National Parks Conservation Association (see page 10).
- ▶ Participation in day-long insider tours of either Mount Rushmore and Wind Cave or Badlands and Minuteman Missile. Rendezvous attendees also visited Jewel Cave, Devils Tower and other park areas on their own to view the natural beauty and abundant wildlife.

▶ Inspiring and informative keynote speeches by Mount Rushmore Superintendent Gerard Baker, author Barry Lopez and rancher/author Dan O’Brien.

▶ A thought-provoking speech by park ranger Alden Miller during a special evening dinner at Mount Rushmore (see page 8 for the full text of his remarks).

▶ The NPS Film Fest, a yearly viewing of some of the best visitor center films. This year’s offerings focused on Shenandoah, Stones River, Voyageurs, Chesapeake and Ohio Canal and Washington, D.C.

▶ A newcomers’ breakfast, hosted by the board of directors, for first-time attendees to a Rendezvous.

▶ Presentation of four ANPR awards to key supporters of the association (see page 4).

▶ A well-attended pre-Rendezvous training workshop, “Native American Relations — Cultural Considerations in Managing and Working with a Native American Workforce and Tribal Governments,” presented by Dr. Jeff Thompson.

▶ Time for relaxation and camaraderie in the hospitality room.

▶ Drawings for raffle prizes and the special Super Raffle prizes (winners listed on page 22).

▶ The annual photo contest of park-related images (see photos on page 11).

— Teresa Ford, Editor



**WIND CAVE:** Bighorn sheep mosey across the road in this park.

# Provocative talks, panel discussions set tone for annual gathering of parks stewards

**M**ount Rushmore Superintendent Gerard Baker encouraged Rendezvous attendees to “feel the Black Hills” during their weeklong stay in Rapid City and the surrounding area. “You can then better understand the positives and negatives about development in the Black Hills,” he said.

Author Barry Lopez set the stage the first day when he discussed the “troubling things” that



Author Barry Lopez

explorers Meriwether Lewis and William Clark did during their journey 200 years ago. “I’m not blaming them—they were people of their times,” he said.

When President Thomas Jefferson sent Lewis and

Clark on their two-year expedition, the goal was to find a water route across North America and to explore the uncharted West. Their journeys changed the course of American history.

Lopez, an essayist, short-story writer and international traveler, is the author of “Arctic Dreams,” for which he received the National

Book Award. Among his other non-fiction books are “About This Life” and “Of Wolves and Men,” a National Book Award finalist.

“The more knowledge I have the greater becomes the mystery of what holds it together,” Lopez said. “Pay attention to the mystery.” He also spoke of the cardinal virtues of reverence, justice, courage and wisdom.

Baker, in delivering his keynote address the second day of Rendezvous, provided a glimpse into his background. He was raised in a close-knit family — his father, a Mandan, and his mother, a Hidatsa and Arikara — on a small ranch about three hours from Theodore Roosevelt National Park. Baker, who as a child was a self-proclaimed cowboy by days and Indian at nights, started his park career as a district ranger at Theodore Roosevelt.

Baker said he was attracted to the NPS because it was the closest agency that “matched what our people stood for . . . caring for the land.”

Later, in accepting the position at Lewis and Clark Trail, Baker saw the opportunity to tell the important stories of the Indian people that might otherwise have been missed. He visited many tribes throughout the West to find out how people lived before and during the Lewis and Clark expedition, what has happened during the past 200 years, and how to protect native peoples and the resources in the next 200 years.

“Take your blinders off,” he said. “We are all scared about things we don’t trust or like. It is most difficult to go to people who don’t trust us.”

Baker added, “We must continue to open doors to Indian involvement . . . they need to tell their side of the story.”

Baker then moderated a panel discussion, “Tribal Relationships and the NPS.” Alex White Plume, vice president of the Lakota Nation on the Pine Ridge Reservation, spoke of his people’s yearning for access to their sacred sites.

“I am getting sick and tired of begging to go pray on our sacred sites,” he said. He added that the Lakota want to live in harmony, but genocide is continuing today.

Dr. Ed Hall with the Bureau of Indian Affairs spoke of increased tourism in Indian country and how to make it an industry of diplomacy and education.



**SUPERINTENDENTS:** Left to right, Mark Herberger, Minuteman Missile; Bill Supernaugh, Badlands; Gerard Baker, Mount Rushmore; Linda Stoll, Wind Cave; Lisa Eckert, Devils Tower; and Todd Suess, Jewel Cave, welcomed ANPR to the Black Hills.



Rancher-author Dan O'Brien

Waylon Pretends Eagle, the youngest on the panel, paid respect to his elders and thanked them for imparting their knowledge and wisdom. He graduated in 2001 from the University of North Dakota and is a reporter and freelance writer.

Enos Poor Bear, a resident of lands adjacent to the Badlands, discussed what he called “the untold story.” He added, “I don’t want to be negative, but we must be truthful, honest and upfront.”

The next day, Dan O'Brien, an author and South Dakota rancher, spoke about “Restoring the Prairie.” He particularly captured the audience’s attention with his reading of an excerpt from his book, “Buffalo for the Broken Heart.”

However, first he praised the national parks audience for doing a tough but noble job. “You make our national parks the envy of the world,” he said.

In converting his cattle ranch to bison 10 years ago, O'Brien admitted it wasn't a financial decision. “Restoration and preservation were more important than the dollars.”



**PANELISTS:** Front, Enos Poor Bear Jr., back row, left to right, Waylon Pretends Eagle, Gerard Baker, Alex White Plume and Dr. Ed Hall.

Story & photos by Teresa Ford, Editor

# State of the Association

ANPR President Lee Werst made these remarks Nov. 15, 2004, at the annual Rendezvous in Rapid City, S.D.

Good morning and welcome to the 27th Ranger Rendezvous. Many of you are probably aware that my career background is in interpretation. Despite the common perception that interpreters are long winded, I promise to keep my comments brief and to the point.

Right now the Park Service is experiencing what may be the most challenging period in its history. Budgets are tight, many operations are dependent on soft money, and positions are being lapsed. Yet the park employees responsible for maintaining and protecting America's national treasures continue to perform their jobs with competence and professionalism. In many ways ANPR finds itself in a similar position.

For 27 years ANPR has been at the forefront of many issues pertinent to the health of the parks and the well being and professional development of park staff. ANPR has been involved with issues ranging from 6c to Ranger Careers. The association has also been involved with resource issues, such as the taking of eaglets at Wupatki.

In the past year ANPR has remained active in its role as an advocate. Last spring we assisted our close partner, NPCA, with their *Endangered Ranger* report. ANPR then followed it up with its own in-depth *Beyond the Endangered Ranger: A View from within the Parks*. Both reports have received extensive media attention and illustrated to the American public the current fiscal

and staffing problems within the system. ANPR is being proactive by starting work on the 100th anniversary celebration of the NPS in 2016. A task group has started work on ANPR's role in this important milestone in NPS history. ANPR's role in advocacy continues and my view of that role's future is bright.

But to ensure this advocacy we must turn around our membership and financial situation. For a long time I have heard people say that membership was better when the association had regional reps. Perhaps there is something to that. I would like to bring back regional reps, not as members of the board, but contacts in the parks who can recruit and pass information back and forth. Perhaps a new group of regional reps can organize ANPR gatherings locally such as the one that took place near Gateway recently. This may be the best way to expose employees to ANPR and explain our mission. All of us also need to talk to our co-workers about our experiences at Rendezvous to let them know that we are a professional organization with their interests at heart. We need to update our recruitment brochure the same way we have updated membership notifications and then distribute them to appropriate venues.

We have new strategic goals in place and have formed a fundraising committee to enhance revenue. Shortly after Rendezvous we will be ready to start the grant application process. This effort will concentrate on operating funds. But we also have programs in motion for generating additional income.

We are exploring the marketing of DVD versions of the *Lost but Found*, *Safe and Sound* video in cooperation with other organizations such as NPCA. We have entered into an agreement with All Terrain to allow customers to select ANPR to receive 10 percent of their purchase. I am confident that these efforts will help ensure ANPR's future and that we are turning a corner.

I would also like to take this opportunity to announce the launch of the



Teresa Ford

**PARTNER AWARD:** Craig Obey of National Parks Conservation Association, left, accepts the Partner Award on behalf of NPCA and its president, Tom Kiernan. Presenting the honor is ANPR President Lee Werst, right.

Muir Fund. As you are aware ANPR is one of the founding members of the International Ranger Federation, which holds a congress every three years. At the last congress in Australia many of us noted that in the American (ANPR) contingent, everyone seemed to be GS-11 and above. Lower-graded employees simply could not afford to make the trip. This meant that front-line staff missed out on a fantastic opportunity to exchange ideas and gain experience through attendance at an IRF congress.

Upon Tony Sisto's recent retirement he asked that instead of a retirement gift, donations should be made to a scholarship to fund attendance at IRF congresses. The fund has been named for John Muir who was born in Dunbar, Scotland. This seems appropriate because the next IRF congress in 2006 will be held in Scotland. So far \$1,500 dollars have been collected for the fund with more on the way. We will work toward setting up a standard to determine how the money will help fund front-line staff to attend that congress. The kind of dedication and thoughtfulness for others shown by Tony is one of the reasons that lead me to believe that ANPR has a promising future. 🏠

## OTHER ANPR AWARDS

During the Rendezvous ANPR President Lee Werst also presented these awards:

- President's Award to longtime member Rick Gale (above)
- Member Excellence Award to Ken Mabery (left)



Teresa Ford

**CORPORATE AWARD:** VF Imagewear received the Corporate Award for its consistent, long-term support of the Ranger Rendezvous. Accepting the award were Kristi Hinton, right, and Gwen Pettiford.

## Board of Directors meeting Nov. 14, 2004

The ANPR Board of Directors met Nov. 14, 2004, in Rapid City, S.D., with President Lee Werst presiding over the one-day session. Highlights included:

- ▶ Discussing ways to resolve stagnant membership and financial issues.
- ▶ Directing a team of board members and financial advisers to draft a financial recovery plan.
- ▶ Hearing that ANPR will benefit financially from making the Rendezvous a profitable venture, with assistance from the leadership of Rendezvous coordinator Dan Moses.
- ▶ Directing Executive Director Jeff McFarland to contribute 100 percent of his time toward corporate fundraising.



## Teleconference board meeting Dec. 8, 2004

The ANPR Board of Directors held a teleconference board meeting Dec. 8, 2004, to complete business begun during the annual Rendezvous board meeting. The following business was completed:

- Appointed Deanne Adams to the board in the past president's position.
- Appointed Kendell Thompson to complete the term of the board member for education and training.
- Heard reports about the financial recovery plan and fundraising efforts.
- Learned that the Rendezvous likely made a profit of about \$7,000 — a \$10,000 turnaround from the previous year.
- Authorized the expenditure of up to \$1,200 to convert the *Lost But Found, Safe and Sound* video to DVD format for marketing to promising outlets.
- Agreed to meet again by teleconference in late January 2005.



**NEWCOMERS:** First-time Rendezvous attendees gathered with ANPR board members for a group shot following the traditional newcomers' breakfast at Rendezvous.

Teresa Ford

## Celebration Committee Update

In 2016 we will celebrate 100 years of resource stewardship in the National Park Service. *Resource stewardship.* In 1916 rangers embraced resource stewardship and provided good seat-of-the-pants services. Enthusiasm, emerging professionalism and dedication to an ideal made up for any lack of training. Training was scarce in the early days.

Fast forward to the 1970s. The world had changed and the NPS needed to catch up. Starting in the late 1970s the Service embarked on a series of initiatives to bring professional standards in line with generally accepted standards. With the exception of the Resource Careers initiative, few, if any, new positions were added through these initiatives. Resource stewardship issues in the parks continued to escalate because NPS employees were stretched thinner and thinner.

Fast forward now to 2016. The world will look to the United States, the country that invented the *national park idea*. As part of celebrating the best idea America ever had, we will celebrate employee contributions. Employees are the tool by which we achieve the Service's resource stewardship mandates: preserve, protect and provide for enjoyment. From an employee point of view we can celebrate this contribution by ensuring that there are sufficient field employees, professionally trained and equipped, to meet the needs of a second century of legacy conservation. The world needs to see, once again, that the greatest American invention still sets the worldwide standard in resource stewardship by having the best possible workforce.

For more than a year ANPR has been work-

ing on ways to help the Service enhance its resource stewardship capacity and celebrate 100 years of achievement. Under a steering committee, four work groups have been established:

1. **Resource Stewardship Staffing:** professional staffing levels for all field disciplines.
2. **Building a Better Workforce:** fair pay, training, mentoring, intakes, leadership and seasonal/temp/term issues.
3. **Counting Down to the Centennial:** opportunities for interim celebrations; celebrate milestones that led to the National Park Service. For example, 2006 is the 100th anniversary of the Antiquities Act, a significant act in terms of adding numerous units to the system.
4. **ANPR Membership:** continuing our contribution to the Service's mission requires an active, dedicated membership.

The steering committee has designated co-chairs for each committee (a senior employee paired with a more junior employee), and established work needs, product expectations and time frames. Co-chairs are recruiting committee members—ANPR members who want to contribute to this legacy and (in the process), learn more about the NPS.

ANPR member Rick Gale, now retired from the NPS, is chairing the steering committee. Contact him with ideas and suggestions or to volunteer. His contact information is on the back cover of *Ranger* magazine. □

# Workshops —

A variety of workshops at the recent Rendezvous formed the basis for several days of informative sessions. Below are abstracts of some of the presentations.

## Charting a course for a new partnership model at the Boston Harbor Islands National Park Area

This panel presentation looked at a unique partnership model at Boston Harbor Islands national park area. The presenters explored this partnership model within the context of the changing view on the role of partners at both the state and federal levels. Examples were given that presented the successes and challenges at the Boston Harbor Islands and the implications for the future. Through group discussion the audience was challenged to look at the role of partners at their own sites, and share strategies and best practices that may assist in navigating through this newly chartered territory.

— Kelly Fellner, supervisory park ranger  
Kevin Damstra, park ranger  
Boston Harbor Islands National Park Area

## National scenic and historic trails and how they fit into the National Park System

The National Trails System, created in 1968, now includes 24 national scenic and historic trails, totaling over 40,000 miles in combined lengths. About two-thirds are now historic trails and most are administered by NPS.

Issues may be different for these two types of trails. Especially challenging is how to meaningfully present discontinuous historic trails to the average traveler. As overlays of special congressional interest, conflicts of jurisdiction and reporting are common along these trails.

The authorities of the National Trails System Act frame our capability to making these trails “real” for the public. Trails are a lot like parks—but also face unique issues. The current Lewis and Clark Bicentennial offers many lessons about how these “long-skinny” stories across the landscape can be effective catalysts for meaningful conservation.

— Steve Elkinton, Program Leader,  
National Trails System Program, WASO



Betty Lieurance leads a discussion/workshop about effective resumes.

## Chronic wasting disease: a case study of emerging wildlife disease in the NPS

The appearance of infectious diseases in wildlife populations is a result of interactions between the wildlife host, the disease-causing pathogen and the host's/pathogen's environment. Each component of the disease triad is equally important in attempting to assess the problem and manage the disease. Chronic wasting disease (CWD) is no exception. Understanding the biology and ecology of deer and elk, the natural hosts for CWD, as well as knowing the basics of prion diseases, the presumed CWD pathogen, and evaluating the environment that the deer and/or elk reside upon is necessary to attempt to manage this difficult disease.

Chronic wasting disease, a contagious, infectious member of the transmissible spongiform encephalopathy (TSE) family of diseases, affects free-ranging deer and elk in Rocky Mountain National Park in Colorado and Wind Cave in South Dakota. The disease is found in free-ranging elk and/or deer in eight states. Several other NPS units are at risk.

It is important for resource managers to work closely with other park staff to identify animals that may be showing signs of CWD and other wildlife diseases. Only with a watchful eye and persistent vigilance will we discover what diseases affect NPS wildlife populations. This will be vital in preserving and restoring native wildlife populations presently and in the future.

If you would like more information regarding chronic wasting disease or other wildlife health issues, please contact Dr. Jenny Powers or Dr. Margaret Wild with the NPS Biological Resources Management Division.

— Jenny Powers, DVM  
NPS Vet Office, Fort Collins, Colo.

## Restoring the black-footed ferret at Badlands, 1994-2004

Cooperating with a multi-agency recovery team beginning in 1993, Badlands completed an environmental impact statement for the reintroduction of federally endangered black-footed ferrets into available prairie dog habitat in southwestern South Dakota in an effort to contribute to the national restoration effort for this rare native species. A member of the weasel family, the black-footed ferret is a nocturnal predator that is obligate to prairie dog ecosystems of the Great Plains.

The experimental population area for ferret reintroduction was designated as lands encompassing Badlands and parts of the Conata Basin administered by the U.S. Forest Service-Buffalo Gap National Grasslands. Authorization was given to begin the recovery effort but with the ferrets designated as “non-essential experimental.” Releases of ferrets occurred in the Conata Basin/Badlands area annually from 1994 through 2004 with the goal of establishing a self-sustaining population. The non-essential status of the ferrets allowed for experimentation in the release methods of captive-born ferrets so resource managers could maximize the success of the effort.

The Conata Basin/Badlands recovery site has since become the largest and most successful ferret reintroduction area in the world. It contains the largest population of ferrets in the wild anywhere with an average annual population of close to 200 individuals.

The success of this site is attributed to the vast amounts of disease-free, contiguous black-tailed prairie dog colonies within the area. Conservation of this quality prairie dog habitat has been controversial due to the competition that prairie dogs face with local livestock production. Current ferret restoration efforts focus on monitoring the demographics of this population, conducting research on ferret population genetics and disease, and conservation of prairie dog habitat.

Future management will concentrate on continued monitoring and habitat improvements for this species that has been welcomed back to the Great Plains.

— Doug Albertson, wildlife biologist  
Badlands



Teresa Ford

**INSIDE NPS:** Regional NPS directors (left to right) Marcia Blaszkak of Alaska, Ernie Quintana of Midwest and Pat Hooks of Southeast give updates on matters within the National Park Service.

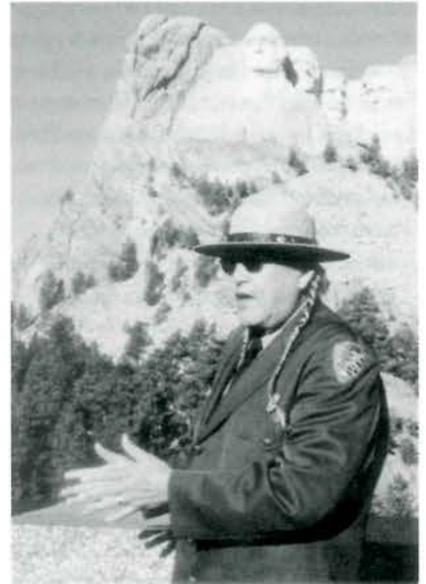
## Panel Discussions/Presentations

- **State of the NPS** led by regional directors shown at left.
- **Tribal Relationships and the NPS** led by American Indians pictured at bottom of page 3.
- **Legal Considerations with the NPS and Tribal Relations** led by Pat Parker, NPS American Indian liaison, and Carla Mattix, attorney, Branch of National Parks, Office of the Solicitor, Department of the Interior.
- **Case Studies on Tribal Relations** led by superintendents Linda Stoll, Wind Cave; Bill Supernaugh, Badlands; Bob Krumenaker, Apostle Islands; and Lisa Eckert, Devils Tower.
- **Bison Management** led by Dan Roddy, resource management specialist, Wind Cave; Ron Walker, resource manager, Custer State Park; Sue Consolo Murphy, resource management specialist, Grand Teton; and Dan O'Brien, bison ranch manager and author.

## Other Workshops

- **Discovering the World's Largest Battlefield** by Chris Wilkinson, lead visitor use assistant, Jewel Cave
- **Resumes That Get Results** by Betty Lieurance, administrative support assistant, Mesa Verde
- **Cave Exploration in the NPS: Why?** by Todd Suess, superintendent, Jewel Cave
- **Restoring the Swift Fox** by Greg Schroeder, wildlife technician, Badlands
- **ANPR Board Functions and Volunteering** by Jeff McFarland, ANPR executive director, and Lee Werst, ANPR president
- **Coalition of Concerned NPS Retirees** by Bill Wade, retired superintendent

Chief ranger Mike Pflaum



Gerard Baker welcomes ANPR members to a morning field trip at Mount Rushmore.



Left to right, Debbie Koegler, Jean Sigafoos and Dave Anderson look over items at the ANPR sales table.

## More Faces & Places of Rendezvous

Photos by Teresa Ford & Ken Mabery



Melanie Berg and Jim LaRock visit during a reception.

# One Lodge of Many Voices

Park ranger Alden Miller gave this keynote address Nov. 16, 2004, during an evening dinner at Mount Rushmore for ANPR members. Superintendent Gerard Baker introduced him, speaking of Alden's work at Mount Rushmore, his experiences in hiring Alden in Montana, the challenges they faced while at Little Bighorn Battlefield, and his relationship with the people of the Mandan Hidatsa tribe.

**T**hank you Gerard, Mahd Czee Gehdahds, Miagca. I know I am not alone in this room when I am grateful for Gerard's example. He is a man of faith, truth, humility and respect.

Good evening to the National Park Service faithful, trail-worn retirees and assorted groups — for whom we remain eternally grateful.

Senator Tom Daschle was invited to speak. So, as well, were a long list of honored notable alternates, but each in turn was sincerely unable to attend. Thus, the search was on to discover a speaker of sufficient vision to address this group. There was initially, some hope for success but instead, I was chosen.

And so, it is an honor to be asked to speak to you tonight.

We, like those in that long green line before us, look after the shrines of democracy and the treasures of our heritage. Places like Mount Rushmore, where four however noble heads on a hill are like shorthand, an abbreviation from a certain time, if you will, for over 228 years of the continuing story of these United States.

Although the rest of the cast of characters was more diverse, it is a story that lives in the hearts of all Americans. Women, for instance, are not directly represented there, comprising slightly

more than half our species, I am assured.

Yet speakers of vision like the men carved in that rock have been part of our traditions, from the time of the first nations, long before the first president served this nation.

Perhaps it is fitting that we gather here, (in view of Mount Rushmore) two weeks after — what may surprise you to find out — was a contentious presidential election.

For those of contentiously differing views considering emigrating to Canada, our "frozen neighbor to the North," I would ask that you please reconsider. We need you here. I invite the contentious and outspoken among you to stay. You, also, make this country great.

I have read that it is probably no accident, that freedom of speech is the first freedom mentioned in the Bill of Rights. The Constitution's framers believed that freedom of inquiry and liberty of expression were the hallmarks of a democratic society. But historically, at times of national stress, civil liberties come under enormous pressure.

During the "Red Scare" of the early 1920s, thousands were deported for their political views. (The Japanese American Nisei, of the 442nd combat regiment of World War II, served with courage despite the internment of their fami-



Alden Miller

Teresa Ford

lies.) During the McCarthy period, the infamous blacklist ruined lives and (destroyed) careers. (Martin Luther King was jailed and later killed, for sharing a dream.) Today, the creators, producers and distributors of popular culture are often blamed for the nation's deep social problems (and attacks by the world's intolerants).

Not that disagreement isn't, at times, the Trojan horse. Herbert Butterfield wrote: "The greatest menace to civilization is the conflict between giant organized systems of self-righteousness — each system only too delighted to find out that the other is wicked — each only too glad that the sins give it the pretext for still deeper hatred and animosity."

Perhaps, the meaning of these National Park Service sanctuaries is an inkblot test of sorts. Many believe, that we in our careers should apologize for history, "clean it up" rather than stir up negative feelings. We are not the apologists, though some would prefer a sanitized, moralized, desensitized, that is to say anesthetized telling of our stories. But that wouldn't be American, and it wouldn't be the truth. It is American to disagree.

The truth is, whether we came to this land three days ago or our ancestors arrived 3,000 years ago, or whether they were kidnapped to suffer in the fields of our early hypocrisy, it is likely that had the conditions been better, we all might have stayed. The truth is, that in this land of opportunity, opportunity did not come for everyone at an opportune time. Some of the improvements made for the few must have caught on because once here, few stayed without insisting on a few changes of their own.

You might say contention is in our blood. If so, our soil is drenched in it. Even the men on Mount Rushmore, were, after all, men, and smaller than they appear on the rock.

Like many careers, Lt. Washington's early



Teresa Ford

**MOUNT RUSHMORE:** A group of Rendezvous participants visited the monument one morning.

British army experience had a few hiccups. Somehow an encounter during a chart-making expedition turned into an attack, kicking off the French and Indian Wars, known in Europe as the Seven Years War. Washington did not achieve great success in King George's army, but we are proof he later learned to achieve great success against them. I can see I don't have to tell this group how difficult that is to do while wearing a wig, stockings and high heels. He declined to become king himself, becoming instead our first president, citing that after so many long years of struggle, the title "King George" had already been taken and seemed redundant.

Jefferson, it is said, as much as signed his own death warrant when he wrote the Declaration of Independence. As president his vision doubled the size of our nation and tripled its debt. That venture became the Louisiana Territory, then explored by Lewis and Clark, part of which we're dining in tonight.

In the end — as it was that for many — as grateful as the native tribes were for being "discovered," Jefferson's Indian policies were shortsighted. Thus, here in the Dakotas many speak English as a primary language when on this land, it is at least a second language. Like Washington, Jefferson too, was a slave owner, a deep moral issue that would fester 60 more years.

Lincoln's military career was somewhat... retrograde. He went from captain to private during the Blackhawk War. He was even less fortunate following the Civil War, finding he'd engraved his name on an assassin's bullet because he stood for the unity of our nation and the emancipation of us all. For that he was again demoted, this time from the living, and promoted to the ranks of the immortal.

Roosevelt gave up his plush government job to charge up San Juan Hill and into history. He led the battle against corruption and monopolies, and fought for the working man. He plunged us into Panama, united two oceans and put America at the gates of two continents. He carried conflicts away from our shores and pushed America onto the world stage. He was also a good friend to the parks, protecting America's natural and cultural treasures for us all, despite powerful political pressure to do otherwise. He was a character of great character. Whatever he charged into, he left the office everyday at four to play with his children. He should be up there for that, if for no other reason.

A few months ago, there was much talk of adding the visage of another great American to the heads on this hill. Sadly, although appropriate, there is not sufficient geological material, that is to say, rock, to add another head. Besides,

for native peoples for whom this area is sacred, graffiti does not get better the fifth time. Thus before we can put up another head, we have to take one down. We are sorry to those who hoped we would, out of respect and on behalf of a grateful nation, otherwise have honored the immortal contributions of arguably the greatest American of the late 20th century — Ray Charles.

But seriously, it is humbling to speak to people united as you are, bound together as one tribe, if you will. No matter what we do, we share a desire in our souls to breathe life into something that will revisit our nation in a good way, to have a piece of our future that bears our hand, a vision of tomorrow with our name on it. The men of Mount Rushmore are proof that what we do will, in generations to follow, be what the young will revere and rebel against.

Because of a great many persons of vision — from our brothers and sisters who serve in harm's way, to those who serve in the rest of the spectrum of the cause for peace (for blessed also are the nurturers and negotiators), to those of you who serve in these sanctuaries of the human spirit — many such places in the tapestry of our shared, cultural heritage remain indelibly carved

in us as well, especially now.

We would prefer to forget that not long ago terrorists sought to change us forever. They have done that. We do not look at our skies the same way, something so big, nor as small and once so ordinary as the mail we receive every day.

Two hundred years ago, a phrase borrowed from the Oneida, a Native American Indian tribe on the verge of extinction, found its way into our language (as the motto of a popular publication), and translated into Latin, onto our money. "One lodge of many voices" became "E Pluribus Unum" or "Out of Many, One."

It could not now be less obscure.

Terrorism seeks to divide us based on our differences, when our differences, diversity and freedoms should stand as our most cherished strengths. Terrorism will fail.

We stand united — in our differences, diversity and freedoms. In the power of our beliefs and our duty. As I look out on this one tribe, this one lodge of many voices and no matter what our job, the keepers of our heritage and our future, I know that stand, we will. 

*Alden Miller recently completed a detail at Mount Rushmore and returned to his job at Washita Battlefield.*

## Excerpts from remarks of keynote speaker Rick Smith at the close of Rendezvous

**Editor's note:** *Space constraints prevent the full text of Rick Smith's remarks from appearing in Ranger. His entire speech can be found online at [www.anpr.org/smith.htm](http://www.anpr.org/smith.htm).*

► I have long thought that if ANPR is to survive as an organization, it must be what the current generation of rangers wants it to be and not what those of us who were around at the beginning would like to see.

► The ANPR that we built is no longer as relevant as it once was to the current generation of interpretive, resources management and protection rangers... One strong source of members, the protection rangers, seem to be morphing into something that I see called law enforcement rangers, complete with different badges and a whole different attitude... I'm not entirely sure that ANPR can hold on to, or even wants to hold onto, these members if their interests stray too much further from the resources protection and education functions that once were the hallmarks of the protection ranger profession.



Teresa Ford

{ Despite the administration's claims that there is more money per employee, per acre and per visitor than ever before, anyone who works in parks knows that this kind of largesse is not trickling down to parks. Parks are forced to deploy an ever-dwindling number of rangers across an ever-expanding set of duties and obligations, including detailing protection rangers to

homeland security tasks that leave their own parks unstaffed and unprotected.

► ANPR is needed more now than almost at any other time in its 27-year history. But to be relevant and vibrant, it must be willing to change, and maybe to make changes larger than a few little ones on the margin.

► The conservation movement is in crisis, both internationally and nationally. Let's think first on an international level. Tony Sisto, Deanne Adams, Meg Weesner, Bill Wade and I had the great good fortune of attending the 5th World Parks Congress in Durban, South Africa,

*(continued on next page)*

## Rick Smith *(continued from previous page)*

(in 2003) as representatives of the International Ranger Federation. There was much to celebrate. Approximately 10 percent of the world's terrestrial surface is now under some kind of protection. There are now more than 100,000 legally established protected areas in the world. This is a staggering achievement, even if one considers that some of these protected areas exist only on paper without significant funding or staffing.

... We are literally in danger of making the protected area manager's job impossible. He or she is expected to master (or at least employ experts in) many new and complex areas of expertise (business skills and fundraising, economics, conflict resolution, public relations and so on) on top of natural and cultural resources management and visitor management. Now the manager is urged to think beyond the protected area's boundaries, to engage in bioregional planning initiatives and even to address wider social problems... In much of the world where park directors or managers have little experience and few resources with which to work, the burden must seem intolerable.

► Due to the efforts of the 30-some person delegation from the IRF, for the first time in the history of the World Congresses, the delegates took specific note of the conditions under which rangers in most of the world work. Delegates called for increased training of rangers. They called for increased security for rangers in the field. Rangers are attacked, injured or killed with alarming frequency in many parts of the world—here, too, in fact. The IUCN and IRF established a jointly-financed "Dependents Fund" to help the families of rangers killed in the line of duty who receive absolutely no assistance from the ranger's former agency. They called for better housing and quality-of-life amenities. It was an amazing accomplishment.

► This is one of the reasons I say that ANPR is needed more than ever. We owe it to the thousands of rangers in other countries who work under conditions we wouldn't tolerate for a nanosecond. We need to stand shoulder to shoulder with them while they struggle to obtain what we take for granted—decent salaries, good benefits, ample equipment, modern supervision and training, public support and a good-guy image... ANPR should be at the forefront of the international ranger movement. That alone is reason enough to stay involved in this association.

*(continued on page 16)*

## Mather Award

**Gary Candelaria**, left, is the 2004 winner of the prestigious Stephen Tyng Mather Award. In the 30th year of the award, presented annually by the National Parks Conservation Association, **Craig Obey**, right, of NPCA made the announcement during the recent Rendezvous. Candelaria was honored for his courageous work under difficult circumstances while superintendent of Wrangell-St. Elias in Alaska. Obey also presented Candelaria with a photo of Mount Sandford by George Herben. Candelaria now is deputy manager at Harpers Ferry Center.



Teresa Ford

## Thank you for making Rendezvous a success!

Many people donated their time and energy to stage the successful Rendezvous in Rapid City, S.D. Thank you to these organizations and people for their efforts:

VF Imagewear – reception with exhibitors  
Thales Communications – coffee and snack breaks, sponsor of the Film Fest  
All workshop presenters and keynote speakers  
Host superintendents – assistance and field trips  
Rick Mossman and Laurie Heupel – program chairs  
Wendy Lauritzen – exhibits  
Laurie Heupel – logo, T-shirt design  
Lisa Eckert and Kendell Thompson – judges  
Rick Gale – bailiff  
Rick Mossman – fun run  
Mark Herberger – FilmFest  
Dan Greenblatt, Laurie Heupel – Super Raffle  
Meg Weesner, Tonya Taylor, Melinda Burger, Lucy Weisgram (Rapid City Convention and Visitors Bureau) – registration

Diane and Dan Moses – regular raffle and silent auction

Debbie Koezler, Alden Miller, Jean Sigafos,

Lucinda Schuft – sale of ANPR products

Nancy Ward – hospitality room

Rick Mossman – special tours, onsite support

Dan Moses – Ranger Rendezvous coordinator

**Exhibitors** help support ANPR financially by their participation at the Ranger Rendezvous. Please thank them by supporting them.

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# ANPR Photo Contest

ANPR members displayed creative images in the annual photography competition at the Rendezvous. Winners received certificates of recognition and gift certificates to an online company. During your work or travels this year, keep in mind the ANPR contest as a way to showcase your scenic landscapes, wildlife shots or park-related images at the 2005 contest in Charleston, S.C.



1st place, Devils Tower  
By Doug Alexander



2nd place, Wupatki  
By Bill Supernaugh



Honorable mention  
Sitka warrior by Liz Roberts



3rd place, Washington Monument  
By Bruce McKeeman

Honorable mention  
Mount Rushmore by Mark Herberger

# Backcountry Rangers

*the ones who do the work*

Story and photos by Peter Stekel

Out of a total of 865,901 acres, there are 831,036 acres of wilderness in Sequoia and Kings Canyon National Parks. (That includes 723,036 acres of actual wilderness and 108,000 acres managed as wilderness.)

I didn't know anything about wilderness statistics on my first trip to a national park. I was 12. My Boy Scout troop left from Wolverton, in Sequoia and Kings Canyon, and backpacked to Pear Lake along the Watchtower trail. I had never worked so hard in my life. Arriving exhausted, and at an elevation of over 9,500 feet, all I could do was lie on the cold, hard granite. My friends had dumped their packs and run off to the lake.

I finally caught my breath and looked around me. Growing up in Los Angeles, I had never seen such a landscape. Old, gnarled trees with blood-red bark poking into an indescribably blue sky. Craggy peaks with house-sized boulders perched precariously on slopes right above my head! Little birds flitting in and out of trees and bushes. Bunches of wildflowers; a riot of yellows and reds and blues spread out against a carpet of green. Waterfalls. Pear Lake itself, a body of water nestled against cliffs and sloping slabs of granite. And a strange, yet almost living stillness.

It's the backcountry rangers who watch over this amazing place. They are resource managers, wilderness concierges, EMTs, cops and permit checkers, natural historians and researchers, trail builders and fountains of knowledge. Living in Spartan conditions, far from any urban conveniences, there were 13 backcountry rangers in Sequoia and Kings Canyon in 2004 to patrol 1,300 square miles — an area 25 percent larger than Rhode Island.

According to Gregg



George Durkee with hikers along the trail

Fauth, wilderness coordinator for the parks, the backcountry rangers are important for NPS mission-based reasons. "They assure that resources are protected and ensure that people are enjoying the backcountry in a safe manner that doesn't damage resources," he said. Rangers are there "to educate the public about the value of the resource and to educate people about proper behavior in that kind of environment."

George Durkee's first backcountry ranger job was the summer of 1973 in Yosemite. He moved to Sequoia and Kings Canyon in 1977 and has been there ever since. He's worked at nearly all the ranger stations in the two parks. After marrying Paige Meier 20 years ago, the NPS has been getting two employees for the price of one. A trained nurse and master baker, Paige signs up every year as a VIP and shares the ranger duties 50-50 with George. They're currently at Rae Lakes along the John Muir Trail.

Durkee loves everything about his job. "When I joined the Park Service in the early '70s, I was handed a gun and a shovel and sent out into the wilderness to learn my trade," he said. "Within my first two weeks, I'd fought a forest fire, arrested a person for stealing camping gear, rescued a climber injured at the base of Half Dome, and given instruction to hundreds of backpackers on the fine art of tying their food in

trees away from the herds of hungry bears. I knew then that I was safe from a life of power ties and firm handshakes."

Job satisfaction is high for lovers of solitude. Durkee says, "You get up and there you are in a pretty exciting lake basin. In early or late season you might be the only person for 20 miles in any direction."

Temporal rewards are few. "You're working with systems that recover slowly. If someone has built a fire ring in the meadow, you take those rocks



Paul Larson

apart and scatter the ashes and it takes decades for the ground to recover." Durkee bemoans decreasing financial support for backcountry operations that has come with recent tax cuts. Smaller budgets mean shorter seasons and less money to pay rangers. Five years ago they had a five-month season. Now it's three months. There are fewer rangers, too, and the area to patrol hasn't gotten any smaller.

A former computer engineer, Rick Sanger's first year as a backcountry ranger was 1995. The decision was easy. "I wanted to sink my mind into something different," he said.

Ever since Sanger's first trip in Boy Scouts at 16, "I've always considered it (the Sierra Nevada) the best place in the world." He's amazed to be paid for what he does. "Sure, we don't get health benefits and get laid off every season," Sanger says, but "I get close to \$17/hour (one-third what he earned working with computers) for hiking around my favorite place all summer. Think of what I save in health club costs!"

Working with park visitors is demanding, especially because Sanger's Pear Lake station is a scant 6.5 miles from the trailhead. "One of the biggest challenges is gauging how I can best interact and assist a visitor," Sanger says. He sees the gamut of hikers from the experienced to the reclusive idiosyncratics to the newbies without proper gear or ability. He has to assess people's ability by not only what they say but by their equipment. Sometimes it means giving hikers permission to leave. "I've done that — and it turns people around to realize they are here by choice."

Working with the public is a positive experience for Sanger. "I'm having more significant interactions in the backcountry, where there is



Husband and wife team Paige Meier and George Durkee

supposedly nobody, than I have in the city.” But Sanger never forgets that the wilderness is large and thinly patrolled. At Pear Lake, a less educated or experienced clientele is mitigated by a management program (numbered campsites, restrictions on how many nights you can camp, a truly high-tech composting toilet system) instituted by the parks. A mandatory talk given to all backpackers when they receive their wilderness permit ensures their intentions are attuned to NPS management goals.

Paul Larson worked at Tyndall Creek during 2001, his first year as a backcountry ranger. He’s now at the Little Five Lakes station near Mineral King Valley. Larson cites solitude as his reason for loving the job. “When you go out there, everything slows down so much. You learn to appreciate subtleties.” Sometimes the hardest part of the job comes in the first few weeks, “Getting used to how slow things are out there.” Then, coming out in the autumn, “It’s the exact same thing in reverse. It’s mind overload!”

Bob Kenan spent time as a VIP naturalist at Cedar Grove in Kings Canyon and as a frontcountry patrol ranger before making the transition to backcountry ranger in 1978. Like George Durkee, Kenan has worked just about everywhere.

Kenan recalls his first station, Crabtree Meadow, with affection. “I had traveled west for the first time with two friends in 1974 to go on a backpacking trip. On the eighth day of our trip we passed by Crabtree and climbed Mount Whitney. Not in my wildest dreams would I have thought at the time that four years later I would be flown in by helicopter to be the ranger at that station.” He recalls, “The mountains and the wilderness were like nothing I’d ever seen before.”

Kenan loves the physical challenge of back-

packing and mountain climbing and sees the backcountry ranger job as a great way to get in shape. “It’s a wonderful opportunity for a life-long means of staying healthy, both physically and mentally,” and provides an opportunity to “cleanse the soul” from the pressures and stresses built up during the rest of the year. He’s taken those themes and produced a movie, “Message from the Mountains,” which was released last fall

([www.messagefromthemountains.net](http://www.messagefromthemountains.net)).

Assisting backpackers is important to Kenan. “It’s very rewarding to be able to help people in their time of need by giving out trail information or suggesting nice camping spots. We also have the power and ability to save people’s lives in this job and that is extremely rewarding too.” Backcountry rangers have “an enormous challenge to be prepared with all of your skills and training from EMT, technical rescue and your knowledge of the area, so that you are prepared to be able to handle emergencies.”

It takes a certain kind of person to be a backcountry ranger—someone who can deal with a Spartan lifestyle along with isolation. “It seems that I feel more lonely on my rest days around the ranger station,” says Kenan. “Keeping active by doing lots of hiking and going on extended patrols away from the station seems to free me from those feelings of isolation and loneliness.”

But are the rangers ever really alone? As Kenan says, “There’s lots of wildlife; birds chirping, Douglas squirrels laughing—lots of natural forces that can really fill your senses.”

With the 40th anniversary of the Wilderness Act now behind us, it’s gratifying to know there are people like George Durkee, Rick Sanger, Paul Larson and Bob Kenan working to keep the wilderness wild.

But what will happen to wilderness, the backcountry rangers and the important resource protection work they do over the next 40 years?

Funding cuts have eliminated backcountry rangers from many western national parks. Will Sequoia and Kings Canyon be next? Dick Martin, park superintendent, who began his NPS career as a backcountry ranger 30 years ago, says that with a \$12.7 million budget, the



Rick Sanger



Bob Kenan

backcountry at Sequoia and Kings Canyon gets about \$2 million. With SARS, resource management issues, maintaining trails, bridges and ranger stations, the money is stretched thin.

Our national parks are suffering from crushing budget deficits and rangers are increasingly asked to help shoulder the load. After the U.S. Treasury hit the national debt limit on Oct. 14, 2004, it tapped the \$56 billion Federal Employee Retirement System’s Government Security Investment Fund for stopgap cash.

Proponents of privatization and Fee Demo are threatening to convert some of our public lands into theme parks. They favor “public-private” partnerships where the public pays for everything and the private reaps the profits.

Who will protect the national parks? No matter what happens, the first line of defense for wilderness will be our backcountry rangers.

As George Durkee says, “In a world frantically concerned with the bottom line, most of us in the Park Service are still unrepentant idealists. I am still possessed of the same sense of wonder and curiosity about the park I work in as when I first put on the uniform of a park ranger 30 years ago. There are days in my job that pass with such magical and wondrous grace, I cannot imagine doing anything else.”

We all are blessed by the ones who do the work. 🚚

*Please turn to page 22 for a related story.*



George Durkee

*Peter Stekel’s novel, “The Flower Lover,” is available from amazon.com. He writes on the subjects of science and nature from his home in Seattle, Wash. If he wasn’t a writer, Stekel would be a ranger because it’s great work and you meet great people.*

# Snow Angel

By Mike Schintz  
Canada

He came to Banff by bus on a Saturday morning, a young man with a pair of cross-country skis and a rucksack, and an ill-defined plan to explore the west side of Sulphur Mountain. An attempt to get a companion to come with him had been unsuccessful, and he left no travel plan with anyone and did not register for the trip. When he disappeared into the timber some time before noon he went alone and unnoticed.

The first few hours of the trip went fairly well, although he was somewhat dismayed that his narrow skis did not perform as well as he had hoped in the deep, unbroken snow. When he stopped for a sandwich the sun gave an illusion of warmth, and a couple of Canada jays that had been covertly trailing him all morning settled in a pine tree over his head and chattered away in a friendly fashion. Their presence lent a feeling of companionship, even though he suspected that they were more interested in his lunch than his welfare.

Toward midafternoon, however, the aspect of the day began to change. Hazy clouds obscured the sun and the cold grew more noticeable. The traveling remained heavy, and to make matters worse, his feet were slipping in the ski bindings. When it became obvious that there was no hope of any sort of a nice run, and all that remained was hard work, he decided to turn back. He might have been all right had not an overstrained harness chosen that moment to break, throwing him down and twisting an ankle.

An experienced mountaineer carries a repair kit for such emergencies in his pack, but it is already painfully obvious that our skier was not in this category. Nevertheless, he spent valuable minutes trying in vain to fix the binding before starting off on foot, carrying his skis. He had lost track of time, trying to make the repairs, and now was alarmed at how quickly darkness was setting in. Taking a spare bootlace, which he did have in his pack, he tried to tie the damaged ski to his boot, but all he succeeded in doing was throwing himself into the snow. Again. Furthermore, it was so dark that he was having trouble staying on his own backtrail and the ankle was throbbing painfully. Unable to travel further, he crawled into the hollow space beneath a large old spruce and broke off a few dry limbs to make a

fire; but he was shivering uncontrollably with cold and fright and his paper matches were useless and soon squandered. After trying to coax a drink out of a bottle of frozen fruit juice from his pack, he managed to strip a few green boughs of the same tree to keep himself off the frozen ground, and he prepared to sit out the dark hours.

That merciless night beneath the distant stars must have seemed endless to the stranded skier. At first he forced himself to get up and exercise vigorously, but around midnight he fell into an exhausted sleep. With no blankets and no bivouac bag, the deathly cold crept into his body.



On Monday morning a concerned employer phoned the park office and soon the Warden Service received word of a presumed missing person. Someone remembered that the man had mentioned going to Banff on the weekend to do some skiing, and that was pretty well the extent of available information. Nevertheless, the rescue warden on duty decided to do a reconnaissance by helicopter of the townsite vicinity.

The first indication that he might be onto something occurred while searching the area along the west side of the foot of Sulphur Mountain. Here, in a chain of small open spaces, the warden and his pilot began to see marks in the snow, which they at first attributed to the movement of wandering tracks, and for some reason failed to reappear in another opening about a mile away. It was now nearly four in the afternoon. The rescue warden asked to be set down in this meadow and on foot walked back toward the last seen tracks.

Before very long he picked up a ski trail that led to a bed of boughs near the foot of a spruce tree. It had the appearance of an overnight camp, but a very poor one, and obviously unplanned. There was no evidence of a campfire or shelter of any kind. Lying in the hollow was a plastic juice bottle. He was in fact looking at the place where the unfortunate skier spent Saturday night, out in minus 35 to minus 40 degree weather. Not very far away, possibly four to five miles, other skiers had been relaxing in their favorite bars, or tucked in beside cheery fireplaces in Banff's many fine hotels.



At dawn on Sunday morning, his hands and feet and face badly frozen, the skier nonetheless staggered off. His tracks now veered east, bringing him to a trail that follows the foot of the mountain, and of which he seemed previously unaware. He was in fact backtracking, parallel to his own previous route. Still alternating between trying to ski and walking, he made little progress and was soon exhausted. Sitting on a log during one of many rest stops, he was gripped by despair when he realized that his last stopping place was still in sight. By afternoon he was crawling through the snow on hands and knees, and toward sunset he fell twice into a small stream. This seems to have pretty well finished him. In the last hour that he was capable of movement he crawled into a small group of trees. Here he managed to get to his feet and break off a number of dry under-branches from the spruce, either to make a shelter or a bed. The branches were simply scattered around, however, and in the end he went on through the trees and lay down on the far side, on his back, on top of the snow.



Airborne again, the warden was now following the tracks made by the skier on the second day of his ordeal when he was trying to return to the trailhead. With the light fading rapidly,

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the warden flew back to town. He radioed ahead for help, and four more rescuers were soon geared up and ready to be ferried to the site. These searchers were dropped off at strategic intervals along the area in question.

Now a new and unexpected player threatened to complicate what was already a difficult task. On their return flight, the rescue warden and pilot were astounded to see fresh ski tracks across the last open meadow, where previously there had been none. After nearly four days in critical weather, was this man still moving? Back on the ground the warden hurried along this new track and soon caught up with what turned out to be a different skier. Although it was nearly dark and they were three to four miles from the road, this one seemed unconcerned. After explaining that a search was under way, the warden took the second pilgrim firmly in tow and picked up tracking where he had previously left off.

It was obvious, as he pursued the missing skier in 30 to 40 centimeters of cold sugar snow, that the man who made this track had been having difficulties with his skis. The track alternated between walking and skiing. It seemed likely that the skier had lost or broken some part

of the bindings on the first, maybe after dark, making control of the skis difficult. At any rate, he seemed to have had difficulty deciding which means of locomotion was earlier, with or without his skis.

The warden and his companion now came upon the place where the skier had spent some time sitting on a log, and not long after that they found his rucksack containing a frozen sandwich and a sweater lying on the trail. The warden recognized the signs. First the tracks begin to wander and the rest stops grow more frequent. Then came the indications of confusion and loss of reason; the discarded gear and clothing meant that not much time remained if they were to make a live recovery. The story of the last days of a person's life, written in snow.

Soon the trail veered again, back toward the track made on Saturday. Now the warden and his companion found the man's skis, discarded in the snow, and from there on the poor fellow had been literally crawling. This then explained the odd drag marks in the snow first seen from the helicopter.

By this time the park wardens on the ground were obviously converging on the skier's final location, the senior man working down the

valley and the others working up. In touch by radio, they were aware that the space between them was shrinking, and all were hoping for the smell of campfire or some other sign that the ending might prove to be a happy one. It was a faint hope.

The plight of the skier had obviously gone from very bad on Sunday morning to disastrous by that evening. The final touch occurred sometime late in the day when he twice fell into a small stream while in his crawling phase. At about 7:30 that evening, in pitch dark, one of the park wardens at the north end of the search area spoke quietly into his radio. *We've got him.*

The little group of park wardens who came together at his final resting place, beheld a sad, strange sight. Their faces and parka hoods grimed with frost, their breath forming misting clouds in the icy cold, the light of their headlamps showed a young man lying on his back, arms out at the side. His spectacles, covered with a fine powder of frost, gave the face an eerie, sightless look. In what may have been one last attempt to stay alive, or motivated perhaps by a childhood memory, the skier had moved his arms and legs with his dying breath, causing someone in the group to observe softly, "Look, he made a snow angel!"

It can hardly have escaped one member of the group that, but for the grace of God, and a chance encounter, there lay he. □

*Mike Schintz is a veteran of Canada's national Park Warden Service and co-author of "Guardians of the Wild: A History of the Warden Service of Canada's National Parks."*



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 ASSOCIATION OF NATIONAL PARK RANGERS

Special Forward by National Park Service Director Fran Mainella

# Rick Smith

(continued from page 10)

► Whether one is a Republican or Democrat, one can't be very happy with four more years of the treatment that the parks have received under the Bush administration. This is an administration that has substituted a narrowly focused partisan agenda for the more bipartisan approach that previous administrations have employed when dealing with the national park system. The political appointees in the Department of the Interior are failing to uphold the mission of the National Park Service; they are actively promoting activities beyond the boundaries of park areas that threaten the very resources for which these parks were established; side-by-side with their allies in the private sector, they are adopting initiatives that are leading to the privatization of the parks that were once held in public trust for present and future generations; they are misleading the public about the amount of appropriated dollars available to fund park operations and maintain park infrastructure; they are deliberately undermining the uniqueness of the National Park Service in an attempt to transform it into just another public land managing agency; and they are ignoring the advice of senior NPS leaders and creating a crisis of confidence among NPS employees.

► This is my second reason for saying that it would be a bad time to give up on ANPR. Park employees desperately need an organization that will speak out on behalf of the resources of the parks.

► Domestically, then, people who care about parks have two problems with the activities of the current administration: resources protection and employee concerns. Both seem to me to offer ANPR a golden opportunity to regenerate interest in the organization and to play a key role in the debate about the future of the national park system. Here are a few suggestions on how we might do that.

1. Re-energize ANPR's advocacy role. For the majority of our history, ANPR has publicly advocated the protection of our nation's park system and called attention to employee issues that were not simply self-serving.

2. Broaden the membership base to include all NPS employees, a kind of Association of National Park Stewards.

3. Refocus the attention of our members on NPS traditions. I met a couple employees the other day who didn't know who Mather and Albright were. As we lose our sense of history and forget our traditions, we fall into the trap that Albright warned us about years ago about becoming just another federal bureaucracy. . . the national parks that we preserve and protect are unique. They were specifically set aside because they merited a different kind of care than other public lands. They were to be preserved in perpetuity, protected so that future generations of Americans could be awed and inspired by the natural and cultural resources they contain. That makes us, the stewards of these places, unique also. ANPR should celebrate this uniqueness and emphasize the importance of maintaining it.

4. Make a bigger deal out of ANPR's planning for the 100th anniversary of the establishment of the National Park Service. I suspect we are way ahead of almost anyone else in planning for this event. Let people know what we are doing. Invite other organizations such as NPCA to participate with us. Solicit the input of employees from other disciplines in the Service. ANPR is a leader here; let's say so publicly.

► ANPR will never be what it once was. Nor should it be. It should be an organization that appeals to a new generation of park employees. Those of us who helped start ANPR want to help keep it growing and evolving. Tell us how to help. 

*Rick Smith, a longtime ANPR member, is a past president of both ANPR and IRF. He lives near Albuquerque.*

**NOTE:** Read his entire speech at [www.anpr.org/smith2.htm](http://www.anpr.org/smith2.htm).



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### Administration

The “Vision Thing.” — We’ve all heard that said many times. And, frankly, I’ve come to believe that without placing an importance on it, the National Park Service will not be successful. All the world-class organizations are driven by three critical factors:

- Clear *vision and direction* championed by top management
- Trained and equipped people focused on implementation of the agreed-upon vision and direction
- Established *recognition and positive consequence systems* that sustain the behaviors and performance that the vision and direction require

Vision and direction are essential for greatness. In world-class organizations, everyone has a clear sense of where the enterprise is going. Only when the NPS leaders know that we understand the agreed-upon vision and direction can they attend to strengthening the Service’s ability to deliver on this vision.

The second step in the process of building a world-class organization — implementation — is training, preparing and equipping people throughout the organization to live according to the vision and accomplish the desired goals.

If we do not do that, our employees will never take care of each other and our visitors.

After vision and direction get things started and people are trained, equipped and committed to success, the question becomes, “What do you do to keep all this going?” World-class organizations establish *recognition and positive consequence systems* that fuel the implementation of the vision and direction, and they make sure those standards are met or exceeded on an ongoing basis. These practices communicate a basic understanding about people: recognition is a universal need. People everywhere want to be appreciated for their good efforts, and redirected and coached for any inappropriate behavior.

Although the greatest impact on performance — ongoing and future — comes from training and equipping people and establishing positive recognition and consequence systems, unless vision and direction are communicated and well understood by everyone, the NPS won’t even be in the game. Why?

Vision helps our employees make smart choices because their decisions are being made with the end result in mind. As goals are accomplished, the answer to “what next?”

becomes clear. Vision takes into account a larger picture than the immediate goal. Martin Luther King Jr. described his vision of a world where people live together in mutual respect. In his “I Have a Dream” speech, he described a world where his children “will not be judged by the color of their skin, but by the content of their character.” He created powerful and specific images from the values of brotherhood, respect and freedom for all — values that resonate with the founding values of the United States. King’s vision has passed a crucial test: it continues to mobilize and guide people beyond his lifetime. Vision allows for a long-term proactive stance — creating what we want — rather than a short-term reactive stance — getting rid of what we don’t want.

Without a clear vision, we become a self-serving bureaucracy. The top managers begin to think “the sheep are there for the benefit of the shepherd.” All the money, recognition, power and status move up the hierarchy, away from the people closest to the customers, and leadership begins to serve the leaders and not the organization’s larger purpose and goals. The results of this type of behavior have been all too evident recently at Enron, WorldCom and other companies.

Once the vision is clarified and shared, NPS leaders can focus on serving and being responsive to the needs of the people. The greatest leaders have mobilized others by coalescing people around a shared vision. Sometimes leaders don’t get it at first, but the great ones eventually do.

When people share and believe in a vision of what the organization can be, they generate tremendous energy, excitement and passion. They feel they are making a difference. They know what they are doing and why. There is a strong sense of trust and respect. Managers don’t try to control. They let others assume responsibility because they know everyone shares the vision and is clear about their goals and direction. Everyone assumes responsibility for their own actions. They take charge of their future rather than passively waiting for it to happen. There is room for creativity and risk taking. People can make their contributions in their own way, and their differences are respected because people know they are in the same boat together — all part of a larger whole going “full steam ahead!”

Our vision can call us to be truly great. Our magnificent vision should articulate peoples’

hopes and dreams, touch their hearts and spirits, and help them see how they can contribute. It starts everything in the right direction and — if followed up by effective implementation, positive consequence and sustainability strategies — will keep things going in that right direction. Vision is the difference between business as usual and a world-class organization. □

— Heather Whitman  
Yosemite

### Interpretation

**Our Legislative Teeth** — Recently a colleague remarked to me that interpretation seems not to demand the attention of legislators in the way that other National Park Service disciplines do. There is a certain degree of legislative might behind environmental regulations that put resource management on the congressional radar screen. Homeland security has recently begun to dominate the protection function. The maintenance backlog in the parks was a big campaign issue and a plethora of initiatives ranging from GPRA to competitive sourcing perennially tax park administrators. But where does interpretation fit into the mix — from where do we derive our authority to interpret and how is Congress challenging us?

As it turns out, a variety of congressional mandates authorize the National Park Service to provide interpretive and educational services in parks. Some, like the Organic Act, are obvious. Other legislation requires diving into subparagraphs and subordinate clauses of legalese to find the references to interpretation. But Congress clearly believes interpretation to be important and worthwhile since they went to such pains to include educational activities into a highly disparate mix of legislation.

Some legislation is quite old, like the Historic Sites, Buildings, Objects and Antiquities Act enacted in 1935. The act deals mainly with the minutiae of recording and protecting historic and prehistoric resources. One must wade all the way through to subsection (j) before finding that the act also provides for the development of “an educational program and service for the purpose of making available to the public facts and information pertaining to American historic and archaeological sites, buildings and properties of national significance.” It seems that even in 1935, it was recognized that education and preservation go hand in hand.

Some legislation is more obvious in its relevance to the NPS. The National Parks Omnibus Management Act of 1998 not only reiterates a congressional commitment to interpretation but

charges the Secretary of the Interior to provide for “state-of-the-art . . . interpretation . . . of the resources of the National Park System.”

Even legislation seemingly unrelated to interpretation may have interpretive components. The National Environmental Policy Act which famously governs much of the environmental compliance process in parks has an interpretive component. The Natural Resource Challenge also promotes reaching out to the public to promote stewardship and pride through resource education. A web search of the United States Code reveals many of other places where legislators explicitly target interpretation and education on public lands.

Perhaps the most significant charge to interpret the resources of a national park site may be found in the unit’s enabling legislation. Not only does the enabling legislation explicitly outline why a park is nationally significant and worthy of protection (which should be fodder for interpretation), but Congress may also nestle a specific interpretive or educational mandate into the language of the legislation. For instance, the California Desert Protection Act of 1994 which created my new duty station, Death Valley (as well as Joshua Tree and Mojave) calls on the NPS to “protect and interpret ecological and geological features and historic, paleontological and archeological sites . . . and promote public understanding and appreciation of the California Desert.” It is especially refreshing when the discipline of interpretation and the act of *providing for outdoor recreation* are not mistaken for the same activity?

Clearly, Congress has made provisions for providing interpretive services to park visitors for the purposes of resource protection and visitor understanding and appreciation, and has been doing so for quite some time. And though interpretation is not currently in the limelight like other NPS program areas, perhaps someday a “No Visitor Left Behind” initiative will make interpretation a significant sociocultural entitlement that the American people will expect as a birthright, much like Social Security and Medicare. Or perhaps not. □

— Rick Kendall, Death Valley

## Maintenance

**Operational Funding** — I was reviewing the last three articles I wrote for ANPR and realized there was a general theme about them. They centered around how tough it is for maintenance operations in the parks today. Shortages of staff and funds, increased administrative requirements for compliance, old facilities, more and more mandated work control and management pro-

grams and reporting requirements, safety concerns. Those and more have contributed to making the job of taking care of our parks increasingly difficult and challenging. Of course all of these things are true and I also tried to talk about how well parks and their maintenance staff are coping with these challenges and succeeding even with shortages in staff and funding. But the question I continue to hear most often is when will the field get significant increases in funding for operations?

Parks have seen tremendous funding increases in the construction programs over the last seven or eight years resulting in significant improvements to park facilities and infrastructure. This continuing emphasis on reducing the deferred maintenance backlog through the Line Item, Repair/Rehabilitation and Fee Demonstration programs has not only been successful, it has been the right thing to do. Before any significant effort or initiative to increase operational funding can be supported and be successful it must be obvious to everyone what the benefits will be. Because of the success of the enhanced construction programs over the years, parks, for the first time in decades, are able to point to new or rehabilitated facilities and demonstrate the need for funds to take care of them. Some might believe that improved facilities require less maintenance, not more. But when you consider that the deterioration of facilities is directly tied to a longstanding lack of staff and operational funds to provide routine, cyclic and preventive maintenance, you begin to understand how the deferred maintenance backlog was created. Combine this with basic life cycle replacement requirements of facilities built in the 1920s, ’30s and ’40s and the priority to reduce that deferred maintenance backlog over funding operational shortfalls in maintenance is a little easier to understand.

The transition from construction to operations as a funding priority for the National Park Service will be difficult. It is easier to demonstrate to the public we are taking care of the parks by rehabilitating or constructing new facilities. It is something the public can see and touch when visiting the parks and this adds political support to funding the construction programs. Less obvious to the public are maintenance staff who are overworked or even non-existent to provide critical basic maintenance for park facilities and visitor services. But this is changing.

With the success of the expanded construction programs, the public, Congress, NPS management and staffs have all begun to put more effort into supporting the clearly documented need to increase operational funding at the park

level. The critical funding shortfalls for law enforcement and visitor safety operations is an important issue right now and likely to produce significant funding increases so desperately needed for officer safety and resource protection programs. This effort will lead to additional funding support of other critical NPS operations, including maintenance.

Moving from funding construction programs to operational programs won’t happen overnight, but it will happen. Those of us at the park level must make every effort to continue to demonstrate and document the need for operational increases. In maintenance, this requires a continued and concerted effort to implement and use the FMSS program to capture work needs and operational deficiencies. Waving our arms in the air to proclaim the sky is falling will only weaken our requests. Only by continuing to express our operational shortfalls in a professional, justifiable format like FMSS, will we be ready for the question, “How much do you need?” □

— Larry Harris, Mojave

## Protection

**Fully Knowing The Hazards** — September-October of this past year was another difficult time for the Park Service family, particularly rangers and firefighters. Once again, we had to bury two of our own . . . two of our finest. Yet another sobering reminder that our jobs often place us in harm’s way.

Ranger Suzi Roberts was killed in the line of duty Sept. 14 by falling rock in Haleakala while she was clearing a previous rockslide’s debris from Hana Road. She was 36 years old.

Barely two weeks later, on Oct. 2, Arrowhead Hotshot Daniel Holmes was also killed in the line of duty. During a prescribed burn in Kings Canyon, Danny was struck by a burning treetop as it fell to the ground. His fellow crew members were there by his side when it happened. Some saw it happen. Danny was 26.

Two more of our best and brightest are gone. Gone in their youth, in their prime.

At least in both of these cases there are no accusatory fingers to point. There is no one to blame. Nobody did anything wrong this time. What happened to Suzi and Danny could have happened to any one of us. They died doing the jobs we all do every day. Somewhere in our national parks a rock or a tree falls every day, and there is no preventing that. It just so happened that on these two days, a ranger and a firefighter were standing in the fall line.



Suzi Roberts



Daniel Holmes

Brit Rosso, Arrowhead Hotshots

given shift could be our last. In short, we can relate to one another the way no one else can.

In a profession historically punctuated with line-of-duty-deaths, we are mindful to never take for granted the time we have with our brothers and sisters. Again, that gold watch and pension are not a given for us. Suzi and Danny remind us of that. Of course we

do all we can to work safely — we look up, look down, look all around, but we can never remove the dangers 100 percent. If we did, it wouldn't be rangers. It wouldn't be firefighting.

I'm not saying we should acquiesce, throw caution to the wind and surrender ourselves to the attitude of "if we die today, oh well, then we die today." Of course not. I'm simply saying we

cannot send firefighters, law enforcement officers and rescue professionals into their respective arenas and expect that line-of-duty deaths will never happen. Sooner or later, they will. And when they do, we remember our fallen. We pay tribute to them. We honor them.

We most recently sought to honor Suzi and Danny. We graced their caskets with our national colors, we rendered crisp salutes as they passed by one last time, we played sorrowful ballads on the pipes, and we shall engrave their names on our walls.

But we can honor them best by picking up their rifle, by picking up their Pulaski and carrying on where they left off. We go back to work doing the same work that snuffed out their light so tragically early. And we do it because we know they would have done the same for us. They were our sister and our brother.

Suzi and Danny died doing what they loved. They died serving their country. And they died with their boots on. □

— Kevin Moses, Big South Fork

Some will surely ask, "How can we prevent this from happening again?" The answer is we cannot — unless we quit going to work, and neither Suzi nor Danny would approve of that. The hard reality is as long as we carry out the rigorous duties that we do amidst the magnificent—but wild—landscapes of national parks, we shall continue to be in harm's way.

Suzi and Danny knew this, and the telling thing is that they went to work anyway. Just as we do every day. They accepted the risks, "fully knowing the hazards of our chosen profession," to paraphrase the U.S. Army Ranger Creed. Just as we do every day.

This is exactly why we should all congratulate every retired law enforcement officer, firefighter and other emergency services worker we meet. We should congratulate them not just for a successful career, but for *living* through it.

It's quite the wake-up call to realize that living through our careers — and for that matter, our next shift — is not at all a given. If it was, we would not have walls all over our country memorializing those who have fallen in action, especially those with blank space waiting for new names.

But that's precisely what makes what we do for a living such a beautiful and sacred thing — we band together in answering a higher calling that often tempers our bonds amidst difficult circumstances. We don our uniforms every day and radio 10-8 in a line of work that requires us to answer harrowing calls, to face the fiery dragon's breath, to give of ourselves oftentimes "that others may live."

And on many occasions, we place our own welfare in the hands of our brothers and sisters. We enjoy in our line of work a rare and sweet camaraderie that can only be forged through shared adversity. We are a band of brothers and sisters, and the glue that holds our band together is the ever-present knowledge that we have all "been there, done that." We have all responded to some pretty hairy calls, and we know that any

## Resource Management

I and other members of the George Wright Society note with sadness the recent death of Robert M. "Bob" Linn, co-founder of the society and a former chief scientist of the National Park Service. Linn devoted much of his retirement time to the society, serving as its executive director from 1990-1998.

Long after, he continued to serve in other roles, helping boost membership and planning the biennial conferences that have become what I believe to be the best attended national conference of NPS scientists, resource specialists and senior managers.

The organization Linn helped start promotes the acquisition and application of science and knowledge to the preservation of natural and cultural resources in parks and other reserves. Its namesake, George Wright, is arguably to resource managers as Harry Yount is to rangers. Wright was a park naturalist from California who became concerned about the plight of wildlife species and the scarcity of information available to manage and protect them in parks. In 1929 he used his own money to initiate animal studies, resulting in a series of reports on "Fauna of the National Parks," and he eventually became the first chief of an NPS wildlife division.

Historian Dick Sellars, in *Preserving Nature in the National Parks*, documents Wright's effect on prompting Director Horace Albright to develop the NPS' own scientific expertise, as it had in engineering, landscape architecture —

and rangers. Sellars also discusses the conflicts that developed between resource biologists and other, more established, professionals in the Service. In the case of field rangers, he points out that "traditional" management efforts implemented by rangers — predator and insect control programs, fish stocking, fire-fighting — frequently were contraindicated by the new work of Wright and his fellow scientists. In the case of NPS leadership, the biologists' ecologically based recommendations often called into question policies and activities designed to improve roads and facilities, thus increasing tourism. One might ask whether much is different today.

Sadly, after Wright was killed in an automobile accident in 1936, momentum for continued research declined. Sellars and others build a case that NPS resource management programs have been playing catch-up, inconsistently, ever since. Anyone who hasn't read his book should. And in reading, examine how each of us, in the face of ever-increasing job duties, expectations and specializations, should and can maintain or improve our contribution to our mission goals for resource protection and education.

For more information about the George Wright Society, see [www.georgewright.org](http://www.georgewright.org). Or attend their conference (next one's in March in Philadelphia). I try to participate in both these and Ranger Rendezvous whenever I can. □

— Sue Consolo Murphy  
Grand Teton

### Executive Director

**New Partnership** — I want to make you aware of a new partnership that we have established with a company called All Terrain. Our agreement provides that ANPR will promote the sale of their all-natural skin care products among our members and, in return, they have made ANPR one of their environmental partners eligible to receive donations from online sales. Each online customer is entitled to designate that 10 percent of his/her purchase price be given to ANPR.

All Terrain was started in 1996 when its founder, Todd Hakanson, was hiking in Costa Rica. A bottle of DEET insect repellent that he was carrying in his backpack leaked. It ate through his backpack and melted the keys on a calculator he was carrying to figure out exchange rates. Worrying what the DEET was doing to his skin, he began to research the effect of DEET upon his return to the United States. What he found scared him so much that he developed an all-natural insect repellent formula. This formula, Herbal Armor Insect Repellent, is a synergistic blend of five essential oils microencapsulated for release over time. Clinical research at the University of Guelph in Toronto indicates that Herbal Armor is 100 percent effective for over two hours, over 95 percent for three hours and over 77 percent effective for four hours. In the succeeding years, the product line has expanded to include additional natural remedies for outdoor enthusiasts.

We approached All Terrain to discuss a possible collaboration for several reasons. First, their products are respectful of human health and the environment; and second, an important part of All Terrain's mission is to increase awareness of environmental issues and to promote environmental conservation so that future generations can enjoy the same natural beauty we presently enjoy. Clearly, we feel that their company and our organization are a good "fit."

I encourage you to visit All Terrain's website, <http://www.allterrainco.com/>, and check out the products. After the new year, when the company has upgraded its site to reflect our partnership, you make an online purchase and let them know you want a donation made to ANPR. □

— Jeff McFarland

# ANPR ACTIONS

### ANPR letter to the Hill

*ANPR Executive Director Jeff McFarland sent this letter Nov. 11, 2004, to Sen. Conrad Burns, chairman, Interior Appropriations Subcommittee; Sen. Byron Dorgan, ranking member, Interior Appropriations Subcommittee; Rep. Charles Taylor, chairman, Interior Appropriations Subcommittee; and Rep. Norm Dicks, ranking member, Interior Appropriations Subcommittee:*

"On behalf of the approximately 1,000 members of the Association of National Park Rangers (ANPR), we thank you for your leadership in the development of the fiscal year 2005 Interior appropriations bill. ANPR members work in all professional areas and at all levels of the National Park Service. We are park superintendents, protection rangers, interpretive rangers, as well as workers in administration, maintenance and resource protection. All are dedicated to the mission of the Service and desire to see our national parks left 'unimpaired for the enjoyment of future generations.' However, we are very concerned about our ability to properly preserve and protect the priceless natural and cultural resources of the parks and

to continue our tradition of outstanding service to visitors. Over the years, inflation, cost-of-living increases, natural disasters, and more recently, homeland security have eroded park budgets to the point that we must either 'lapse' vacant positions or trim park services. In many cases, parks have had to do both.

Thus, we greatly appreciate the fact that both bills provide for increases in operational funding above the level recommended by the president. We hope that, within present fiscal constraints, you will give the highest priority to National Park Service funding, with special attention to the park operations account.

Thank you for your ongoing commitment to our National Park Service and System." □

### Retirement

**ROTH IRAs** — Eight years ago Congress passed the Taxpayer Relief Act, which introduced the Roth IRA. Many taxpayers are still questioning whether or not they should contribute to Roth IRAs and/or they are wondering whether they should convert or rollover a portion of the traditional IRA into a Roth IRA. There is no clear answer behind either question because every investor is different, with different goals, and the answers depend on their expectations about the future.

A Roth IRA is a tax-deferred savings vehicle for an individual's retirement assets. The Roth can hold any combination of stocks, bonds, mutual funds and other permitted IRA investments. The return is based on the performance of the portfolio that is inside of the IRA. A Roth grows tax-deferred and, under most circumstances, distributions from the IRA will be tax-free from federal income taxes. Contributions to the Roth are not deductible, therefore are made with after-tax dollars.

The Roth IRA provides several benefits not available with the traditional IRA — the main benefit being that all qualified distributions are federal tax free. The owner may also withdraw Roth contributions prior to age 59½ without subjecting them to tax. Only the portion of investment earnings will be taxed and possi-

bly subjected to a penalty.

Roth IRAs provide additional benefits to individuals with earned income who are 70½ or older when a traditional IRA is no longer available. And a Roth IRA is not subject to the minimum distribution rules when the owner reaches 70½. The main attraction of a Roth is income tax-free distributions. However, in order for Roth IRA distributions to be completely income tax-free, the distributions must satisfy a five-year holding period, *plus* they must meet one of the following conditions:

- The distributions are made on or after the date on which the individual attains age 59½; or
- The distributions are made to a beneficiary on or after the individual's death; or
- The distributions are made due to the individual being disabled; or
- The distributions are made to pay qualified first-time homebuyer expenses (lifetime limit of \$10,000).

### Roth Contributions

The maximum annual contribution that can be made to a Roth IRA for 2004 is \$3,000. This amount will increase to \$4,000 for tax years 2005 through 2007 and \$5,000 for tax year 2008. In addition, taxpayers 50 years or older,

are permitted to make catch-up contributions of an additional \$500 to a Roth IRA through 2007, after which the catch-up contributions increase to \$1,000.

### Contribution Eligibility

To be eligible for the maximum contribution to a Roth IRA, the modified adjusted gross income (MAGI) must not exceed \$95,000 for singles and \$150,000 for married filing joint. Single taxpayers will not be eligible to make Roth IRA contributions if their MAGI exceeds \$110,000 or married filing joint MAGI exceeds \$160,000. In the MAGI areas between \$95,000 and \$110,000 or \$150,000 and \$160,000, the contribution will be phased out.

### Roth Conversion

Individuals who have a traditional IRA may either rollover or convert their IRA to a Roth IRA. To convert a traditional IRA to a Roth IRA, the individual's MAGI must not exceed \$100,000 in the year of conversion. Married taxpayers must file a joint return with their spouse in the year of conversion. If a married couple decides to file separately, they will not be eligible for a Roth conversion regardless of MAGI.

For those FERS (Federal Employee Retirement System) employees invested in the TSP (Thrift Savings Plan) 401(k) plan, you receive a 5 percent *matching* contribution from your employer. Your contribution to TSP plan is tax-deferred and tax-deductible. For retirement planning, consider:

- A 5 percent contribution to TSP,
- maximize contributions to a Roth IRA for you and your spouse, then,
- increase your contribution to TSP up to the allowable percentage or amount.

### Conversion Considerations

From an income tax standpoint, a conversion to a Roth IRA only makes sense if the individual

has the ability to pay the income taxes on the conversion from a taxable investment account, *not from the IRA itself.*

What are the owners' current and expected income tax rates? If the IRA owner anticipates that they will be in a higher tax rate bracket when the IRA withdrawals are made as compared to the tax bracket in the year of conversion, converting to a Roth IRA will provide the owner an overall lower tax cost on IRA withdrawals. However, if the IRA owner anticipates that they will be in a lower tax bracket when IRA withdrawals are made, converting to a Roth IRA may not make the best income tax sense.

Another consideration is the amount of time that the individual intends on either holding or taking distributions from the IRA. If an individual anticipates withdrawing funds from their IRA within five years of conversion to a Roth, converting would likely not be advantageous.

One consideration in owning a Roth — owners aren't required to take any distributions from their Roth during their lifetime. Owners of a traditional IRA aren't provided that luxury and must start taking *minimum required distributions* at age 70½. Surviving spouses, as beneficiaries of Roth IRAs, wouldn't be subject to required minimum distributions. Non-spousal beneficiaries of Roth IRAs must take distributions from the IRA after the owner's death.

The tax-free growth of the Roth IRA makes it an extremely attractive retirement planning option. This is particularly true for younger people who have many work years ahead. Every individual who is eligible to make a contribution to a Roth IRA or eligible to convert a traditional IRA to a Roth should consider whether a Roth would benefit their retirement planning and wealth transfer goals. □

— Frank Betts, Retired

## The Ones Who Do the Work

*Note: See related story on page 12.*

### By Peter Stekel

"Education is the primary responsibility of backcountry rangers," says Dick Martin, superintendent of Sequoia and Kings Canyon National Parks. The official duties of backcountry rangers run from the trivial and mundane to the exciting and sublime. Within any week they might be called upon to:

- Check permits.
- Clean campsites of garbage and/or illegal firepits.
- Pick up garbage along the trail.
- Enforce regulations (e.g. no dogs, no camping in meadows, hiking or stock parties in excess of legal size, illegal fires).
- Assist with search and rescue.
- Give first aid.
- Provide assistance to backpackers with inadequate gear.
- Provide food to backpackers who didn't bring enough to eat.
- Help researchers and resource managers with park studies.
- Record all the animals seen in the course of a summer for the park's wildlife data base. This has become important for establishing baseline information of what species are present in the backcountry and how they change over time. For example, there is some evidence that pikas are one of the first casualties of global warming because they seem unable to adjust to the increasing tempera-

tures in some areas.

- Repair the backcountry ranger station/residence.
- Provide lessons on reading a map, pitching a tent or using a camp stove.
- Give advice on trails to use . . . or not use.
- Identify birds, animals and plants to park visitors.
- Clean latrines.
- Perform minor trail maintenance and repair.

In Sequoia and Kings Canyon, with 831,036 acres of wilderness and where highways barely touch the boundary of the parks, 13 backcountry ranger stations were staffed in 2004. George Durkee, a 32-year veteran, says, "You work essentially seven-day weeks."

The Spartan lifestyle in the backcountry isn't a disincentive to working there. Everybody learns how to shop for groceries in June that will last until October. "There's no running water, period, except for running down to the lake with a bucket!" Durkee says. There is no electricity either, except for a small solar panel of 12 volts that powers a battery charger for park radios and a small fluorescent light.

Why do it? For Durkee and his wife, Paige Meier, the rewards are simple. "You wake up in the morning and there you are in pretty exciting landscapes. In early or late season you might be the only people for 20 miles in any direction. Then, you think of all the people stuck on the freeways and have sympathy for them while you're tooling down the John Muir Trail!" 

### Super Raffle Winners

1st prize, \$4,000 trip — James Tomasek  
2nd prize, \$2,000 trip — Rebecca A. Warren  
3rd prize, Bose Wave radio — Elizabeth Maki  
4th prize, Tom Till print — Rick Gale (donated his prize to next year's silent auction with proceeds to go to the new Muir Fund)  
5th prize, Marc Muench print — Tarsha Edwards

#### The top ticket sellers were:

1. Mark Herberger — 110 tickets (\$300 prize)
2. Dan Moses — 55 tickets (\$200 prize)
3. Ed Rizzotto — 52 tickets (\$100 prize)

Honorable mention: Kevin O'Brien, Phil Young and Rick Gale — 33 tickets sold  
Beth Spencer — 22 tickets sold

The total number of tickets sold was 2,152.



## Mountaineering: The Freedom of the Hills

Edited by Stephen M. Cox and Kris Fulsaa, 2003. Seventh Edition, The Mountaineers Press. ISBN: 0-89886-828-9, paperback, \$26.95, 526 pages, 415 illustrations.

By Tom Banks  
Kings Canyon

The seventh edition of this classic textbook of mountaineering is thorough and well-designed, with abundant illustrations and carefully rewritten text, making it even easier to read than past editions. It will appeal to beginners who want a complete picture of the sport of mountain climbing, and will also find a place in the library of experienced mountaineers, outdoor leaders and rescue professionals who want a handy, one-volume reference guide to teaching safe, accepted mountaineering practices.

The book's 27 chapters include useful guidance on topics including outdoor fundamentals, with separate chapters on clothing and backcountry equipment, navigation and "leave no trace" ethics. Other topics include rock climbing (with chapters discussing basic safety, belaying, rappelling, rock protection, and aid climbing), snow, ice and alpine climbing (including planning for large-scale expeditions), emergency response (with chapters on leadership, first aid, and alpine rescue) and mountain weather.

The chapter on camping and food contains a thorough discussion of backcountry water treatment methods, including the advantages and disadvantages of the most current methods in use. The 19-page chapter on alpine rescue is a creditable introduction to the subject, with illustrations showing how to tie load-release hitches, and how to set up main and belay lines for a small-party rescue. The snow travel and climbing chapter includes sections on avalanche safety and rescue, discussing alternate rescue techniques.

As "Mountaineering: The Freedom of the Hills" says, "For those who want to step out of — if only briefly — the mechanized, digitized world, the mountains beckon. They offer a place of richness and communion with our world that can be found in few places on earth. . . . Those who dream of climbing mountains can use this book to follow that dream." □

Tom Banks is a seasonal interpretive ranger at Kings Canyon. He is living in Pittsburg, Calif., during the off-season.

**The Muir Fund** — In my report in the Spring 2004 *Ranger* (page 22) I wrote about the establishment of the ANPR John Muir/IRF Scholarship Fund (the Muir Fund) to assist early and mid-career NPS employees who are ANPR members in attending future IRF congresses. The next IRF Congress is in Scotland in 2006, hence the origin of the fund's name, John Muir, who was born in Dunbar, Scotland.

I am pleased to announce that we have begun receiving contributions for this fund. Upon my retirement from the NPS in September, I asked that in lieu of a retirement gift from my office any money left over from the party be dedicated toward this fund. I promised to match it. I am honored to see that a check has been sent to ANPR for the Muir Fund in the amount of \$350 (see Letters on inside front cover). I have sent a matching check. In addition, ANPR life member Karen Newton from the Pacific West Region has since collected an additional \$735 (\$350 which she contributed) from regional office employees supportive of the Muir Fund. She is anticipating more and will be submitting these checks to ANPR.

This now brings the Muir Fund to nearly \$1,500, but it is only the beginning. ANPR member Vaughn Baker, who early on suggested that ANPR assist members to attend these valuable World Congresses, has also offered to match the original contribution. Others have expressed interest. In the meantime, I want to thank my co-workers in the Pacific West Regional Office who so generously supported the Muir Fund. More information will be forthcoming on the process for ANPR members to apply for assistance in attending the next IRF World Congress.

**ANPR Actions** — In 2004 ANPR made available to each U.S. park site complimentary copies of a special edition of *The Thin Green Line* published for IRF to use at the IUCN World Parks Congress in Durban, South Africa, last September. This issue — published with the support of IRF, ANPR and others — documents the variety of ranger jobs in countries throughout the world, the range of challenges facing the stewards of those protected areas and the work of IRF. ANPR was pleased to be part of the IRF delegation to this fifth World Park Congress, joining IRF representatives from 40 countries in the two-week session. ANPR also sent each U.S. park site a complimentary copy of the *National Park and Protected Areas International Bulletin*, edited and published quar-

terly by Stewart Bonney from England. ANPR thanks him for his work as editor and publisher of the special Africa edition of the *Thin Green Line*, and for providing copies of the *Bulletin* for distribution. For more information about the bulletin go to <http://www.nationalparkinternationalbulletin.com>.

If you haven't yet seen either of these publications, check with your park superintendent or ranger offices.

**IRF Actions** — IRF Executive Director Gordon Miller visited Uganda and the Democratic Republic of Congo last July at the invitation of rangers John Makombo of Uganda and Jobogo Mirindi of DROC. He was accompanied by Elaine Thomas, president of the Victoria Rangers Association, Australia; and Mick Keenan, park ranger, Wilson's Promontory National Park, Australia. Despite significant security issues, the IRF party was able to meet with park and political officials in both countries and to represent IRF in memorial ceremonies held with rangers and the widows of park rangers killed in the line of duty.

IRF President David Zeller attended on behalf of IRF the World Conservation Union (IUCN) World Conservation Congress in Bangkok, Thailand, in November. The congress, among many other tasks, provides a forum for debate on how best to conserve the integrity and diversity of nature and to ensure that any use of natural resources is equitable and ecologically sustainable. The meeting is being described as "the largest environmental gathering ever held in Asia." It is an honor for IRF to be invited. I will provide a report from Zeller in future issues.

**World Connections** — Continuing an effort to highlight organizations and publications that support park and ranger work that ANPR members might want to refer to, I recommend readers further explore the IUCN. You can access their extensive website at [www.iucn.org](http://www.iucn.org). □

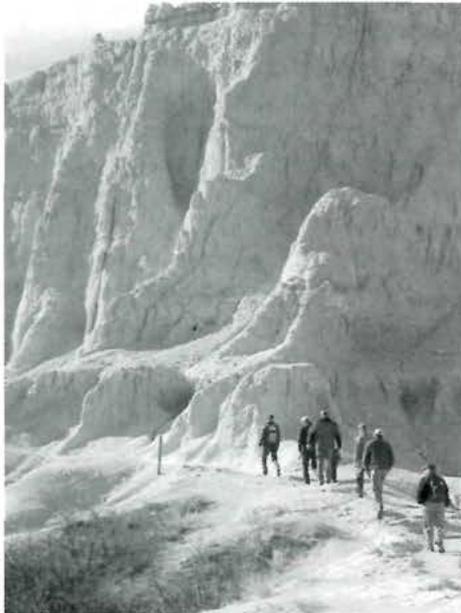
— Tony Sisto



**Share your news!**  
We want to hear from you. Take a minute to tell others your news. Use the form on the inside back cover or visit the ANPR website: [www.anpr.org/family.htm](http://www.anpr.org/family.htm)

# More Faces & Places of Rendezvous

Photos by Ken Mabery



Hiking at Badlands



Field trip to Minuteman Missile



## Our Sincere Thanks

ANPR has endeavored to improve and increase its relationships with businesses, organizations and individuals who enhance our well-being through their generous financial or in-kind contributions.

Our sincere thanks go to each of these contributors:



### Old Faithful Club

for contributions of \$10,000 or more

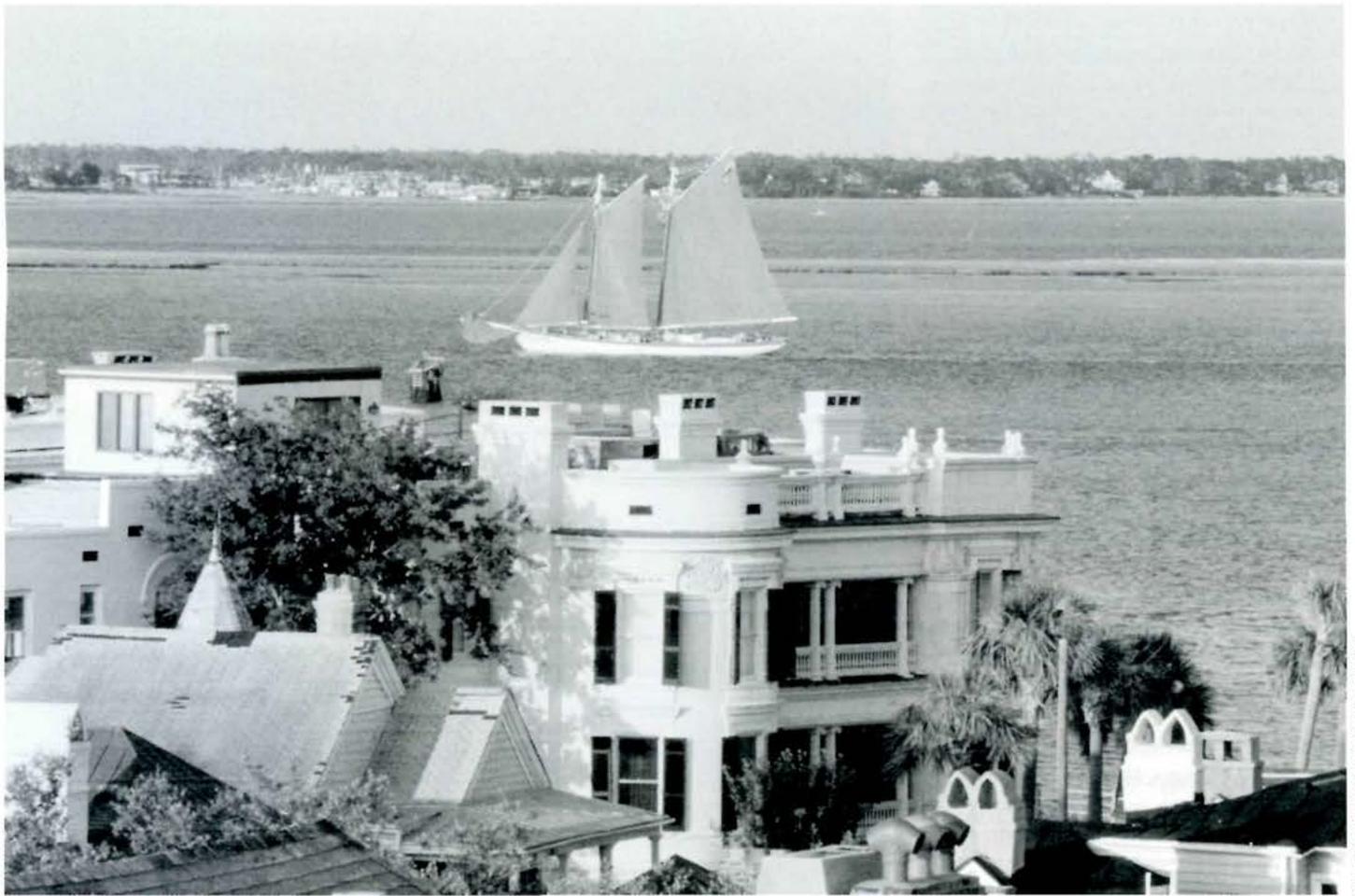
- ▶ American Park Network



### Sponsors

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Charleston Convention & Visitors Bureau

**SUNSET SAIL WATERWAYS:** The Charleston Harbor has been a thriving economic resource for the region for hundreds of years. It is not just a place of business, though. Sailboats of all shapes, sizes and colors dot the seascape too.

## 2005 Rendezvous location is Charleston, South Carolina

Join other ANPR members for annual gathering for all national park employees

A warm location in the Southeast will serve as the next destination of ANPR members for the annual Ranger Rendezvous. The gathering is planned for Dec. 4-8 at the Francis Marion Hotel in downtown Charleston, S.C.

Charleston is a charming city with good, old-fashioned hospitality. Numerous possibilities exist for traveling before and after the Rendezvous, so plan your vacation time accordingly.

Erin Broadbent has agreed to serve as a program co-chair. She is considering a theme focused on leadership.

The opening session will begin Sunday, Dec. 4, and events will run through midafternoon Thursday, Dec. 8. The board will meet Dec. 3.

Complete details will be available on ANPR's website — [www.anpr.org](http://www.anpr.org) — as they take shape during the year.

Several NPS units are a short drive from Charleston, including Fort Sumter. The docking facility for the ferry is only a couple blocks away and next door to the state aquarium. Other NPS sites are Charles Pinckney, Congaree Swamp and Fort Pulaski NM.

ANPR intends to schedule field trips to park sites. In addition, several training courses likely will be offered during the Rendezvous.

The agenda also will feature the super raffle and regular raffle, hospitality room, fun run, a golf outing and the photography contest.

ANPR has reserved a block of rooms at \$82 a night (double or single).

Charleston is fast becoming one of the premier tour and conference destinations in the Southeast. Check out hotel and city information at [www.francismarioncharleston.com](http://www.francismarioncharleston.com) and [www.charlestoncvb.com](http://www.charlestoncvb.com).

Air service is available with most major airlines (Delta, Continental, Northwest, United and US Air) to Charleston's airport. 

### Rendezvous contacts

Erin Broadbent, agenda co-chair  
[ebroadbent@aol.com](mailto:ebroadbent@aol.com)

Dan Moses, overall Rendezvous coordinator and raffle organizer (with Diane Moses), [mosesdd@aol.com](mailto:mosesdd@aol.com)

Wendy Lauritzen, exhibitors  
[obranger@dobsonteleco.com](mailto:obranger@dobsonteleco.com)

Dan Greenblatt, super raffle  
[dan\\_greenblatt@msn.com](mailto:dan_greenblatt@msn.com)

Teresa Ford, photo contest  
[fordedit@aol.com](mailto:fordedit@aol.com)

## All in the Family

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

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

**Margo Butner** has transferred from the Grand Canyon to the U.S. Forest Service. She now works in the Canyon Lake Ranger District Office of the Arapaho and Roosevelt National Forests and Pawnee National Grasslands. Address/phone: 1166 N. Madison Ave., #118, Loveland, CO; 80537; (home) 970-203-0934; (work) 970-295-6700; [margob@direcway.com](mailto:margob@direcway.com)

**Rick Kendall** has moved to Death Valley where he is a supervisory park ranger. Previously he was the education specialist and district interpreter at Lake Roosevelt. [rickendall2@yahoo.com](mailto:rickendall2@yahoo.com)

**Liam Strain**, park ranger at Gateway NRA, and his wife, Mary, a curriculum writer and director of business development at the non-profit Classroom Inc., joyfully announce the birth of their first child, **Liam Patrick**, on Oct. 12, 2004. Young Liam arrived weighing 8 pounds, 6 ounces, and 21 inches long. Both mother and son are doing well. Before the baby's arrival, Liam had just completed a one-year detail at Governors Island National Monument. Now he is working for the Office of Operations Support at Gateway headquarters.

**Barry Sullivan** (EDIS, GATE, THRO, BLRI, DEWA, FIIS) is the new general superintendent at Gateway. Previously he was acting superintendent at Fire Island. His wife, Patti, and their children, Christopher and Katie, are looking forward to being in the New York City area. Address: 101A Mont Sec Ave., Staten Island, NY 10305. □



### Jot it down!

Ranger welcomes short submissions for:

► **Humor in Uniform** — NPS humorous anecdotes

► **Quotable Quotes** — pertaining to the national parks

Take a moment and jot down your submissions, then send them to:

Teresa Ford, Editor, [fordedit@aol.com](mailto:fordedit@aol.com) or to 26 S. Mt. Vernon Club Road Golden, CO 80401

## Longtime ANPR member Dan Moses hangs up hat after 34-plus years with NPS

After more than 34 years with the National Park Service, Dan Moses, management assistant for Lake Chelan National Recreation Area, retired Oct. 29, 2004.

Moses served in the position, based in Chelan and reporting to Bill Paleck, superintendent of the North Cascades National Park Service Complex, since 1999. He moved to Chelan from Dinosaur to represent the NPS with local governments and organizations in and around Chelan County.

Moses has been an active participant in the many meetings and negotiations held by the Chelan County Public Utility District related to renewing its license for operating the hydroelectric dam on Lake Chelan. The operation of the dam affects resources in Lake Chelan National Recreation Area, a part of the National Park System. Moses also worked on a broad range of other issues related to fires, floods and land management in the recreation area and served as the safety officer for the entire park complex.

Dan grew up in Luray, Virginia, and began his career with the NPS in 1970 at Shenandoah. He subsequently worked in Yellowstone as a subdistrict and district ranger, Dinosaur as a district ranger and acting chief ranger, and Padre Island in Texas as acting chief ranger.

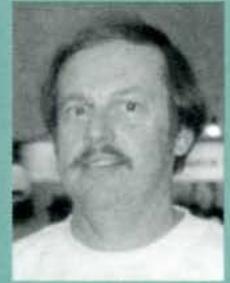
Moses holds a degree in public administration from Virginia Tech. He served more than 24 years as an NPS law enforcement officer and was actively involved in issues related to that work. He also served as a squad leader for the Intermountain Regional Special Events Team. For over 14 years he served on the

board of directors of the Association of National Park Rangers and currently serves as the coordinator for ANPR's annual Ranger Rendezvous.

Dan's wife, Diane, previously worked for 10 years as an administrative assistant for the U.S. Fish and Wildlife Service. Currently she works as an office assistant with Aging and Adult Care of Central Washington. Their daughter Kristi, 21, is a senior at Central Washington University majoring in anthropology and minoring in music and German. Daughter Leanna, 18, is a freshman at Wenatchee Valley College majoring in elementary education and EMS services.

The Moses family will stay in their East Wenatchee home for another year. Dan and Diane then plan to move to New Bern, North Carolina, where they are building a home.

Reflecting on his career, Dan said, "I met my wife in Shenandoah, my children were both born while in Yellowstone, and they essentially grew up while we were at Dinosaur. The NPS, for me, has not only been a career but a way of life. It has been a pleasure and a privilege to work in some of the most beautiful areas of the country. The people I have met and worked with in the NPS are truly dedicated to their work and way of life. It has been a wonderful experience for me and my family." 🌲



If you're serious  
about advancing your career . . .  
or have knowledge to impart  
to a younger employee . . .

### Join the ANPR Mentoring Program

Whether you want to be a protégé or a mentor, the first step is filling out an application. You will find the forms 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 Bill Supernauth, ANPR's mentoring coordinator, at [bsuper@gwtnet.net](mailto:bsuper@gwtnet.net).

**THREE  
GENERATIONS  
(ALMOST)**

Bill Supernaugh, left, enjoyed a visit with his daughter, Michelle Supernaugh Torok, at the recent Rendezvous. Michelle and her husband, Mike Torok, are expecting their first child in the spring.



Teresa Ford



Teresa Ford

**NEW FAMILY:** ANPR board member Kendell Thompson and his wife, Mary Hazell, brought their baby, Zane, to his first Rendezvous in November in Rapid City, S.D.

**Welcome to the ANPR family!**

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

- Peter and Martha Armington ..... Denali National Park, AK
- Kevin Barry ..... Crofton, MD
- Merrith Baughman ..... Custer, SD
- Keith Billingsley ..... Bernardsville, NJ
- Valerie Bowen ..... Houghton, MI
- Jim Cheatham ..... Hulett, WY
- Tom Cox ..... Janesville, CA
- Andrea Demasi ..... Yellowstone National Park, WY
- R. Rudy Evenson ..... Reno, NV
- Tom Farrell ..... Hot Springs, SD
- Ian French ..... Parker, CO
- Tyla Guss ..... Flagstaff, AZ
- John Hallowell ..... Jersey City, NJ
- Kenneth Hay ..... Klamath Falls, OR
- Amanda Holder ..... Rapid City, SD
- Philip Hooge ..... Denali National Park, AK
- Jennifer Jackson ..... Orick, CA
- Aaron Kaye ..... Interior, SD
- Christopher Keenan ..... New Fairfield, CT
- Penny & Dennis Knuckles ..... Medora, ND
- James Lee ..... Seaford, DE
- Jan Lemons ..... Twentynine Palms, CA
- George Ruhle, Library ..... West Glacier, MT
- Glen Livermont ..... Pipestone, MN
- Michael Madell ..... Little Rock, AR
- Dan Milner ..... New York, NY
- Chesley Moroz ..... Fort Washington, PA
- Valerie Naylor ..... Medora, ND
- Suzanne Nulty ..... Saint Augustine, FL
- Rosemary O'Day ..... Center Moriches, NY
- Bob Palmer ..... Monona, IA
- Pete Peterson ..... Crater Lake, OR
- Robert Peterson ..... Staten Island, NY
- Stephen Prokop ..... Wellfleet, MA
- Trent Redfield ..... Ashland, WI
- Edwin Rinke ..... Simi Valley, CA
- Lyle Rose ..... Blowing Rock, NC
- Cheryl Schreier ..... Hazen, ND
- Lucinda Schuft ..... Spearfish, SD
- Jean Sigafos ..... Sulphur, OK
- Jennifer Talken-Spaulding ..... Stafford, VA
- Matthew Walter ..... Alpine, TX
- Randy & MaryBeth Wester ..... Santa Claus, IN

**Calling all NPS musicians!**

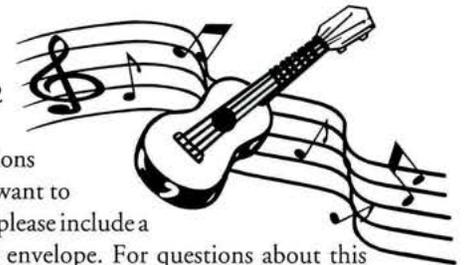


*Are you a National Park Service employee who is also a musician? Do you have professional recordings of your music?*

ANPR, the association for all National Park Service employees, is compiling a CD featuring NPS musicians. The goal of the CD project is to raise awareness of the association and its mission of providing a voice for the national parks and employees who work there. This project will celebrate the diverse musical talents of employees throughout the park system — every style of music is welcome! Musicians who are chosen will donate their music in exchange for free distribution and advertising from CD sales.

ANPR is looking for all kinds of music to put on the CD. To submit your music for consideration, send a CD including your name, your daytime phone number, the park or office you work in, your job title, and the amount of time you've worked for the NPS to:

Kendell Thompson  
2834 Greenway Blvd.  
Falls Church, VA 22042



The deadline for submissions is Jan. 31, 2005. If you want to have your CD returned, please include a self-addressed, stamped envelope. For questions about this project, contact Kendell Thompson, ANPR board member, at 703-927-1029 (cell) or 703-536-0864 (home); [outdoorsies@verizon.net](mailto:outdoorsies@verizon.net).

# Show your pride in ANPR — purchase logo items!



Canvas briefcase



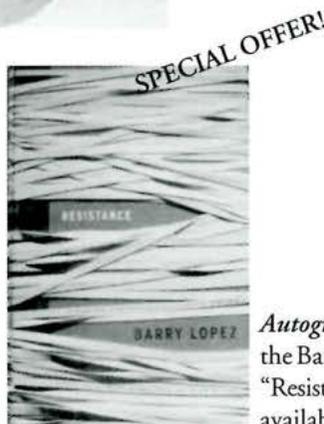
Ball cap

See [www.anpr.org/promo.htm](http://www.anpr.org/promo.htm) for more items — all in full color



## ANPR promotional products

ITEM	PRICE	QUANTITY	TOTAL
Long-sleeved polo mesh shirts: Men's M - L - XL - XXL Women's S - M - L - XL Colors: gray heather, white, honey gold (circle size and color)	\$ 35.00		
Short-sleeved polo mesh shirts Men's M - L - XL - XXL Women's S - M - L - XL Colors: gray heather, steam heather, (beige), white (circle size and color)	\$30.00		
Canvas briefcase, khaki	\$60.00		
Ballcap, khaki	\$17.00		
T-shirts from 2004 Rendezvous in Rapid City, S.D. Red with black letters; sizes: M - L - XL - XL	\$12.00		
Barry Lopez book, "Resistance"	\$15.00		
ANPR coffee mug (ceramic)	\$ 4.00		
Writing pen	\$ 4.00		
ANPR cloisonne pin or 25th anniversary pin, silver with relief, 3/4-in. round (circle choice)	\$ 2.00		
Mousepad, tan with ANPR logo	\$ 2.00		
ANPR decal	\$ 1.00		
Can koozie	\$ 1.50		
Subtotal			
Shipping & handling (see chart)			
<b>TOTAL (U.S. currency only)</b>			



Autographed copies of the Barry Lopez book, "Resistance," are available for \$15.

### Shipping & Handling (orders sent insured mail)

Orders up to \$25 .....	\$6.00
\$25.01 to \$50 .....	\$7.50
\$50.01 to \$75 .....	\$9.00
\$75.01 to \$100 .....	\$11.50
Over \$100 .....	e-mail for cost
Orders outside U.S. ....	e-mail for cost

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Questions? Contact the ANPR business office at [ANPRbusiness@anpr.org](mailto:ANPRbusiness@anpr.org).

**Send order form and check — payable to ANPR**  
**— to ANPR Business Office,**  
**P.O. Box 108, Larned, KS 67550-0108.**

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# MEMBERSHIP APPLICATION — Association of National Park Rangers

O Renewal *or* O New Membership Date \_\_\_\_\_ Park Code \_\_\_\_\_ Region \_\_\_\_\_  Retired?

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

### Important Notice

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

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

### Type of Membership

(check one)

#### Active (all NPS employees and retirees)

Seasonal

Under \$25,000 annual salary  
(GS-5 or equivalent)

\$25,000 – \$34,999  
(GS-7/9 or equivalent)

\$35,000 – \$64,999  
(GS-11/14 or equivalent)

\$65,000 +  
(GS-15 and above)

	Individual		Joint	
	One year	Two years	One year	Two years
	<input type="checkbox"/> \$25	<input type="checkbox"/> \$45	<input type="checkbox"/> \$40	<input type="checkbox"/> \$75
	<input type="checkbox"/> \$35	<input type="checkbox"/> \$65	<input type="checkbox"/> \$50	<input type="checkbox"/> \$95
	<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145
	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145	<input type="checkbox"/> \$90	<input type="checkbox"/> \$175

#### Associate Members (other than NPS employees)

Associate  
Student

<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
<input type="checkbox"/> \$25	<input type="checkbox"/> \$45	<input type="checkbox"/> \$40	<input type="checkbox"/> \$75

#### Special Supporters

Individual  
Business

<input type="checkbox"/> Friend (\$250-\$4,999)	<input type="checkbox"/> Ranger Club (\$5,000 & up)
<input type="checkbox"/> Sponsor (\$500-\$4,999)	<input type="checkbox"/> Old Faithful Club (\$10,000 & up)

**Life Members** (May be made in three equal payments over three years; indicate if paying in one installment  or three )

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

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

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

**Return membership form and check payable to ANPR to:**

**Association of National Park Rangers, P.O. Box 108, Larned, KS 67550-0108**

*Membership dues are not deductible as a charitable expense.*

### Payment by Visa or MasterCard accepted:

Visa \_\_\_\_\_ MasterCard \_\_\_\_\_

Card # \_\_\_\_\_

Expiration date \_\_\_\_\_

Name on Account \_\_\_\_\_

Signature \_\_\_\_\_

I want to volunteer for ANPR and can help in this way:

- \_\_\_\_\_ Fund Raising
- \_\_\_\_\_ Rendezvous Activities
- \_\_\_\_\_ Mentoring
- \_\_\_\_\_ Other (list: \_\_\_\_\_)

ANPR may publish a membership directory, for distribution to members. May we publish: your e-mail address?  yes  no

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

- \_\_\_ Do you live in park housing?
- \_\_\_ Number of years as a NPS employee
- \_\_\_ GS/WG level (This will not be listed in a membership directory)
- \_\_\_ Your job/discipline area (interpreter, concession specialist, resource manager)



## Share your news with others!

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

Name \_\_\_\_\_

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

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

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

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

Other information \_\_\_\_\_

### Send news to:

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

# Directory of ANPR Board Members, Task Group Leaders & Staff

## Board of Directors

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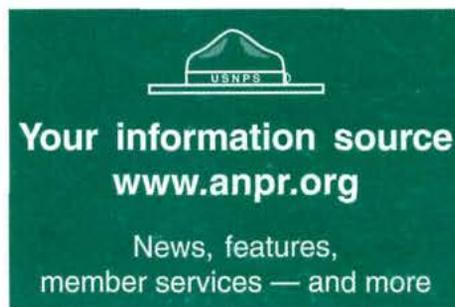
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