

RANGER

The Journal of the Association of National Park Rangers

Stewards for parks, visitors & each other

Vol. 30, No. 1 | Winter 2013-14

EXPLORE THE POSSIBILITIES



ASSOCIATION OF NATIONAL PARK RANGERS
RANGER RENDEZVOUS XXXVI
ST. LOUIS, MISSOURI

2013 PHOTOGRAPHY CONTEST



Nearly 20 images were entered in ANPR's annual photography competition, and Rendezvous attendees voted on their favorite shots. Winning images are on this page and the inside back cover.

Plan ahead for the 2014 contest and find some great images of our national parks in the coming months.

1ST PLACE "Hope for the Future" — Martin Luther King Memorial, National Mall, Liz Roberts, Twentynine Palms, California



2ND PLACE

"Pink Lights Arch" — Gateway Arch, Jefferson National Expansion Memorial, David Dawson, Florence, Arizona

3RD PLACE "Canyon Top Clouds" — Navajo National Monument, Mike Pflaum, Hancock, Michigan





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

In meeting these purposes, the Association provides education and other training to develop and/or improve the knowledge and skills of park professionals and those interested in the stewardship of national parks; provides a forum for discussion of common concerns of all employees; and provides information to the public.

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

ANPR's official address: 25958 Genesee Trail Road, PMB 222, Golden, CO 80401, www.anpr.org. Members receive *Ranger* as part of their membership dues. See the website or *Ranger* for membership/subscription details.

Submissions

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Deadlines

Spring issue Jan. 31
 Summer issue April 30
 Fall issue July 31
 Winter issue Nov. 15

President's Message

I extend special recognition for all the members, presenters, trainers, vendors, staff and volunteers who assisted our Association in making Ranger Rendezvous XXXVI at the Hilton at the Ballpark in St. Louis a great success. My sincere appreciation to the ANPR Board of Directors and all those in attendance for the support demonstrated, and in particular for the professional concerns and ideas provocatively voiced during business meetings and group discussions.

We experienced a difficult October for the National Park Service and ANPR. The shutdown experienced by the federal government proved professionally challenging and illustrated the important place the national parks possess in the hearts and minds of the American public. Everyone felt powerless to resolve the issue, and indeed we were, for it could only be resolved through the necessary snail-like paced constitutional action playing out on both ends of Pennsylvania Avenue. It appeared many people did not realize the NPS was legally bound by law to officially close the parks. This is an issue of public education in many ways, but folks got educated in a hurry, whether or not there was collective agreement or understanding of it.

As one who has worked and manned the ramparts during the shutdowns experienced across the last three decades of public service, I professionally acknowledged to all concerned that the "essential" employees were all sent home. I

informed visitors turned back from Shiloh that the 2.4 FTE left on duty simply could not provide the vital visitor services they deserved, and that I did not join the NPS in 1984 with the purpose



to deny visitors access to their parks. However, as long as it was necessary to do so to fully comply with the letter of the law, I would, and I hoped they understood the closure was a matter neither I nor my fellow employees in the NPS desired either. Virtually every visitor I had to turn away did understand, and in that I found some lonely comfort.

I know ANPR and the professionals working for the NPS took a beating via the harsh rhetoric exclaimed on our social media portals. The temporary abrupt shutdown of our Facebook page was only performed to halt the use of improper language from some users. It was not an attempt to censor, but a plea for people to use rational language to communicate their understandable displeasure concerning the shutdown. Again, everyone outside the halls of Congress and the White House were powerless to effect resolution to the shutdown. It is when people feel the most powerless that their fears and pain often erupt with deep emotional passion.

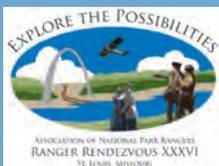
I end my official service to ANPR as president as the clock strikes midnight on Dec. 31, and I thank every member for your support, work and the professional advice you have unselfishly given. Our Association is strong and does good work where it can. It is the collective effort and purpose that matters.

Hold fast to the requisite desires and skills that Aldo Leopold championed to perform acts of conservation/stewardship. The relevant desires and skills we collectively share remain the intangibles that assist us in making reasonable, informed and meaningful decisions for the benefit of the parks, visitors and each other. 

Stacy D. Allen

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Rendezvous logo design courtesy of Allison Barnes

St. Louis hosts Rendezvous XXXVI

Amid a backdrop of the gleaming Gateway Arch, showy autumn foliage and World Series excitement, ANPR's 36th annual Ranger Rendezvous opened in downtown St. Louis.

Hilton St. Louis at the Ballpark — across the street from Busch Stadium — served as the venue from Oct. 27-31. Despite the recent government shutdown, approximately 90 Rendezvous attendees came on their own time and dime for both professional and social networking. No matter that the St. Louis Cardinals were hosting the Boston Red Sox with all of the frenzy that brings. ANPR's agenda of "Explore the Possibilities" went off without a hitch.

Keynote speakers, workshop presenters and other Rendezvous activities kept participants engaged. Although sunny fall weather prevailed for several days, fog and rain moved in to derail the planned community service project at the city's Forest Park.

A special issues dinner one evening allowed ANPR members to brainstorm ideas about important national park-related matters in a casual atmosphere at a jazz-blues club.

Opening remarks came from Midwest Regional Director Mike Reynolds, Jefferson National Expansion Memorial Superintendent Tom Bradley and Ulysses S. Grant NHS Superintendent Tim Good.

Other speakers, workshop presenters and various special activities rounded out the Rendezvous for four days.

Attendees visited the underground Museum of Westward Expansion, and some rode the tram to the top of the 630-foot Gateway Arch for expansive city views. Later, ANPR's popular NPS film night was staged in the museum's state-of-art theater for a showing of several visitor center films. Among the featured parks were Aztec Ruins, Craters of the Moon, Klondike Gold Rush, Grand Portage and White Sands.

The grandeur of the historic Old Courthouse, a half-block from the hotel, made for an educational self-tour. Now a part of Jefferson National Expansion Memorial, this 19th century building was the initial site of the famous Dred Scott case and a gathering point for people heading West.

Twenty-six participants, including nine scholarship winners, came to their first Rendezvous, and found out what this annual gathering is all about. ANPR leadership encouraged them to stay actively involved. 

— Teresa Ford, Ranger Editor



David Dawson's image with fall foliage spotlights Gateway Arch's reflection in the pool.

◀ First-time attendees Jessica Auer, left, and Kate Gunsolus

▼ Kevin Moses, left, makes a pitch for his basic technical rescue training course next spring (see page 20). Gannon Frain helps display the T-shirt. Photos by Teresa Ford



A Rendezvous photo album with nearly 60 images is posted on Facebook: www.facebook.com/parkrangers

Keynote speakers ‘Explore the Possibilities,’ highlight ways to meet challenges at park sites



◀ Google’s Michele Westlander Quaid talks technology & innovation. David Smith gives creative examples to promote civic engagement at Brown v. Board of Education NHS ▶



Deputy director Peggy O’Dell praised National Park Service workers for exemplary behavior during the fall’s government shutdown, getting the proverbial elephant front and center in the Rendezvous main meeting room.

“It was the most excruciating, difficult time,” O’Dell said. “You all conducted yourselves so well.”

In a casual presentation she briefly addressed the “political theater” in Washington, D.C., and the unenviable position of trying to keep people out of national park sites during the 16-day shutdown. With today’s technology, including smartphones, there was “instant outrage,” she admitted.

She fielded many questions, including how a simple change in tone of the closure signage could have improved the public’s attitude.

O’Dell also advocated for Congress to pass a respectful and timely budget so “we can do our work.”

Gary Machlis, NPS science adviser, took the audience through some of last year’s science advisory committee’s 23-page report, “Revisiting Leopold: Resource Stewardship in the National Parks.” It is the same length as the original 1963 Leopold Report, “Wildlife Management in the National Parks,” of a science committee chaired by conservationist,

author and scientist A. Starker Leopold, son of ecologist Aldo Leopold.

Machlis’ lively, one-hour presentation addressed several of the committee’s findings, including that “environmental changes confronting the National Park System are widespread, complex, accelerating and volatile.”

Michele Westlander Quaid, chief technology officer and innovation evangelist for Google, showed a variety of data-based technology useful for today’s workers.

“It’s rapid innovation, not perfection,” she said. “It gives employees the license to pursue dreams.”

She showed examples of crowdsourcing, global forums, and “ideas that lead to more ideas” and are searchable across an organization. Tools such as Google Drive, Google+, cloud services, and real-time voice, video and chat help provide a rich collaborative effort, she said.

Several ANPR members commented that technology should not replace actual park experiences — and Quaid agreed.

“There’s a balance,” she said, “and people are being empowered to share.”

David Smith, superintendent of Brown v. Board of Education

NHS, urged the audience to engage your community and show them they matter. After several homicides in Topeka, he reached out to activists who held a candlelight vigil at the park site to commemorate the victims and speak out against violence.

The site also offers after-school programs that include reading civil rights history. The park has been the site of naturalization ceremonies, dinners and even a 1950s sock hop, Smith said. He also contacted the University of Kansas to rent classroom space at the park site. Slowly Brown v. Board is making headway in attracting more visitors by reaching out to the community.

He posed the question: “How can you do your job if the community doesn’t love you?” He added, “Rethink that.” 🏠



NPS Deputy Director Peggy O’Dell takes a question from a Democratic Republic of Congo ranger. Photos by Teresa Ford

State of the Association

ANPR President Stacy Allen delivered his final State of the Association address Oct. 28, 2013, at Ranger Rendezvous XXXVI in St. Louis, Mo. President-elect Erika Jostad also spoke at the annual conference. Her remarks are on page 6.

A great deal of time has passed since 2010 when I first spoke as president-elect at Ranger Rendezvous in Bend, Oregon. The discussion then concerned the effect of change impacting all species globally as the result of climate change, mirroring the change occurring institutionally within our Association.

I talked of observations of fireflies in February and spotted whitetail deer fawns extending into November, and that the state of these observed natural changes with these species and others reflected global shifts in weather and climate affecting all living things on our wondrous planet. The tie to our Association in those comments was that ANPR had entered a time of transition as our organization was confronted by decreasing revenues and increasing costs of managing our collective desire to perform meaningful and productive advocacy for the national parks, visitors and each other. In essence, striving together to maintain an ANPR relevant to “matters at hand” and which fundamentally and adequately reflects the needs and desires of our mutual interests and purpose.

Aldo Leopold noted that “the public mind is a mirror into which every vocation reflects its image.” He further observes, “That image may (indeed) flatter its subject, or (quite) the contrary, depending upon accumulated public impressions of the group and how its members live, think and work.”

Unfortunately, the sharp and often biting rhetoric associated with the recent federal government shutdown painted an unkind image of government service and those of us working in the National Park Service. The shared commitment and value of public service performed for the benefit of the people by nearly 24,000 employees of the National Park Service was not observed in comments made and printed in a not-so-flattering manner, and were voiced quite the contrary in respect to deeply held institutionalized professional concepts of our mutual vocation and shared mission as public

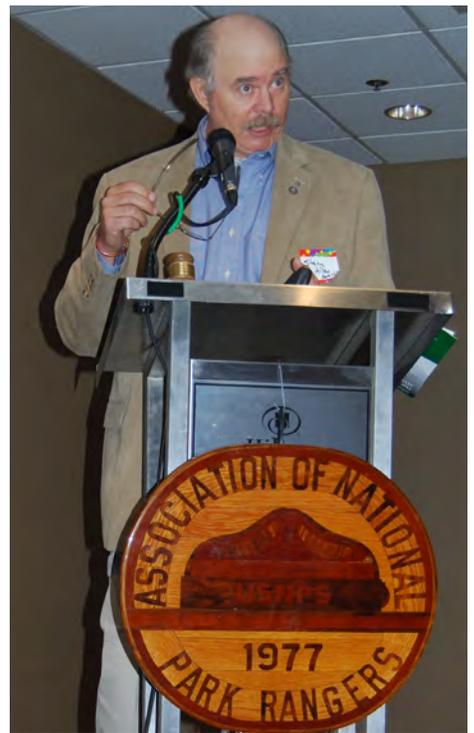
Education is how we properly reveal to the public ‘how we live, think and work’ in the performance of our profession.

stewards in the National Park Service. However, impression always matters in public service, so the question that has always confronted our agency, and for that matter, ANPR is: “How can we best illustrate/reveal to all concerned how we live, think and work?”

Our chosen vocation is stewardship (e.g. conservation) of protected lands, or as Leopold described it, “conservative land-use,” which he stated, “consists of a system of acts, motivated by a desire and executed with skill.” He noted, “Laws and policies must deal almost exclusively with acts, because *desires and skills are intangible* (italics mine) and cannot be defined in law, nor created by law.” Aldo further challenged that “acts of conservation without the requisite desires or skills are futile.” Leopold saw serious limitation to conservation law and policy, noting this was inherently unavoidable and that this limitation could only be offset by “education,” which he recognized “is not precluded from dealing with desires and skills.” “Whether education can create these desires and skills,” remained the challenge in Leopold’s mind, but it is clear he understood that only through *education* could human communities hope to create the necessary environment or “community motive” for effective conservation as he described it, where human desires and skills are effectively developed as the necessary cornerstone of performing acts of conservation that are never futile in purpose, design or implementation.

Thus, education remains for ANPR and the NPS the best means of how to effectively communicate and impart the reality and relevancy our shared desires and skills as public stewards for protected lands. Education is how we properly reveal to the public “how we live, think and work” in the performance of our profession.

Amazingly, the strength of our organization was revealed by the understandable negative reaction publicly exhibited to the government shutdown, as it related to the closure of the units comprising the National Park System. Our strength was revealed by the public rightfully associating ANPR directly with the National Park Service. When our agency was forced to close the parks, and in turn stop use of its public portals of communication and social media (websites, Facebook pages, Twitter



accounts, etc.), ANPR’s social media portals remained open to public use and discourse. Naturally, our Association became *the* target for harsh rhetoric aimed at our mother agency, its employees and our public service mission. Thus, that “public mind” as Leopold observed illustrated an impression of us that was noticeably — given the language employed — quite contrary to the flattering professional impression we proudly hold concerning our vocation and “how we live, think and work.”

“It is clear that, in general,” Leopold noted, “the underdog tends to be uppermost in public favor.” In this regard, the underdog in public favor throughout the shutdown was the public in general, who found themselves denied — although we know it was legally by the law — open access to their national parks. The public understandably felt powerless to correct the matter, and we as employees felt powerless to resolve the matter for them. The shutdown became a constitutionally political saddled “bronco” that simply had to be ridden until it came to a stand. Leopold similarly cautioned, “Conversely, when a profession becomes important or powerful, it has need to look to its laurels.” Thus, he challenged each profession must always openly reflect through the performance of its actions, as best it can, how its individual members “live, think and work.”

As we reflect on the state of our Association today, we must ask ourselves what work ANPR performs that rightfully communicates our purpose and actions to be the best profes-

sional “stewards for the parks, visitors and each other.”

Currently, this Association hosts a unique, informal mentor program available to employees of the NPS and ANPR members. Thus, our organization, through acts and actions by our members, openly recognizes the value of employee education in creating the desires and skills necessary to performing acts of conservation/stewardship that are not futile in their performance. Our mentor service program is possesses unlimited potential for its practice for all employees of the National Park Service, providing the likelihood of an employee development partnership to enrich the professional lives and workplace of both protégés and mentors alike. The ANPR program is small, but expanding toward a far brighter future to the professional benefit of more and more employees.

This Association is working effectively in partnership with the National Park Service to create a viable NPS employee oral history database, the education potential of which in regard to employee development within the agency appears unlimited. Through use of our Rick Gale Memorial Fund, ANPR is well on its way to accomplishing the goal of compiling the first 50 NPS employee interviews recorded and transcribed by Aug. 25, 1916. These interviews, conducted with retirees and current active veteran employees, document vitally important work experience and job performance over the last 50 years of stewardship for the national parks. This institutional knowledge and resource experience, when documented and made available for both employee and public use, can aid in producing the requisite desires and skills that Leopold noted must be created to effectively perform necessary acts of conservation/stewardship required to manage public lands in the best interest of current and future generations. Again, ANPR has adopted education as a primary means of creating a documentary “living experience” foundation for employee development. It is accomplished in partnership with our mother agency’s history program, and supported by the members of this organization using a tight budget with limited revenue.

Since 2007, this organization has committed itself to providing seasonal employees of the National Park Service with an effective and

Our mentor service program . . . possesses unlimited potential for its practice for all employees of the National Park Service.

The shutdown became a constitutionally political saddled “bronco” that simply had to be ridden until it came to a stand.

economical means of acquiring much needed health insurance and the peace of mind that accompanies the actual possession of a crucial medical insurance platform. Through ANPR’s membership group insurance program managed by Transamerica, hundreds of seasonal employees have acquired this coverage and secured some small peace of mind for themselves and their loved ones. Naturally, membership to the group coverage fluctuates as seasonal employees achieve permanent work status in the NPS or perhaps move into another vocation or profession. However, as long as there is one seasonal employee working in the NPS, ANPR will continue to provide the means for that employee to secure economically feasible health coverage. It is a service this organization has chosen to render to fellow employees that uniquely reflects “how we live, think and work” in regard to the concerns we share for the welfare of each other.

Through effective use of organizational communication portals, such as our *Ranger* magazine, Association website and other social media avenues, ANPR daily dialogues and communicates with members, employees and the public. In fact, ANPR rapidly became a convenient place for the public to vent its frustration, as exercised via social media, when legal shutdown requirements forced the NPS to close its public communications via the Internet and other social technology. These necessary avenues of communication all serve to better educate and present to the public, at face value, “how we live, think and work” as public stewards of protected lands.

This week we gather together at Ranger Rendezvous XXXVI. This is no small feat in the history of our organization, given the complexities, contractual obligations and financial challenges fraught with all the inherent danger of the modern business world, with planning and implementing a professional conference. Since 1977, ANPR has provided through Rendezvous a professional employee development venue where those who practice our profession can come together to develop “the requisite desires and skills” required by our workforce that Leopold challenges are so necessary to the accomplishment of meaningful acts of conservation/stewardship.

Editor’s note: *At this time Stacy Allen asked the nine Supernaugh scholarship recipients (see*

list on page 9) to gather in the front of the room. After they each introduced themselves, he noted that over half the new members joining ANPR are either seasonal employees or volunteers. He commented: “These young people represent the great wealth of ‘desires and skills’ for the NPS, and represent the future of ANPR.”

As we move steadily toward 2016, ANPR sets its sights on hosting and developing the Eighth World Ranger Congress in partnership with the International Ranger Federation. This professional congress, to be held in the United States for the first time, will be attended by hundreds of employees who steward protected lands and sites around the world. To develop a professional conference the size and scope of the World Congress is a great challenge. Is it daunting? Yes! Is it exciting? Hell, yes! And our Association is moving forward to signing a venue contract and creating the necessary Internet information and registration portals needed to promote and manage the congress, which offers great potential for meaningful professional partnerships with both public and private shared interests.

So the recent government shutdown proved to be — as anyone could have predicted — all negative. No good resulted beyond a basic government “civics” lesson, which was all but lost in the rhetoric. In general, people felt powerless and unable to alter the course of events. For slightly more than two weeks, our concerns and public concerns, which were basically the same, did not appear or seem greatly to matter to those who actually held the power to control the resolution of events.

It is during such seemingly uncontrollable and difficult times I reflect on a story my Grandma Allen often told. A story of a family comprised of eight children (their ninth was still to come), then totaling a household of 10, struggling to survive the Great Depression on a small farm in rural Kansas. Grandma Bea stated that the family found themselves down to possessing one nickel — just five cents cash — to their name, with all those mouths to feed, feet to shoe and backs to clothe. She asked Grandpa at the time, “What are we to do, Carl?” He calmly replied, “Everything will be all right, Bea. Everything will be all right.”

Now Pappy Carl’s simple response might sound somewhat coy to someone who didn’t know this man, who in his youth miraculously survived deadly spindle meningitis while in basic training at Fort Sill, Oklahoma, only to refuse a disability discharge and proceed to serve his nation in Europe, caring for his team of horses and artillery caisson in the final phase of the Great War. The statement would, on

the surface, appear that he seemingly did not fully understand the stark reality of the situation confronting them and was unrealistically trying to calm a mother's concerns and fears. What Pappy meant in his "it will be all right" reply, as Grandma Bea rightly observed, was that with full reliance on the desires and skills of each other, and assisted by those possessed by their children, and by continuing to work the farm to the best of all their skills, they would indeed survive this seemingly powerless low point in their lives. And indeed they did, raising their nine children to adulthood, all having survived hard times experienced across two world wars and beyond. This personal family story informs much about how these people lived, thought and worked. The story always challenges me to resolve to emulate the same determination when confronted by hard times that makes us feel powerless to control matters that affect us.

Our strong Association has navigated through four decades of existence, but it faces important economic challenges. The cost of conducting annual business increases in a time when unfortunately, annual revenues have not kept pace. Like our mother agency, belt tightening is in order whether we like it or not. How best to do this tightening and still accomplish the purpose and measurable goals of our mission is the concern of every member. The worst ideas are those not being expressed among us. So, strategies to curb costs and still perform the acts of stewardship we desire our Association to perform are actively being sought from every member. We survive on the desires and skills of each other, and that has always been where our organizational strength lies.

As it was with the 35 founding souls who first gathered together in 1977, the Association of National Park Rangers stands committed to improving the profession of stewardship for the benefit of the parks, the visitors and each other. Through important professional programs, projects and dialogue we relevantly reflect how we live, think and work. Our Association and its mission proceed on — ever forward on the promising journey of stewardship in this second century for the National Park Service. 🏔️

"The National Park Service today exemplifies one of the highest traditions of public service."

— Stewart L. Udall
Secretary of the Interior, 1961-69

President-elect Erika Jostad addresses Rendezvous group

Welcome. I want to thank you for joining us in St. Louis for this year's Ranger Rendezvous. I am Erika Jostad and I will be taking on the role of president of the Association in January.

I am a wilderness supervisor at Sequoia and Kings Canyon National Park where I have spent much of my 20-year career working in law enforcement.

After spending the past four days with fellow members of ANPR, what I hear clearly expressed is both commitment to conservation work and concern for the future as employees of the National Park Service. This is a challenging time for the NPS and a challenging time to be an employee of the Service.

How do we get our foot in the door for our first job? Is the National Park Service a place where we can grow and develop? Does it endure as a community and a family in the way other jobs do not?

Is it a place where we can receive a paycheck for doing something that feels like our life's work and not just work?

I believe that the members of ANPR want the National Park Service to be a family, we want to develop as employees, to grow personally and in our careers. We are people who are willing to invest our energy and our time to making these things come to fruition. This is why we have traveled to St. Louis and joined this organization whose mission is to support these things.

ANPR has been many things over the years. It has been a social organization, a place where people have made friendships and contacts that have carried on with them through their careers and into retirement. ANPR has been a training ground where members learn how to craft policy, learn how to advocate and learn how to become leaders.

At times, ANPR has been very successful and at other times it has searched for meaning.

We are an organization that has made a transition in recent years to a generation of young leaders, and as we look forward I believe ANPR is poised to contribute in areas where the agency is no longer able to provide avenues for employee development and community.

I met with Deputy Director O'Dell after her general session yesterday and we discussed ways in which ANPR can partner with the agency, particularly in regard to the World Ranger Congress that ANPR will host during the NPS centennial.

She also posed a challenge to our organization that we continue to develop initiatives such as the oral history program that is helping us learn from the experiences of the agency's recent past. Other initiatives we are supporting are opportunities for professional growth, including trainings at Ranger Rendezvous and our mentoring program. These are things that we can be proud of and learn from, and these are things that the Park Service itself supports. These types of programs make this organization relevant to the broader Park Service community and poise us for continued partnerships with employee organizations and the agency.

I think ANPR will always be an organization that provides a venue for social connection outside of the formal professional structure. It's a place where seasonal rangers can visit with superintendents and regional directors, where mid-career employees can serve on boards and implement leadership skills, and where retirees can reconnect with each other and the NPS.

I look forward to working with everyone in the coming months so that we can help this organization and the National Park Service thrive in the years to come. 🏔️



Rendezvous exhibitors help support ANPR

Thank you to these exhibitors for attending ANPR's Rendezvous and paying for booth space to exhibit their products. ANPR appreciates their generous support.

Colorado Northwestern Community College, Seasonal Law Enforcement Training Program, rick.mossman@cncc.edu, 970-675-3337

Deryl Stone, NPS collectibles, derylstone@hotmail.com

EnerFusion Inc., Joe Kobus and Tom Davis, www.enerfusioninc.com, 517-783-3344

Intoximeters, www.intox.com, 314-429-4000

Qual-Tron Inc., Dan Chambers, www.qual-tron.com, 918-622-7052

R.J. Thomas Manufacturing Co., pilotrock@rjthomas.com

Unicor Services Business Group, Dean Osborn, dean.osborn@usdoj.gov, www.unicor.gov/services, 202-345-9636

VF Imagewear, Gwen Pettiford, www.vfc.com

Voice Products, Ronda Riggle, www.voiceproducts.com, 316-616-1111

Board Actions

The ANPR Board of Directors met Oct. 27, 28 and 31 during the Ranger Rendezvous. Discussion items and actions included:

- The board will establish a calendar of events to inform board members of when things need to be announced and completed throughout the year.
- Fundraising needs for the 2016 World Ranger Congress were discussed. ANPR will need to raise money to help people from other countries attend the Congress.
- The location for the 2016 World Ranger Congress is yet to be decided, although the first choice is the YMCA of the Rockies. A motion was made to move forward to explore the possibility of having the 37th Ranger Rendezvous at the YMCA of the Rockies in 2014. This will provide an opportunity to try it out first. The Ranger Rendezvous in 2015 and 2016 may be in the East (locations to be determined). This motion carried unanimously.
- We are in our second year of the oral history project financed by the Rick Gale Memorial Fund. Eleven of the 16 interviews done at the Rendezvous last year have been transcribed. The other five will be transcribed soon. The goal is to interview 50 people to represent the last 50 years of NPS history.
- ANPR will create a fundraising committee of three board members and three additional ANPR members.
- A “Give and Get” program idea will make board members responsible to give or successfully solicit a donation of at least \$100 and add a new member to the organization each year. This will demonstrate their investment in ANPR as a condition of continued board membership. The motion carried unanimously and will begin Jan. 1, 2014.
- A regional gathering last summer was successful, and the board plans to continue planning gatherings throughout the year.
- Fee structure and life membership cost were discussed. The board will continue to look at the fee structure. A motion was made to change an individual life membership to \$1,500. The motion carried unanimously.
- ANPR’s mentoring program is a tangible benefit to members, although more mentors are needed.

— Paula Alexander, Secretary

Workshops & Special Activities

Rangers around the World

International Ranger Federation and International Assignments

Presented by Meg Weesner and Jeff Ohlfs

The International Ranger Federation was founded on July 31, 1992, at a training center in England named Loosehill Hall. The original idea had developed a year previously among rangers on a boat tour of Loch Lomond in Scotland. ANPR and ranger associations in England and Scotland were the charter members.

The IRF is a federation of member associations. Its goal is to encourage rangers in various countries and/or states and provinces to form ranger associations and then to affiliate with the IRF. The IRF Accord includes the following purposes:

- To further the professional standards of rangers throughout the world,
- To establish global communications among ranger organizations,
- To share knowledge and resources to advance the aims of protecting natural sites and cultural heritage,
- To foster professional exchanges among rangers, and
- To arrange and conduct regular international meetings – called World Ranger Congresses.

IRF has had five presidents, two of whom have been from ANPR – Rick Smith and Deanne Adams. The current president is Sean Willmore of Australia. There are more than 60 ranger associations that are members of IRF, representing more than 45 countries.

The first World Ranger Congress was held in Poland in 1995. Congresses are held every three years and have been held in Costa Rica, South Africa, Australia, Scotland, Bolivia and Tanzania. ANPR bid on and was selected to host the Eighth World Ranger Congress in the United States in 2016.

Major activities of the IRF include: a quarterly publication, *The Thin Green Line*; recognition of World Ranger Day on July 31 each year; support of international (border) parks and sister park relationships; development of a code of ethics and training standards for rangers; facilitation of international training workshops; passage of a declaration at each Congress; production of a documentary

video titled *The Thin Green Line*; and creation of a charitable fund to support the survivors (spouses and children) of rangers killed in the line of duty, particularly in developing nations. IRF tracks an “Honor Roll” of rangers killed in the line of duty. Each is recognized in a letter of condolence from the IRF, representing rangers from around the world.

More information can be found at www.internationalrangers.org or on Facebook at International Ranger Federation.

Another way to learn about national parks and protected areas in other countries is by volunteering for an international technical assistance assignment. Both the NPS and the Department of the Interior have international programs. Current employees and retirees are eligible to apply for projects to assist parks in other countries. Travel expenses are covered by the program, but there is no compensation for salary, so employees need to have permission from their supervisor and park superintendent. Go to www.doi.gov/intl/itap or www.nps.gov/oia for more information. □

Meg Weesner is treasurer of the International Ranger Federation and retired from the NPS. Jeff Ohlfs is North American representative to the IRF and chief ranger at Joshua Tree. Both are life members of ANPR.

Social Media

Presented by Tim Pagano, Clayton Hanson and Jamie Richards

Do you think social media is a necessary devil? Do you know how to put out an online fire or deal with an unruly troll? One of the workshops offered at the Rendezvous addressed how to manage social media sites.

Panelists offered ways to plan and strategize the use of social media on behalf of an organization. They also provided useful tools to help a social media manager recognize and deal with trolls and flame wars on sites like Facebook and Twitter.

Among the insights: social media sites are just another communications tool that a park or organization can use to help engage a diverse audience. Thanks to the growth of the Internet and social media, the whole world has become our audience. Strategic planning is needed to help social media managers decide how to handle positive and negative situations.

One negative situation that might arise when managing a Facebook or Twitter page

is an online troll. These are individuals who post negative, hateful, inflammatory and angry statements on social media sites. They want to get a rise out of you and out of other users on a given site.

Panelists recommended against engaging with a troll. Trolls won't listen to reason, and engaging with them only works to fuel their fire. The best way to handle trolls is to ignore them. If trolls have made highly offensive statements, go ahead and block them. Do not give them an open soapbox. Most importantly, try not to give a troll fuel for negativity. If you engage a troll, one or two comments may lead to a flame war.

A flame war in the social media world is a situation where negative or hostile comments are exchanged between multiple users. You likely have seen something like this on a Facebook page, on Twitter or even LinkedIn. Instead of dealing with one negative user, as a social media manager you now must decide how to deal with a whole string of negative comments. Like trolls, flammers want a fight. They want to get a rise out of you and out of other users.

Two main strategies can be used to manage an online flame war: ignore them or shut them down. Every situation is different. Ignoring a troll or a group of flammers may cause them to escalate, creating more problems on your social media page. Shutting a troll or a group of flammers down may cause them to seek alternate ways to express their opinions. Careful planning and consideration should be taken when deciding the best way to handle a given situation.

A tactic that works with one social media user may not work with another. As the manager of a social media page, you have the power to control the conversation on your own site. You also have an obligation to your online audience to use this power with discretion in order to protect the integrity of your site. □



Andrea Powell of Florida and Jamie Richards of Joshua Tree enjoy an evening reception.

First-ever issues dinner pronounced a success

Ranger Rendezvous at its core is an opportunity to share ideas and concerns that face our profession. With the 16-day government shutdown in October on our minds, it became apparent that the Rendezvous needed an organized forum to discuss the future of the National Park Service and ANPR.

An issues dinner seemed a natural fit, and BB's Blues, Jazz and Soups was a perfect place for this casual discussion. Some 46 Rendezvous attendees gathered to discuss a variety of topics, such as the role of ANPR in a government shutdown and the role of ANPR as an organization. This activity became ANPR's first-ever issues dinner.

The event, generously sponsored by Qual-Tron Inc. and an anonymous donor, was an overwhelming success. During the first half of the evening, Bob Krumenaker facilitated a large group discussion. He posed several questions to the whole group, initiating an interesting and spirited conversation.

During the second half of the evening, event participants broke into small-group discussions and reported their findings. The event ended with a barbecue dinner and some great blues music performed by a St. Louis band.

The insights emanating from this event were significant. A few pearls that sprang from the

gathering were:

- First and foremost, ANPR should put the shutdown behind us and focus on our future.
- Instead of an issues dinner, ANPR needs a "solutions dinner."
- ANPR should find a better way to respond to crises by working with partners such as the NPCA and the Coalition of National Park Service Retirees. These organizations and other potential partners offer support and can help address issues when the power of ANPR's response is limited.
- ANPR should offer more training opportunities throughout the year.
- The organization should do more to reach out to new members.
- ANPR's mentorship program is a great asset that should be expanded.

Comments from the event are being compiled into a report to the ANPR board. In a post-conference survey 96 percent of respondents thought the issues dinner was worthwhile and should be offered again.

Join us at the Rendezvous in 2014 to discuss issues and help find solutions to some of the problems we face. □

— Jamie Richards and Tim Pagano

Entertainment for a Cause: Partnerships with the Creative Community

Presented by Stephen Zapotoczny and Amy Gilbert

In today's world where causes are fighting for attention among many, there exists vast opportunity and potential by partnering with the entertainment industry to raise awareness and excite the public around the greater good.

Amy Gilbert, ANPR board member for special concerns, and Stephen Zapotoczny, CEO of the Magic Factory, and author and publisher of Ranger Baldy Adventures, discussed how to engage with the creative community around social cause. A specific focus was how to engage in parks, and build strategy and thoughtful partnerships in the field.

Collaboration with the entertainment industry provides a way to amplify your voice beyond your current supporters or local community. The platform of talent or entertainment industry organizations or companies far exceeds the reach of many nonprofits or government agencies. Many organizations, including the National Park Service, have a

long history of partnering with influencers to shine a spotlight on important issues around the world. From actors, athletes and musicians to writers, directors and producers, the key is to recognize and appreciate the great work that has been done and actively work to find new ways to tell thought-provoking stories. Ways to engage with the creative community include working with writers or producers to showcase issues of interest in TV, music or film projects; promoting the cause through social media of talent; or partnering with companies as part of their employee engagement or corporate social responsibility.

To effectively build partnerships with the creative community, it's important to remember a few key pieces of advice:

- Research your asks. Don't just ask a famous person to do something because they're well-known. You're more likely to receive a yes if there's a genuine connection to the cause.
- Think outside the box. When working with the creative community, it's important



NEWCOMERS BREAKFAST: A tradition at each Ranger Rendezvous is a breakfast to welcome first-time attendees. This group photo shows most of the 26 newcomers who came to breakfast with ANPR board members. Participants introduced themselves and spoke briefly about their career goals and aspirations. Welcome to ANPR and the annual Ranger Rendezvous. *Photo by Teresa Ford*

ANPR ELECTIONS

The annual ANPR election by electronic ballot began Nov. 30 for 30 days. New board members will be seated on Jan. 1, 2014.

Candidates are:

- Colleen Derber — Secretary
- Ken Bigley — Professional Issues
- David Dawson, Katlyn Grubb and Lauren Kopplin — Seasonal Perspectives
- Wendy Lauritzen and Ben Walsh — Special Concerns

Statements from the candidates are on ANPR's website: www.anpr.org/candidates.htm

Entertainment for a cause

(continued from previous page)

to be creative! You can expand your reach by working with the writers of a show or engaging a musician on tour.

- Don't be the friend who just calls when you need something. Build beneficial partnerships for both sides and show the love.

- Know your end goal. Is it to advocate? Raise awareness? Fundraise? What you're looking to do will inform the pitch that you make.

Thoughtful and effective partnerships with the entertainment industry have the ability to vastly increase the reach of the NPS and engage new communities and demographics around the stories of each of our parks. □

Other Breakout Sessions

- ▶ "Healthy Parks Healthy People," Diana Allen, NPS program chief, Health Promotion Branch
- ▶ "Park Interpretation through Dialogue," Brian Forist and Doug Knapp
- ▶ ANPR Mentoring Program, Roberta D'Amico and Ken Bigley, coordinators
- ▶ "Mountain Medicine in Our National Parks," Dr. Damon Vincent, emergency medicine physician
- ▶ "Finding Federal Employment," HR panel from Washington Office
- ▶ Google workshops, Seth Siciliano, Google's government solution manager
- ▶ "Conservation Law Enforcement in the Democratic Republic of the Congo," DRC rangers
- ▶ "Free Labor: Bringing AmeriCorps NCCC to Your Park," Gavin McGimpsey, AmeriCorps NCCC

Thank you from St. Louis

We hope that your St. Louis program was a great success. Just a quick note to thank you for the business. There are many cities that would have welcomed the opportunity to host your event. Just wanted to let you know that we truly appreciate that you selected St. Louis.

— Jenny Malone, Director of Convention Services
St. Louis Convention & Visitors Commission

Recipients of Supernaugh Memorial Scholarships

ANPR members generously donated funds to send nine scholarship winners, from a pool of 20 applicants, to their first Rendezvous. The fund was established in 2006 in memory of Bill Supernaugh, a former board member and longtime mentoring program coordinator. Recipients of the scholarship in 2013 were:

- Jeremy Childs, park ranger, Stones River
- Adam Fix, trailhead ranger, Sequoia and Kings Canyon
- Burke Greear, park guide, Andrew Johnson
- Liz Hamilton, park ranger, Denali
- Geoffrey Havens, student, Truman State University, Kirksville, Missouri
- Paul Holthouse, seasonal protection ranger, Zion
- Gavin McGimpsey, AmeriCorps volunteer
- Adam Mehlhorn, law enforcement backcountry ranger, Gates of the Arctic
- Dave Young, interpretive park ranger, Acadia



ANPR President Stacy Allen presented expired ballistics vests to an appreciative group from Democratic Republic of Congo, including Pastor Cosma Wilungula Balongelwa, general director and DRC head of National Parks Services; Jean Pierre Jobogo Mirindi, Kundelungu National Park; and Radar Nishuli Birashirwa, Kahuzi Biega National Park. Photo by David Dawson

THANK YOU to Rendezvous volunteers

Program and planning team:

Mark Christiano, Katlyn Grubb, Wendy Lauritzen, Tim Pagano, Jamie Richards, Seth Tinkham, Ben Walsh

Registration coordinator: Colleen Derber

Registration workers: all scholarship winners

Raffle/silent auction: Katlyn Grubb, Seth Tinkham and Supernaugh scholarship winners

Photo, poetry and prose contests: Jamie Richards

Judge: Tim Moore

Bailiff: Mark Christiano

Exhibits coordinator: Seth Tinkham

Merchandise: John Ott

Hospitality room: Nancy Ward

Photography: David Dawson, Teresa Ford

Service project coordinator: Jessica Korhut

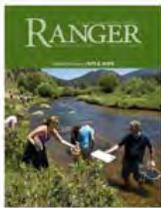
Exhibitor reception: VF Imagewear

General Rendezvous sponsorship: R.J.

Thomas Manufacturing Co. Inc.

Dedicated Rendezvous sponsorship (issues dinner): Qual-Tron Inc.

Give a friend or work colleague an ANPR membership! Details on page 24.



Jessica Korhut reviews materials at the booth of Colorado Northwestern Community College with Rick Mossman. A retired NPS ranger, he now is chief ranger at the college's Seasonal Law Enforcement Training Program.

ANPR RICK GALE PRESIDENT'S AWARD

Teresa Ford received the ANPR Rick Gale President's Award in 2013 for outstanding dedication and contributions to ANPR.

She has served as the editor and publisher of *Ranger* magazine since 1993, website coordinator since 2001 and membership services director/business manager since late 2006.

ANPR President Stacy Allen recognized her with a plaque at the Ranger Rendezvous in St. Louis.

STEPHEN T. MATHER AWARD



The National Parks Conservation Association has awarded Valerie Naylor, superintendent of Theodore Roosevelt National Park and an ANPR member, with the prestigious Stephen T. Mather Award.

NPCA's Craig Obey presented the honor during the 36th Ranger Rendezvous in St. Louis, Missouri.

In the face of a multitude of political pressures and rapid change, Obey pointed out that Naylor has faced many challenges as she has worked to protect the park named for one of our nation's greatest conservationists — the only national park named for a person — Theodore Roosevelt.

Two issues, a proposed elk hunt due to overpopulation and impacts from nearby energy development, posed multiple challenges. Naylor successfully avoided the politicians' call for an unprecedented public hunt, and she instead pursued a carefully controlled, annual cull in which volunteer sharpshooters passed an intensive NPS-led certification class and were supervised by NPS personnel.

A modern-day gold rush occurring in North Dakota has led to the park being surrounded by gas wells, pipelines, roads, transmission lines and gas flares. The park sits in the middle of the biggest hydraulic fracturing boom in the country.

Naylor has bravely moved into the public spotlight, locally, regionally and nationally, to provide an unvarnished view of fracking's impacts on park historic structures, viewsheds, visitor safety, night skies and wildlife habitat.

NPCA has presented the Mather Award during the Ranger Rendezvous for the past 25 years. 



Park visitors play air guitars and keyboards as ranger Doug Crispin leads a popular rock 'n' roll nature hike at Grand Teton. Photo by J. Seluk

A rock 'n' roll nature hike

By Doug Crispin, Grand Teton

For the past two summers at Grand Teton National Park, the hills came alive with the “Sound of Music.” No, not that kind of music. No 1960s movie soundtrack from Julie Andrews. I’m talkin’ rock ‘n’ roll, baby. Vintage sounds. Performed by some of the giants from the classic rock ‘n’ roll era: 1950 to early 1980s.

As an old-time park ranger, I was leery of a push to incorporate modern technology into one of the national park standard ranger offerings: a ranger-guided nature hike. Wasn’t the whole point of going on a ranger hike to leave technology behind and try to connect with a little bit of nature? We so often are missing this from our modern lives.

Yet, I tried to do just that when I assembled a three-hour, rock ‘n’ roll-themed nature hike. What better concept to use than music, sometimes described as a universal language. If Grand Teton is one of America’s hall of fame parks, why not use some Rock and Roll Hall of Fame artists to help tell the story of this awesome national park to a receptive public?

I started this project as you would create any other interpretive program. Along the three-mile route, I figured out the various stops and what themes and stories needed to be expressed at each location. Next I mixed in provocative transitions between the stops, added a strong beginning and conclusion. Voila! I had an outline for a nice ranger-guided hike.

Next I needed to find the right rock ‘n’ roll song to help introduce each stop and theme. This was the fun, creative part. I needed 20 artists and songs. Many of the tunes came to me intuitively. Other songs and artists were more challenging to figure out. My boss and co-workers helped me round out the final music playlist selections. As things turned out, many

park visitors made song suggestions at the end of each hike. This told me visitors were paying attention and having fun with the hike.

Finally, I needed to figure out how to use technology to play these song selections. I didn’t want technology getting in the way or taking over the hike. I wanted the hike to remain an old-school, ranger nature hike. The park resources should be the star and take center place. Here’s the program I came created.

I digitally recorded 20- to 30-second clips of each song and loaded them onto an iPod. Then I plugged the iPod into a small belt mini-amplifier worn around my waist. The amp was battery powered and inconspicuous. I was now ready to rock ‘n’ roll, baby!

At each stop I played a short sound clip. Can you think of a better way to “Start Me Up” (Rolling Stones) a rock ‘n’ roll nature hike than with these boys from across the pond? “I’m All Shook Up” (Elvis) and “I Feel the Earth Move” (Carole King) introduced the visitors to the geologic history of Grand Teton. Unlike the giant forests of sequoia or the stately ponderosa pine forests found in other western national parks, the lodgepole pine forest of Grand Teton gets no “Respect” (Aretha Franklin) or “(I Can’t Get No) Satisfaction” (Stones). Our forest might be the Rodney Dangerfield of forests, but they shouldn’t be. Our forests are just as pretty as any other.

Don’t overlook the beautifully sculptured subalpine firs. These shade-loving trees say “Don’t Let the Sun Shine Down on Me” (Elton John). But the forests of the northern Rockies are in transition: “The Times They Are A-Changin’” (Bob Dylan) due in part to global climate change. How prevalent are pine bark beetle infestations these days in our parks? “I Get Around” (Beach Boys) is the answer. The trees at Grand Teton have a defense strategy to fight off the attack. By squeezing out some

pine pitch though a beetle’s bore hole, the trees are crying “Help!” (Beatles).

Swan Lake is slowly “Turn! Turn! Turn!” (ing) (Byrds) from a lake into a swamp, meadow and eventually a forest, demonstrating succession in nature. The sagebrush community of Grand Teton helps define Wyoming as the Cowboy State and the American West. Why not go with some Country Music Hall of Fame artists: “Momma Don’t Let Your Babies Grow Up to be Cowboys” (Waylon Jennings and Willie Nelson). Visitors learned about the plants and animals that made up this community.

Water resources and the park’s controversial Jackson Lake Dam were introduced as a “Bridge Over Troubled Water” (Simon and Garfunkel). The checkered history of the park’s establishment finally concluded when “Born in the USA” (Bruce Springsteen), the modern park boundary was created in 1950. Gray wolves, osprey and other animal migration “road trips” were introduced with “Running on Empty” (Jackson Browne).

We all have dreams and aspirations. Last summer was the 50th anniversary of Dr. King’s I Have a Dream speech. Horace Albright and J.D. Rockefeller Jr. had a vision for a protected Jackson Hole, John Muir fought for a fully protected Yosemite and John Lennon “Imagine”(d) a world where we all got along to live in peace.

Visitors seemed to get a real kick out of the rock ‘n’ roll nature hike. A few return visitors even came into the Colter Bay Visitor Center last summer and said, “Hey, you’re the rock ‘n’ roll ranger, aren’t you?” 🎸

Doug Crispin is a former career NPS employee and ranger for Oregon State Parks living in Eugene, Oregon. In his semi-retirement years, he has returned to his roots, happily employed as a GS-5 seasonal ranger.

Public Service in National Parks: It Is Special

PERSPECTIVE

By Ken Mabery, Scotts Bluff

Whether we consciously think about it or not, most of us are drawn to this public service because we feel an attachment in the National Park Service mission. On his retirement from the Service in 1933, Director Horace Albright wrote: “Do not let the service become ‘just another government bureau;’ keep it youthful, vigorous, clean and strong.”

To this day, most employees believe that this is *not* just another government bureau — in some way it is special. For Midwest Regional Director Mike Reynolds, “We are better than the bureaucratic image of government . . . never being ashamed. Stay as independent and faithful as you can.”

However, today we are increasingly assaulted with the bureaucratic aspects of the Service, and occasionally by visitors and stakeholders who are out to make a political statement. So, it is worthwhile to reflect on just how special NPS public service can and should be.

For some, their service is about the resource, for others it's about the people; for some it is well thought out, for others it's quite visceral. For all, it involves providing a legacy for an unknown future. For most, their eyes light up and you can detect a real sense of commitment. Albright and Freeman Tilden often talked about the quality of service above other metrics. Today, however, there is more emphasis on accountability over quality. Accountability systems don't care so much if we are providing quality service, just so long as we report it properly.

Yet even the newest seasonal employee wants to be a part of the NPS because of our tradition of quality service. For example, Micaela Hester, seasonal and aspiring historian, says that the specialness of the Service “is similar to the specialness felt from holidays (and other) . . . rites of passage.”

Visitors probably echo her sentiments. After all, many go on “holiday” to visit parks. Partners and other stakeholders may feel the same but express it a bit differently. They expand the focus of their primary work to include something of our mission. They do so because they want to be associated with a high-quality aspect of the NPS: quality of wildlife or vegetation habitat, quality and diversity of visitors, of education outreach, of historic/prehistoric



Scotts Bluff National Monument, Nebraska

preservation. Their interest is not due to good accountability reports (although park-based research and other preservation studies *are* top notch). Again, quality is their focus.

Contrasting two mission-focused reports from the past with today illustrates this point. A 1955 justification for a 10-year park improvement program for millions of dollars, later dubbed Mission 66, was just 24 pages, mostly pictures, a few graphs and only 1,035 words. Total. That included titles, headers, numbers and citations. Contrast that budget justification with any of today's. One of the first, if not *the* first, long-range plan for the Service, in 1968, was about 100 pages. Contrast that with — well, any plan or Director's Order.

Many will point out that these are unfair comparisons because the whole world has gotten more complex. My point exactly. That complexity and diminishing staff has largely detracted from getting to the special work. Back in the 1990s when everyone was doing vision statements, a professional in the business looked at the NPS mission statement and asked why we were even thinking of developing one, as we had a mission that other organizations would die to have. We can keep it simple, even in these complex times. His observation about our mission is still true. We have in a sense been given a cause as much as a purpose.

It's the Resource

Location, location, location. We get to work

where others want to vacation. The best of the best. Ken Bigley, chief of administration at Big Bend, maintains that “. . . very few people travel across the country to visit Forest Service or BLM lands. We work in places that people dream about and stir such powerful emotions.”

Night skies that urbanites can't believe; natural quiet that most have never experienced; total darkness of a cave; the rich muskiness of a historic building; and the echoes of ancient peoples with no written language.

For retired employee Bruce McKeeman, “The specialness of the NPS is partially the amazing array of places.” What's not to love, respect and find special?

For Mike Pflaum of Keweenaw, it is “a statement of the obvious, but one that deserves repeating. We have the high privilege of preserving and managing the greatest treasures of our nation. We have been entrusted as the keepers of our country's greatest stories.” It has often been said that the Smithsonian is America's attic and the national parks are the foundation.

The visitor resource is just as compelling. We make the unknown relevant, and that has to be worthy of special respect by any metric. Finding — and relating — the compelling story of a battle hard fought, a culture long lost, an iconic American, an inspiring geologic feature, or Mother Nature in all her glory, is the thrill that many employees aspire to deliver.

When that story reaches the inner person, the reward is self-satisfaction and the knowledge that a life-changing moment has occurred. Working with visitors has always been paying it forward — even before that term was coined. Superintendents most often lament the loss of visitor contact as they transition into management.

It's the People

Roberta D'Amico, at the NPS Fire Management Program Center in Boise, says, "The people who work for the NPS are like very few others. They are dedicated to a fault, believe in the mission and are idealistic. Without the people on the ground, behind the scenes, at all levels we would not be able to meet the NPS mission."

Inspirational Views

"Everybody needs beauty as well as bread, places to play in and pray in, where nature may heal and cheer and give strength to body and soul alike."

— John Muir, 1838 - 1914

"A national park should be as sacred as a temple."

— Henry van Dyke, 1852 - 1933

"A visit inspires love of country; begets contentment; engenders pride of possession; contains the antidote for national restlessness. It teaches love of nature. . . He is a better citizen with a keener appreciation of the privilege of living here who has toured the national parks."

— Stephen Tyng Mather
First Director, National Park Service

"Most of the people who visit the parks, whether they realize it or not . . . , are impelled to visit them because of the quest for a supreme experience."

— Newton B. Drury
Fourth Director, NPS

"The National Park System is a definite expression of the highest in our American code of government—equality for all."

— Isabelle F. Story
Former NPS Chief of Information

"Within national parks is room — glorious room — room in which to find ourselves, in which to think and hope, to dream and plan, to rest and resolve."

— Enos Mills, 1870 - 1922

It would be impossible for the NPS to be as special as it is today without the special people in its employ — past, present and future. Because we see each other as a special attribute, there is a higher amount of mentoring, coaching and internal volunteering than any other agency.

Generally, we enjoy each other's company. Today that is getting harder to experience with travel ceilings and conference calls. Our personalities include a high degree of gregariousness, yet today it is hard to build relationships outside of our park or office. Although the feelings of isolation are growing, we still have the final special aspect.

It's the Connection

"We invest ourselves in the future by taking care of our resources today," says incoming ANPR President Erika Jostad of Sequoia and Kings Canyon. There is a spiritual connection about public service in the parks — something from deep inside that manifests in many ways: deep friendships, finding one's bliss, pursuing a lifelong interest, sharing a lifelong passion, and always the sense of building a legacy. Giving

to the public is an important aspect of life.

Retired employee Tim Oliverius expressed it as "cohesiveness — the sense of history, pride and mission focus."

For NPS Deputy Director Peggy O'Dell, it is the "visible examples of how (the public) loves their national parks."

For others it may be the connection to the earth, the past or the future. We can all find a certain magic in these connections. Micaela Hester feels "the grand scale of it, the unique, immovable worth of nature and American narrative."

It is fitting that we summarize with another quote from Director Albright: "It seems to us that the true value of the parks to America could not be more clearly shown than by the fact that, in a time of anxiety and restlessness, they were immensely useful to large numbers of our people. Undoubtedly, too, they have been a strong influence for stabilization (and) good citizenship." 

Ken Mabery, a life member of ANPR, serves as superintendent at Scotts Bluff National Monument.

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A ranger's work can be 'very hard on a family'

Ranger Butch Farabee: An interview with historian Lu Ann Jones

In the 1970s, **Charles R. "Butch" Farabee Jr.** epitomized National Park Service rangers ready to respond to any emergency. One striking photograph from that era features Farabee outfitted in diving gear perched on a bale of marijuana retrieved from an icy lake at Yosemite. He exudes bravado. Long before he retired from Glacier the last day of 1999, Farabee served as emergency services coordinator for the Park Service and received the Harry Yount Lifetime Achievement Award.

Yet, Farabee would be the first to admit that the demands and allure of being a ranger can take a toll on families. On any list of accomplishments, he places at the top raising two sons. During an interview conducted in 2012 for the ANPR oral history project, he talked forthrightly when the interview with historian Lu Ann Jones took a personal turn.

Jones: In a number of ranger memoirs I've read people allude to the fact that the Park Service can be hard on families.

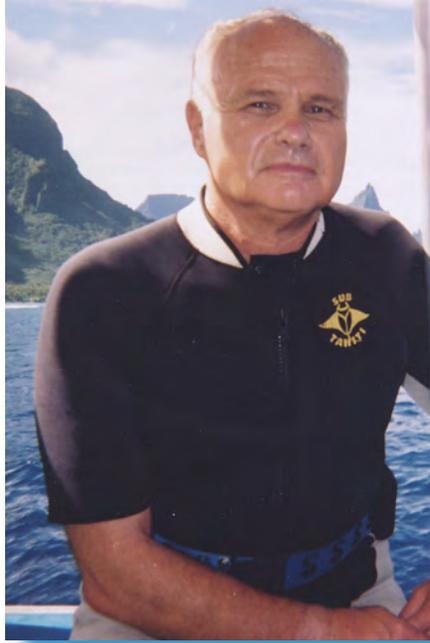
Farabee: Oh, Jesus, yes.

Jones: I don't want to pry, but at the same time it is part of the culture that people have to (deal with).

Farabee: No, no. It's a terrible, terrible (strain). It's probably not quite so bad now. The Park Service, maybe society in general, is starting to recognize that it takes two to tango, you know.

In my day, in the summertime in a place like Yosemite, you could easily go to work at noon and not get off until six the next morning. And you wouldn't get paid for the overtime, as a rule — occasionally, but as a rule, no — and that's just what you did. Well, that's very hard on a family.

I remember my oldest son Lincoln, for a number of years, when he was about 3, 4, 5, 6, I guess, he'd hear a jet plane or some thunder and he'd just start screaming and screaming and screaming. I wasn't smart enough to figure it out. But finally my wife did: every time the helicopter came into Yosemite Valley, you've got these walls, (and they would) be reverberating — brmmmm. Nine times out of 10, I'm on that ship going out some place. Before that helicopter would get there, I'd be



home (getting ready). We had a one-car garage. I had my SAR equipment on the wall; it was like a shopping market. I'd get my backpack, my climbing gear. In the meantime Anne, my wife, is rushing around making a couple of peanut butter and jelly sandwiches. And my 3- or 4-year-old is watching all this. He hears this noise; he sees dad and this chaos, so he connects the two. Again, I wasn't smart enough to know this. Finally, Anne said, "You know, it's the fact that every time that ship comes in" — which it did quite often — "he sees you, running around like your head's cut off." And that was true.

So finally, on those occasions when I wasn't on a ship, we'd take him over and we'd watch the helicopter land, take off. We'd put him in the seat so he would see what was going on. And he finally got over it. But it was several years.

That was the kind of stress that was on the family in general — and the wives in particular, I guess. My wife had a degree from the University of Arizona, and I would say, "So what do you want to do? I'll support this. Do you want to go back to graduate school? Do you want to go to law school? You do something." Well, she could never quite figure out what she wanted to do, so she'd end up being

the secretary up in the law enforcement office or a dispatcher or she was a fee collector in a campground or she ended up working for the magistrate as his secretary. And she was a smart, smart woman — still is — and she was in big demand. Had she chosen to make the Service a career, she'd be a regional director. I mean, she was that good. But she was doing part-time (work) and raising kids. I was never home.

I was like a kid in a candy store. I mean, I was driving big fire trucks. I was jumping out of helicopters on the cliffs. The more you could let me jump out of that ship into something, the better I liked it. I set a world's record rappelling one time, over 2,600 feet, because I was with the boys. Now, the boys — all these single guys, attractive studs — were actually having a good time. I was doing what most men my age would just love to have done. Except for maybe the military, a park ranger in a busy place like Yosemite is about as elite as it could get — at least in those days. And I was right in the middle of all that, and I had a great time.

Part of me takes great pride in that. Part of me is sad because I screwed my marriage up because of that. But I know numerous rangers who have been divorced — for a lot of reasons, I mean, all the reasons that we all know about — but also the fact that we just worked our ass off. Yeah, it was very hard on relationships. 🏠

Butch Farabee is retired and lives in Arizona. Lu Ann Jones is a staff historian with the NPS Park History Program in Washington, D. C.

The oral history project is financed by the Rick Gale Memorial Fund. Many remember Rick, one of the founders of ANPR and a long-serving president, as a moving force of the organization. With his passing in 2009, ANPR established a memorial fund, which his family and the board agreed to use for the oral history project. The audio recordings and transcriptions will be archived at the Harpers Ferry Center in West Virginia.

You can continue Rick's legacy with a tax-deductible donation. This will help pay for transcription services for these important interviews. Please visit www.anpr.org/donate.htm.

Avoiding Lyme disease on the Appalachian Trail

By Karl Ford
Department of the Interior (retired)

Want to hike the Appalachian Trail but don't want to get Lyme disease? That was my central question as I prepared for a thru-hike of this national scenic trail in 2013.

One of the major hazards of hiking the AT is exposure to tick-borne disease. I learned that AT hikers need to develop an awareness of Lyme disease and other tick-borne diseases and take reasonable precautions.

I performed tick surveillance research for the National Park Service during my thru-hike of the AT, and a manuscript has been submitted to a scientific journal.

I started my hike northbound at Springer Mountain, Georgia, in mid-April. I didn't encounter any ticks in Georgia, North Carolina, Tennessee or southern Virginia, where I arrived in mid-May. Ticks became common as I hiked from central Virginia to Massachusetts through mid-July. Generally speaking, ticks were more abundant at low elevations and not found above 2,000 feet in the mid-Atlantic states or states north of Massachusetts.

Various diseases, including Lyme disease, are transmitted by ticks found on the AT. The Centers for Disease Control and Prevention estimates about 33,000 cases of Lyme disease annually, with high incidence in the New England and mid-Atlantic eastern states of Pennsylvania, Maryland, New Jersey, New York, Connecticut, Massachusetts, Vermont, New Hampshire and Maine. The disease is transmitted via the deer tick, which can be found in deciduous forests of the Appalachians and other areas. Each year more than 3 million

to 4 million people hike the Appalachian Trail where they risk contact with infected ticks.

Lyme disease not only causes a flu-like illness, but can cause a poorly understood, longer-term, debilitating, chronic Lyme disease syndrome in up to 20-50 percent of the cases. Lyme disease is a significant health risk to uninformed and ill-prepared hikers (and many are uninformed and ill-prepared). Babesiosis and human anaplasmosis are two other less common pathogens associated with deer ticks.

Other tick-borne pathogens are also known to occur along the AT. The lone star tick and the American dog tick are vectors of ehrlichiosis and spotted fever rickettsia diseases. The lone star tick can also cause a red meat allergy. These ticks are more prevalent in the southern states and tend to be found more in herbaceous areas.

I found the most important thing you can do to protect yourself is to wear permethrin-treated clothing, and treat your pack and tent floor with spray-on permethrin. I wore permethrin-treated bug-net pants, long-sleeved shirt and hat, and I had no ticks on my body at any time during the 140-day hike. I liked the pants because they fitted snugly at the ankle and ventilated well. For hands and face, you can use 20-30 percent DEET on exposed skin. Because of dense underbrush that harbors ticks, you should hike the center of the trail and avoid hiking off-trail, such as when collecting firewood.

Juvenile (nymph) stages cause the large proportion of Lyme disease cases and are so small that even when attached, they are often not noticed except by careful skin checks. A daily tick check is important but hard to accomplish on the trail. You can feel an attached tick, even in areas you can't see. I enlisted a hiking friend to check my back. Most hikers I met on the trail had removed numerous ticks crawling on their bodies or clothes, or had attached ticks. Several had been treated for Lyme disease because they did not follow these precautions.

Attached ticks should be removed immediately by gripping with forceps



Bug-net pants and other pretreated clothing are adequate protection against ticks.

behind the head and pulling slowly. You should wash the affected area with soap and water, and/or apply sanitizer. Hikers should be able to identify deer ticks, know symptoms of Lyme disease and seek treatment immediately if any symptoms of Lyme disease appear.

It is possible to safely hike the trail if these precautions are followed. I carried doxycycline under prescription in case I developed symptoms or had an attached deer tick. Fortunately, I never needed it!

Karl Ford is a natural resource specialist and toxicologist with the Department of the Interior (retired). He holds a doctorate in environmental health from Colorado State University.



Treated net pants were removed during this sampling of ticks at a shelter area along the Appalachian Trail.



Tick nymph attached on a hiker

Photos provided by author

Thru-hiking the Appalachian Trail brings challenges

PERSPECTIVE

My feet ached from my 40,000 rock-strewn, vertiginous footsteps yesterday and all the days before. This was my nightly and morning penance for my thru-hike of the Appalachian National Scenic Trail during 2013.

A thru-hike is a continuous hike of a long-distance trail like the AT. Other hikes in this category are the Pacific Crest Trail and the Continental Divide Trail. There are variations, including flip-flopping portions, slackpacking (carrying only a day-pack) portions, but basically stepping on every foot of the trail and not taking any short cuts.

The AT is 2,186 miles from Georgia to Maine (or vice versa). It is considered a social trail with the large number of hikers and 286 shelters along the way. Despite this, it is difficult. I set out from Springer Mountain, Georgia, on April 13 with the intention to do a thru-hike. This was considered a northbound hike (nobo), and I joined several thousand others with the same goal.

The AT was crowded in the South, but it was interesting to meet new people and find out their motivations to hike the trail. They ranged from 20-somethings to early 70s, with few in the middle range. Men outnumbered women nearly 10 to 1. More than three-quarters of these hikers never finish the AT. Women seem to stick better than men as the ratio was more like 3 to 1 at the end.

I had several thousand miles of backpacking experience going into the hike, and being retired, I had the time to commit to it. I also am a scientist and was interested in doing a tick research study for the AT. I initially was thinking about hiking the most choice areas (Great Smokies, Shenandoah, the White Mountains and northern Maine), but the tick research project would require me to hike the entire trail. So I did.

The first quarter, from Georgia to Damascus, Virginia, is more than 500 miles and relatively easy. Trees had not leafed out yet, and I was able to watch spring develop in slow motion, arriving in Damascus in May. The spring annual flower show was often breathtaking, with carpets of flowers in bright sunshine. Crowded trails, shelters and rain made the trip moderately difficult despite relatively easy hiking. I developed foot problems that were to stay with me the entire way.



Karl Ford, at the northern terminus of the Appalachian Trail, was joined by son Ryan Ford and Erica Madrid.

The second quarter, through Virginia, is over 500 miles, and by then the forest had fully leafed out. Temperatures were still moderate and rain ever-present. My wife joined me for a few days of hiking in Shenandoah. Hiking was still moderately strenuous with all the vertical gain. The overall AT has 500,000-plus feet of vertical gain – more than 17 times the height of Mount Everest. We saw the most wildlife in Shenandoah, especially bears.

The third quarter was from West Virginia through Connecticut. This was much more difficult even though there were no large mountains. A heat wave sent temperatures and humidity soaring for the month of July; insects were also at their worst. I'm not sure which was worse, the rockiness of the trails or the humidity. My feet ached at night and in the morning. There was little water available to wash with and sleeping was miserable. Hiking 20 miles a day, I sweated like never in my life. The sweat left a toxic residue on my skin that caused chafing and infections. I escaped to every trail town possible for a shower and a bunk. A number of hikers I knew actually got Lyme disease in this section.

The final quarter included Vermont, New Hampshire and Maine. Some relief from

these adverse conditions came in Vermont. My wife and daughter joined me for a portion of southern New Hampshire. But, the White Mountains of New Hampshire, farther north, were difficult even for seasoned hikers. The Whites are steep and rocky, yet beautiful with large alpine areas that reminded me of my home in Colorado. It gave relief from claustrophobia of hiking “the green tunnel.”

What passes for trails in the Whites would be considered bouldering/scrambling out West. I would look up or down a 200-foot rocky chute and ask myself, “seriously?” as I searched for hand- or toe-holds. The rocks and roots were always wet making them ever slippery.

The AT ended fittingly at Mount Katahdin, a serious mountain equivalent to a difficult 14,000-foot peak in Colorado. My son and his girlfriend were able to join me for the end of my trek. After four months and three weeks, my journey was over.

If you go, be prepared mentally and physically for a long, hard journey. Would I do it again (some do)? No, but seeing red-spotted newts on the trail and foxfire in the woods, hearing a loon wail on a wilderness lake and summiting Katahdin are memories I will always treasure. □ — Karl Ford

Administration

Dealing with the aftermath of the shutdown (delays, deadlines and disappointment) — I am usually a glass half-full kind of person and strive to be positive as an administrative officer. However, these past months have truly tried my patience. We have certainly struggled in the administrative world as we have had to face a steady stream of disappointment and delays. The most depressing task I performed in these past months was issuing a furlough notice to park employees and then waiting for them to acknowledge receipt of the form. I have a stack of notices in my office that stand as proof of these precarious budget times.

Once we returned to work, we began to read emails. Forging ahead with a plan to catch up on the workload, a discouraging trend began to emerge. Many emails had a subject line that read “delayed.” Several programs we rely on were delayed either due to the shutdown, new upgrades or glitches with the rollout of a new travel program.

As you may recall the National Park Service migrated to a new finance program

The Professional Ranger

last year called Federal Business Management System, or FBMS. Admin and finance staff had steep learning curves but we were able to muddle through and close the books on FY13 in the new system. We patiently waited for FBMS to reopen, already under a planned delay due to another agency coming on board. The shutdown just added time to the reopening.

Another delay we have experienced is the ability to place uniform orders. Those parks experiencing their busy season right now are struggling to outfit any new hires who need uniforms. The reason for the delay is tied to the new finance program requiring all participating agencies in the uniform program to obligate funds in order to fulfill the contract. With that many agencies needing to get a handle on their budget in this era of sequestration and the delay from the shutdown, we were waiting for the pieces to fall in place hopefully by late November.

The biggest source of frustration for many is the struggle to implement the new travel

program. We have switched to a new vendor and the glitches have been painful. There have been almost daily emails on what has been fixed, cautions on not to bog down help desks unless you are an immediate traveler, expiring logons, and the links to the time-consuming online training. Travel preparers are quickly becoming the favorite person in the park as folks throw up their hands in frustration while trying to enter account numbers or special travel details.

The optimist in me knows it will get better and that change is good, but to not have several critical things working smoothly can sure try even the gentlest of souls.

I am thankful that I am not alone with my disappointment. All parks are feeling the frustration, and it's OK to vent as needed. The NPS is a big family and I hope the occasional foot stomping and minor tantrums that you may see erupting will be understood. Now on to the next deadline! □

— Michelle Torok
Saguaro and Tumacácori

Interpretation

*“To talk, or not talk, about the shutdown?
That is the question!*

*Whether 'tis nobler in the mind to suffer
The slings and arrows of outrageous Face-
book comments,*

*Or to take arms against a sea of differing
minds,*

*And by opposing, attempt to end them: to
die, to sleep*

*No more; and by a sleep, we say we end
The heart-ache, and the thousand natural
shocks*

That our nation is heir to?”

The United States of America is a big, diverse and complicated place. The history of this nation is defined by conflicts between itself and other nations, conflicts between the states, and conflicts between differing groups of people who live within its boundaries. The underlying causes of a vast majority of these conflicts are the very freedoms we, as a nation, hold most dear; so dear, in fact, that they are outlined in the First Amendment of our Constitution.

“Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the

people peaceably to assemble, and to petition the government for a redress of grievances.”

It means that people have the right to voice their opinions no matter how hurtful and inaccurate they may be.

It means that pundits on MSNBC and Fox get to preach to their respective choirs and try to convince others to join their congregations.

It means that when barriers are put up, people have the right to protest and petition to try and get them removed.

What is often lost during times of high stress and/or turmoil is perspective. The shutdown was no exception. This is true for all sides.

The stories of the shutdown are a continuation of the stories of our nation.

Modern tea party opposition to the Affordable Care Act is the same opposition that guided the original tea party. Both movements, at their cores, are about individual liberty and taxes.

Pushing down barriers and violating the law for a cause are nothing new. Rosa Parks and Martin Luther King are good examples.

Vigorously debating the role of government was exactly how our government was created. Any visit to Independence National Historical Park can teach you that.

Want to learn about the pros and cons of big government? Visit any site that talks about

Franklin D. Roosevelt.

What I am getting at is this: the realities of the current situation are not only reflected in many of the parks that make up our agency, they are the reason for the parks' very existence in the first place.

Lastly, it is important to remember that when it comes to nation building, the founding fathers knew perfection was impossible. Our nation, like all nations, is made up of people, people riddled with imperfections. That is why the preamble to the Constitution begins, “We the people of the United States, in order to form a more perfect union . . .”

Our job as we move forward is to do our best to ensure that this latest episode is a stride toward perfection and not away from it. The way we can best do that is to put on our flat hats and get back to work.

Welcome back, rangers.

Endnote: The Shakespeare-like poetry at the beginning is what happens when an interpreter has too much time on his hands. Sixteen days is a lot of time. □

— Josh Boles
Wright Brothers

Protection

Ten reasons to attend a Ranger Rendezvous

— This past October my wife (who's also a national park ranger) and I attended Ranger Rendezvous XXXVI in St. Louis, Missouri. Prior to this Rendezvous, I'm ashamed to say it had been 15 years — back when it was held in Tucson, Arizona, near Saguaro — since I last attended our organization's time-honored annual gathering.

In the years between then and now, I've had the best intentions of getting back to the Rendezvous much sooner than 2013. Inevitably, some lame excuse always managed to prevent me from going. This time it was close to home so I made it happen — and I'm glad I did. It served as a catalyst to rejuvenate my involvement with this outstanding organization.

By week's end, I'd come up with my "Top 10 Reasons to Attend Ranger Rendezvous."

10. Win Cool Raffle Loot. A raffle is held every day and the prizes are awesome! Most of them are donated either by ANPR members or supporting vendors, and they're almost always related to the NPS. Attendees can buy raffle tickets *cheap* and then wait to get lucky. A large number of folks went home with cool new loot.

9. Rub Elbows with the Big Dogs. Several VIPs are usually slated to speak at some point during the week. Having a chance to hear them and ask questions in person is a fairly rare thing. Whether a regional director, NPS deputy director, legendary retired ranger or an esteemed scientist, someone with some strong influence to affect positive change, will be in attendance. Come meet them.

8. Shameless Plug for Your Cause. Do you run or participate in a particular program or believe in a particular cause that is related to your NPS discipline? If so, Rendezvous is a terrific venue for placing a shameless plug for said program or cause. Your audience will be captive, and your message is bound to fall on ears of those who share your passion. I run a cliff rescue training course every spring, and the Rendezvous gave me five minutes to recruit future students.

7. Earn EMT CEUs and Attend Other Training. This past year the EMS coordinator at Sequoia brought in a St. Louis-based physician who is an accomplished mountaineer and expert on high-altitude sickness. He presented an hour-long class on altitude-related emergency medical conditions, and EMT attendees earned one CEU at the end of his class. Most every year some type of training is offered, this way folks get two "bangs for their buck."

6. Visit Nearby NPS Sites. Attendees of the

2013 Rendezvous visited the fabled Arch in St. Louis, or, as it's officially called, the Jefferson National Expansion Memorial. We toured the grounds, stood under the towering 630-foot arch, and attended a ranger-led interpretive program through the awesome underground museum that showcases our nation's expansion in concentric circles representing sequential decades. Other nearby sites included Ulysses S. Grant NHS, about 30 minutes away, and Ozark National Scenic Riverways, about three hours away. Every year's host site is associated with at least one, and usually several NPS park units. By attending the Rendezvous, you'll get to see a new park or maybe return to one of your favorites.

5. Meet International Rangers. ANPR has long worked closely with, and has members who are part of, the International Ranger Federation. Occasionally the Rendezvous hears from rangers of other countries who give presentations about the challenges and triumphs unique to rangeling where they live. This year four rangers attended from the Democratic Republic of Congo and Tanzania. They presented a compelling cry for help with the epidemic problems of poaching and associated line-of-duty deaths plaguing their two countries. ANPR's continued cooperation with the IRF can only lead to positive change for them.

4. Community Service Projects. Coordinators of the Rendezvous usually work with local community leaders to schedule some type of service project that will benefit the surrounding area. Whether it is working on a community garden, boardwalk or playground, attendees will typically have the opportunity to donate a few hours toward some good, local cause. It's a chance for our organization to give freely to communities.

3. Support Our Organization. The Rendezvous is the one chance a year for all of ANPR's membership to meet in one place at one time and discuss the state of our organization, and what's happening in our individual worlds and our collective ANPR world. Our organization is only as strong as its members make it. Showing up at the Rendezvous is one way to express support, both financially and by volunteering to contribute some other way, such as serving on a committee, writing for *Ranger* magazine or co-coordinating the next Rendezvous. This is *our* organization. Come to the Rendezvous next year to show your support.

2. Network: See Old Friends, Meet New Ones. In St. Louis I bumped into some old buddies I hadn't seen in many years. It was so

good to see their goofy mugs again, many of them unexpected. What a cool fringe benefit of attending the Rendezvous. I also met several new friends whom I hope to stay in touch with over the years. Professionally speaking, you might just meet someone who helps you get a new job at an exciting new park. We all know the NPS is one big family. Come to the Rendezvous to add branches to the tree.

1. Let Your Voice Be Heard. How often do you get a chance to speak your opinion to a large audience of professional colleagues who are spread across the country? Ranger Rendezvous will give you that opportunity. Whether you're a retiree concerned about current events in the NPS, an old salt who has been to 20 Rendezvous, or a brand-new, first-time attendee who's a seasonal employee, *your* opinion counts, and ANPR will listen to you. Join us and let your voice be heard.

I hope to see you soon at a future Ranger Rendezvous, coming to a park near you. □

— Kevin Moses
Buffalo National River

Resource Management

I've been away from the column for a while, and I still hope there are fresh voices out there wanting to share their thoughts and news with *Ranger* readers. (Since none has yet appeared, and I'm uncomfortable with leaving resource management out of this column section, I'll give it another try.)

Be it in cultural or natural resource management, there remain significant challenges and backlogs in restoration of structures, landscapes, populations and systems, and in the understanding of ecosystem processes. There remain the primary stressors of land use, climate change, invasive species and diseases, and human alterations and pressures. We speak of needing ever more science-based management, and spend almost nothing in base operating budgets on research. I venture to guess that in most parks, on the cusp of another potential government shutdown, research and resource management are not viewed as "essential" activities.

But good people across the NPS disciplines and beyond soldier on, with some notable successes. One major science success is the documentation of new species. Short-term bioblitzes involve NPS staff, volunteers and partners who collect and record species, a blitz of inventory effort that nearly always turns up species previously unknown in the park.

At Jean Lafitte, the list included a newly documented species of snake; at Rocky Mountain, the big brown bat was not known to live in the park. Saguaro documented more than 400 new park records, especially invertebrates and non-vascular plants; they believe they documented a bryophyte not previously known to scientists. In Acadia, searchers have found 525 new species, mostly insects and spiders. The ongoing all-taxa biological inventories effort in Great Smoky Mountains has documented thousands of new organisms. Thousands? How can it be that nearly 100 years into the NPS — and in some cases, more than a century into management of particular park units — there's so much we didn't even know existed in our parks?

The Natural Resources Challenge, a successful effort to increase focus and funding spearheaded by Mike Soukup, former associate director for natural resource stewardship and science, resulted in creation of the Inventory and Monitoring Networks across the Service. It's easy to forget that the I&M program initially aimed to ensure that parks had basic biological inventories of at least 90 percent of their native species — of vertebrates and vascular plants. Our lack of knowledge of other taxa, not only in national parks but around the world, is well-known. As time went on, the hope was that parks could also advance other basic inventories, have basic vegetation maps, geologic inventories and more. But I&M funds are also being stretched even further these days, and likely will focus on monitoring key vital signs for each network, rather than completing more inventories.

With relatively little funding (but much organizational time, I'd venture), parks and networks that have engaged in bioblitzes and all-taxa biological inventories like that in the Smokies, continue to advance the most basic understanding of just what resources we have to protect in parks. I imagine that many visitors, park neighbors and perhaps even some readers of *Ranger* wonder why we even need to know the previously unknowable, whether it's a list of what species live in our parks or more in-depth study of the interactions between predators and prey. It depends on how confident we are that a park designation and management is protecting, as best we can, all the species in parks. □

— Sue Consolo Murphy
Grand Teton

Are you a resource manager interested in becoming a columnist in this space? Please contact the editor at fordedit@aol.com.

Congolese inspire professional admiration at Ranger Rendezvous

ANPR was pleased to aid the recently formed Ranger Assistance Group in supporting the professional journey of fellow rangers from the Democratic Republic of the Congo to visit the United States. As part of the visit, the group attended the Ranger Rendezvous in St. Louis and gave a provocative and compelling two-hour presentation on the conservation work and issues confronting their national efforts to protect wildlife and protected lands in the Congo.

DRC rangers are confronted by internationally supported commercial poaching and bush meat poaching of native wildlife, and the extraction of minerals and unauthorized cutting of the second largest rain forest in the world. Congolese rangers face nearly insurmountable odds in performance of their daily work, and have averaged 20 line-of-duty fatalities annually for the past two decades in their efforts to protect native species and vital national land resources throughout the Congo.

The DRC rangers need equipment, program funding and in-kind support, particularly in training and conducting viable scientific research to properly manage and steward the rehabilitation of their protected lands and parks. In support of this need, ANPR has managed to secure, to date, 20 retired ballistic vests to donate to the DRC rangers. A handful of these were provided to them in St. Louis; the others will be shipped overseas.

Naturally, it is a drop in the bucket in comparison to needs, but it illustrates the desire of National Park Service personnel to aid fellow rangers in need. In addition to attending the Rendezvous, the group met with university scientists, government officials, political leaders and members of the assistance group to discuss conservation help for the Congo and establishing training programs and providing equipment for DRC rangers.

Thank you to Dr. Cosma Wilungula Balongelwa, director general, Institut Congolais pour la Conservation de la Nature (e.g. ICCN or The Congolese Wildlife Authority); Jean-Pierre Jobogo Mirindi, chief warden, Kundelungu National Park; and Radar Nishuli, chief warden, Kahuzi Biega National Park, for their monumental efforts to serve their nation in protection of its wondrous but

threatened natural and cultural resources. Their active participation at the Rendezvous provided professional inspiration, generated kindred admiration, and served to illustrate the adverse global effects of species decline and the seriousness of the devastating illegal commercial trade of our world's natural and cultural heritage.

Oral history project continues to achieve goals

Recent oral history interviews conducted during the Ranger Rendezvous in St. Louis have helped ANPR's oral history project toward its goal of compiling and transcribing 50 interviews by the NPS centennial anniversary in 2016.

Financed through ANPR's Rick Gale Memorial Fund, the project is conducted in partnership with the NPS History Program Office in WASO, the Coalition of National Park Service Retirees and individual members of ANPR to record, document and transcribe oral histories from retirees and current long-service NPS employees. These interviews are providing significant insight into the practice of professional conservation during a time period not well documented. The use of these collected life experiences have potential for providing intangible historical insight on how people solved issues, and dealt with resource management and visitor services across the NPS in the post-World War II era. This period saw massive expansion of the National Park System in both the resources and lands being managed, but also with increased park visitation, and the visitor services and facilities required to serve their needs.

Members who have provided crucial assistance to the oral history project are Alison Steiner and Jeremy Kaufman, who again worked tirelessly throughout the recent Rendezvous to conduct the interviews. In addition, NPS historian Dr. Lu Ann Jones provided professional oversight and conducted her share of the interviews.

Sincere thanks to the interviewees for their time in sharing their vast experience and to all members who have directly supported the Rick Gale Memorial Fund through their generous monetary donations. □

— Stacy Allen
Shiloh

We need mentors

Program details are at www.anpr.org/mentoring.htm. Contact the program coordinators to volunteer as a mentor: Roberta D'Amico, joro.boise@gmail.com, and Ken Bigley, kbigley172@gmail.com.

E-version of *Ranger*?

If you prefer to read *Ranger* magazine in *full color* on your computer screen instead of the paper version, sign up for electronic delivery. If enough members sign up for this format, we could reduce the print run and save paper and money. Contact fordedit@aol.com.

ProMotive.com connects you to name-brand discounts

If you're in the market for some new outdoor gear, join ANPR's ProMotive team for deep discounts on many products. The savings could easily pay back the price of your ANPR membership. You are eligible to remain on the team as long as you continue your ANPR membership. It isn't dependent on job status with the National Park Service. Email fordedit@aol.com for sign-up details.

ANPR Reports

Kudos List

These people have either given a gift membership to a new member or recruited a new or old member to return to ANPR. Thanks for your membership help.

Sarah Jensen Roth	Zahra Arbelo
Tim Pagano	Paula Ogden-Muse
Kendell Thompson	Rebecca Harriett
Alison Steiner	Roberta D'Amico
Pete Peterson	Mark & Phyllis Harvey
Cindy Ott-Jones	Erika Jostad

Fundraising Activities

The ANPR board has voted to institute a new "give or get" policy for board members. Beginning Jan. 1, 2014, each board member will be responsible for making an annual donation of \$100 or more to ANPR. Board members can either give this amount outright or raise the equivalent from others. Board members will also be required to recruit at least one new member to the organization annually.

This new giving policy is an outward and visible sign of the board's commitment to the health and future of the organization.

— Seth Tinkham, WASO

Internal Communications

For the second consecutive Rendezvous, the ANPR oral history project moved ahead with enthusiasm and support. Dr. Lu Ann Jones, historian in the Washington Office, joined Alison Steiner and me to offer her expertise and time to conduct several more interviews. We are progressing toward our goal to collect 50 interviews by the agency's centennial in 2016. This year we also gave people the option to tell "Shutdown Stories," shorter oral histories that allowed our members to describe their experiences during the 16-day government shutdown this past October.

Oral histories continue to provide invaluable first-hand accounts of the agency's history and those who have served and shaped it. They are informative, educational, provocative and poignant.

I was gratified to hear that members donated \$500 to the Rick Gale Fund during the Rendezvous week, and these funds will help pay for transcription.

If you have suggestions for potential interviewees, pass them along to Alison and me (*contact info on back cover*). Until then, happy holidays and keep on talking.

— Jeremy Kaufman
George Washington Memorial Parkway



National Park Service Training Announcement



Join us in Maryland for our 18th annual
NPS Basic Technical Rescue Training—East (BTRTE)
31 March – 04 April 2014
Catoctin Mountain Park, Harpers Ferry NHP, & Michaux State Forest (PA)

ZERO Tuition Costs Earn EMT CEUs	Learn Lifesaving Skills Make Professional Contacts	Build Confidence & Leadership Complete a Position Task Book
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Contact: 2014 BTRTE Incident Commander Ranger Kevin Moses, 870-688-0905 or kevin_moses@nps.gov

Rendezvous in the Rockies



Rocky Mountain, C. Brindle

ANPR members will meet in the Colorado mountains in October

Save the date! Join ANPR members Oct. 22-26, 2014, at the YMCA of the Rockies in Estes Park, Colorado. Only three miles from Rocky Mountain National Park, the location promises spectacular scenery, abundant opportunities for outdoor exploration and lots more. It's the perfect setting for a conference about national parks and the people who protect them.

The venue

Room rates include three meals per day and range in price from \$78 to \$130 per person per night. Camping options also are available in Rocky Mountain.

Estes Park is approximately an hour and a half from Denver International Airport. ANPR will coordinate room and ride sharing to keep the conference affordable for attendees. For more information about the YMCA of the Rockies, visit www.ymcarockies.org/estes-park-center-colorado.html.

Join the planning

Interested in helping craft the conference agenda, conduct a training course or solicit sponsorships? If you'd like to join the Rendezvous planning team, contact Alison Steiner at rangeralison@gmail.com. Make sure to mention your areas of expertise.

Training opportunities

As in years past, we plan to provide several training sessions at the upcoming Ranger Rendezvous. Help ensure that your training needs are met by emailing us ideas. What would you like to see us offer in 2014? Send suggestions to Alison Steiner at rangeralison@gmail.com.

Raffle prizes & silent auction

Short days and cold nights lend themselves to crafty creations. As you're sitting around the fire this winter, knit a scarf, sew a quilt, or make a wood-carving or stained glass for ANPR. The raffle and silent auction are important Rendezvous fundraisers. Start working on your contribution early.

Bring your family

The YMCA of the Rockies is kid friendly. The venue offers a wide selection of children's programs, such as scavenger hunts, nature games, night hikes, and arts and crafts. Make the Rendezvous a family activity in 2014.

Check the Web for more details

As the planning progresses, we'll post information on the ANPR website: www.anpr.org.

We hope to see you in the Colorado Rockies next October! 🏔️

Life Century Club Members

Life members who contribute an additional \$125 are recognized in the **Second Century Club**. **Third Century** membership can be attained by contributing an additional amount to bring your total life membership to \$500; **Fourth Century** membership can be attained by contributing an additional amount to bring your total life membership to \$750; **Fifth Century** to \$1,000; and **Sixth Century** to \$1,250 or more.

If you are a life member, consider raising your contribution to the next level.

2nd Century Club

Lawrence Belli
Tony Bonanno
Jim Brady
Paul Broyles
Rod Broyles
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Patricia Buccello
Robert Butterfield
Michael Caldwell
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Colleen Mastrangelo
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Tim Oliverius
Cindy Ott-Jones
Bundy Phillips
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Rick Smith
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6th Century Club

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10th Century Club

Stacy Allen

11th Century Club

Bill Wade

All in the Family

Send your news to Teresa Ford, *Ranger* editor: fordedit@aol.com or 25958 Genesee Trail Road, PMB 222, Golden, CO 80401.

ANPR life member **Vicki Black Webster** retired Nov. 2 after more than 30 years with the National Park Service. Her last position was as archivist and museum curator for the Southeast Utah Group of parks (Arches, Canyonlands, Hovenweep and Natural Bridges) since 1992.

She began her NPS career as a seasonal communications counselor and interpreter after earning a bachelor's degree in botany from Pomona College and a master's in environmental communications from the University of Wisconsin at Madison. Seasonal work from 1976-80 took her to such places as Glen Canyon and Everglades. She attained career status working in administration at Colorado National Monument, then moved to Saguaro as a park interpreter. She then worked as an interpreter at Apostle Islands and Whiskeytown.

In 1986 she and her family moved to Crater Lake, and she served as executive director of the Crater Lake Natural History Association from 1988-90. Detail assignments and planning team work have taken her to various sites, including New River Gorge, Zion and Little Bighorn Battlefield. She worked at 26 NPS areas and offices, including a VIP stint at the Ranger Museum in Yellowstone.

The entire Webster family has served in the NPS. Husband **Jim Webster** retired in 2008 as the chief ranger at Arches. Daughter **Sally** worked as a seasonal at Grand Canyon, and son **Sam** completed a second season as a trailhead ranger at Sequoia.

Vicki and Jim plan to remain in Moab, Utah, where the welcome mat is always out for old NPS friends. They can be reached at jwwebs@gmail.com.

Chris Johnson, district ranger for the Sleeping Bear Dunes Leelanau District, retired Sept. 30 after 31 years with the National Park Service. He began his NPS law enforcement career as a seasonal park ranger at Ozark National Scenic Riverways in 1982. During his career he also worked at Biscayne and Bighorn Canyon. He plans to look for a part-time winter job so he can travel to other national parks during the summer months. His wife **Barb** will continue working as a nurse at the Interlochen Center for the Arts.

Welcome (or welcome back) to the ANPR family!

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

Diana Allen.....	St. Louis, MO	Monica Magari.....	Denali Park, AK
Brenda Appleby.....	Hazelwood, MO	Chris Mahoney.....	Virgin, UT
Aly Baltrus.....	Washington, UT	Amy Martin.....	Flagstaff, AZ
Deana Barone.....	Yosemite, CA	Trent Martinez.....	Concord, MA
Lindsey Beckley.....	Morristown, IN	Zachary Martinez.....	Larkspur, CA
James Boyle.....	Burlington, IA	Andrew Miller.....	Tampa, FL
Elizabeth Brown.....	Abington, MA	Andrew Mizesak.....	Bedford, OH
James Cox.....	San Francisco, CA	Melissa Moses.....	Western Grove, AR
James Culpepper.....	Montezuma, GA	Courtney Murphy.....	Macon, GA
David Dawson.....	Florence, AZ	Valerie Naylor.....	Rapid City, SD
Raymond Delamarter.....	Poughkeepsie, NY	Paula Ogden-Muse.....	Onalaska, WI
Flor D'Luna Arellano.....	New York, NY	Dwight Paulk II.....	Savannah, TN
Karl Ford.....	Golden, CO	Jennifer Pflugfelder.....	Mullica Hill, NJ
Fort Union NM.....	Watrous, NM	Kelley Phifer.....	Denali Park, AK
Nathanael Gold.....	Gulf Breeze, FL	Bryanna Plog.....	Bellingham, WA
Burke Greear.....	Kingsport, TN	Andrea Powell.....	Orlando, FL
Kate Gunsolus.....	Fort Atkinson, WI	Jonathan Putnam.....	Cabin John, MD
Tom Gwaltney.....	Bethesda, MD	Mike Reynolds.....	Omaha, NE
Liz Hamilton.....	Denali Park, AK	Kelly Roche.....	Holloman AFB, NM
John Hayes.....	San Francisco, CA	Christopher Roertgen.....	Smithtown, NY
David Hays.....	Grants, NM	Wayne Rogers.....	Levittown, PA
Lola Henio.....	Ramah, NM	Melanie Sander.....	Oklahoma City, OK
Micaela Hester.....	Selbyville, DE	Kayla Sanders.....	Birdsboro, PA
Russell Hicks.....	Manhattan, KS	David Sidars.....	Polk City, FL
Benjamin Hoppe.....	Onalaska, WI	Janvier Smith.....	Topsham, ME
Bryce Hummel.....	International Falls, MN	Dave Standish.....	Annapolis, MD
Benjamin Hyland.....	Hanover, MA	Arnold Steiner.....	Birmingham, AL
Rick Jenkins.....	Belmont, MA	Patty Trap.....	Omaha, NE
Jeremiah Jolley.....	Mineral, CA	Eric Trogon.....	Niagara on the Lake, ON
Berger & J'Neane Jostad.....	Valencia, CA	Jason Wickersty.....	North Brunswick, NJ
Anthony Kearney.....	Yellowstone NP, WY	Jacqueline Wilson.....	Bozeman, MT
Darya Lilie.....	East Boston, MA	Shelby Woods.....	Springdale, UT

Lisa Myers left the NPS last July after 26 years in interpretation (YOSE, JOTR, GRSM, OIA, SEKI, SLBE). She is pursuing a master's degree in environmental education at Merry Lea Environmental Learning Center of Goshen College in Indiana. She calls it "exciting, invigorating and scary, all at the same time," but she is looking forward to wherever it might lead. myers5th@gmail.com.

ANPR and the National Park Service lost a good friend with the unexpected passing of **Lloyd "Oly" Olson** on Oct. 20. A life member of ANPR, he retired in 2005 to Newport, Oregon, after a 36-year career. He had served as a frontline law enforcement officer or district ranger at Whiskeytown, Petrified Forest, Lake Mead, Grand Canyon and Yosemite. His last position was as Intermountain Region safety officer in Denver.

Oly is survived by wife **Laura Seager**, also an NPS veteran, who will continue the Olson tradition of community outreach and good neighborliness in Newport. □

IRF Update



Planning starts for World Ranger Congress in the U.S. in 2016

As has been reported in previous issues of *Ranger*, ANPR has been selected to host the Eighth World Ranger Congress of the International Ranger Federation in 2016. This event will contribute to the National Park Service's 100th anniversary celebration and welcome rangers from all over the world. Longtime ANPR member Bob Krumenaker will lead the World Ranger Congress Organizing Group. If you're interested in volunteering, contact him at krumenaker@aya.yale.edu.

New international chair sought

Tony Sisto has served as ANPR's international affairs chair and liaison to the IRF for many years. He would like to transfer this role to a successor. If you're interested in ANPR's international program and serving as liaison between ANPR and IRF, contact President-elect Erika Jostad at perrincreek@gmail.com. □

In Print

Yellowstone Bear Tales, selected and edited by Paul Schullery, illustrations by Marsha Karle. 2nd edition, self published, 2013. (1st edition, Roberts Rinehart Inc., 1991.) ISBN 13: 978-1491052396, 260 pages. \$18, paperback, available in Kindle edition.

Reviewed by Rick Smith

This is a fun read. We remember seeing pictures of Horace Albright feeding bears while superintendent of Yellowstone. A lot of us remember the days when garbage dumps attracted bears and visitors. Those of us there in the '60s and early '70s can recall massive bear jams on the roads, and before the NPS got serious about food storage regulations, campground mayhem was common. This book brings all that back and more.

Schullery, a former Yellowstone employee, has collected some of the best bear stories from Yellowstone's history. His research took him to the park archives, into extended conversations with park historians and bear management specialists, and to area newspapers for the stories themselves. A real bonus in this book are the sketches of bears done by Paul's wife, Marsha Karle, an award-winning nature artist and former Yellowstone employee. Also included are numerous historic photographs that illustrate the attitudes that people, including rangers themselves, had toward bears. It's a fascinating glimpse.

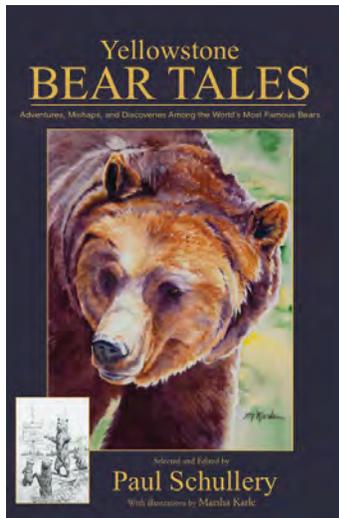
Of all the wildlife in Yellowstone, the so-called Serengeti of North America, none has had more impact on visitors and park employees than the bear. At various times in Yellowstone's history, bears have been villains, pets, pests, unbelievably cute, and the subject of tall tales. The first story in the book, written in 1867 before Yellowstone became a park, is simply entitled, "The Greatest Bear Story Yet," and demonstrates this last characteristic.

Here's a sample:

“. . . thrust one paw under me and threw me about a mile to one side, where I lay insensible sometime, and upon consciousness returning, I felt I had been brought about by the monster blowing a current of reviving breath upon me

sufficiently strong to have turned a wind-mill for a Union Pacific Railroad water station.”

What is it about bears that have made them such a part of the park's history? Part of it, of course, is the Park Service's own doing. The park allowed the bears to be fed for decades on the garbage generated by the concessioners. It actually set up bleachers so that people could observe the bears feeding. Another factor is that for years, the park tolerated feeding bears along the roads. This alone led to countless photos of "cute" bears being fed peanut butter sandwiches.



Yet it's something more than this; bears are story producers. Every time I am with a group of former Yellowstone employees, the conversations invariably drift off to encounters that these people have had with bears. Bears get into our heads even though we know that they aren't there but in the forests and meadows of Yellowstone. I don't know why, but each story has a different bear with different characteristics. As Schullery says, "Yellowstone has given

us the chance to make bears into whatever we want them to be..." As a longtime seasonal ranger in Yellowstone, I know that I don't feel that way about any other wildlife in the park.

The early rangers didn't know much scientifically about bears, but they became the forerunners of today's bear managers. The knowledge they accumulated helped bring Yellowstone to where it is now with bears restored to their original wildness. The stories you read in this book demonstrate a growing body of information about Yellowstone's bears.

I liked this book. Many of the stories are less than a page in length, and there is no overall narrative in the book. You can read it, therefore, at your leisure without losing your place in the story. Marsha's sketches and the historic photos are worth the price. I highly recommend its purchase. □

Rick Smith, a life member and former president of ANPR and the International Ranger Federation, retired from the National Park Service after a 31-year career. His last position was as associate regional director of resources management in the former Southwest Region. He then served as acting superintendent of Yellowstone. He lives in Tucson, Arizona.

Yellowstone Has Teeth, Marjane Ambler. Riverbend Publishing, 2013. ISBN 978-1-60639-063-4, 223 pages. \$16.95, paperback

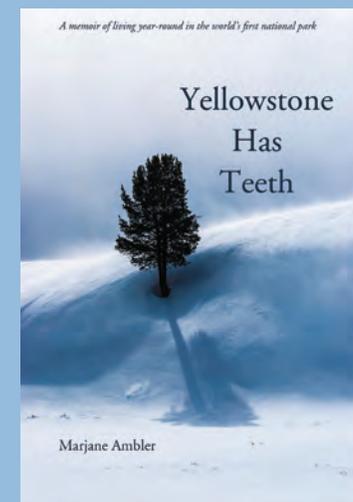
Reviewed by Karl Ford

In *Yellowstone Has Teeth* we learn of one of the last places in North America where people live in a real community, isolated, buffered by nature, and deeply, intimately dependent on one another. Life and death, love and loss — it's all here, in an extraordinary setting.

Author Marjane Ambler and husband lived full-time in the village of Lake from 1984-93. Cell phones and email had not been invented and computer-telephone-radio communication was iffy. He was a NPS maintenance employee and she was a writer and occasional seasonal employee. Their experiences and those of their small community, including ranger staff and winter keepers, make up the stories in this book.

It begins and ends with Yellowstone's harsh winter experiences. Did I mention the middle of the book has winter experiences too? If you are a newbie at snowmobiling like the author, you are not part of the community and you are even more isolated than everyone else. Many of the stories have to do with treacherous snowmobile trips and snowplowing on treacherous Sylvan Pass. In between are boating scares on Yellowstone Lake and the 1988 fires in Yellowstone.

Yellowstone lovers and NPS employees will enjoy this book. □



Are you interested in reviewing a book for Ranger? Contact editor Teresa Ford to suggest a book title: fordedit@aol.com

MEMBERSHIP APPLICATION — Association of National Park Rangers

New Member(s) Renewing Member(s) Date _____

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

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

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

Address _____ Home phone _____

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

Type of Membership (check one)

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

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current & former NPS employees or volunteers

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|-----------------------------|-------------------------------|--------------------------------|
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not an NPS employee or representative of another organization

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ACTIVE (all NPS employees/retirees) ASSOCIATE (other than NPS employees)

- | | |
|---|---|
| Individual <input type="checkbox"/> \$1,500 | Individual <input type="checkbox"/> \$1,500 |
| Joint <input type="checkbox"/> \$3,000 | Joint <input type="checkbox"/> \$3,000 |

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Name of person giving gift _____

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Share your news with others!

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

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Past Parks — Use four-letter acronym/years at each park, field area, cluster (YELL 98-02, GRCA 02-07) _____

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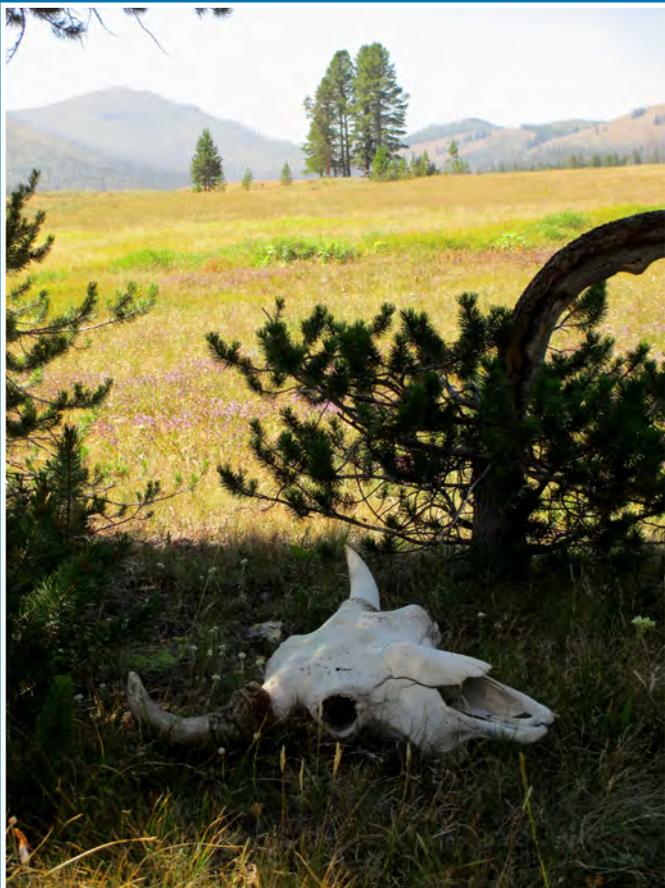


“There can be nothing in the world more beautiful than the Yosemite, the groves of the giant sequoias and redwoods, the Canyon of the Colorado, the Canyon of the Yellowstone, the Three Tetons; and our people should see to it that they are preserved for their children and their children’s children forever, with their majestic beauty all unmarred.”

— President Theodore Roosevelt

4th PLACE

“Horse and Bear Standoff” — Tuolumne Meadows Campground, Yosemite, Fred Koegler, La Crescenta, California



HONORABLE MENTION

Above: “Skiers on Washburn Range” — Yellowstone, Barb Pflaum, Hancock, Michigan

HONORABLE MENTION

Left: “Bison Skull at Mist Creek Meadows” — Yellowstone, Clair Roberts, Twentynine Palms, California



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