

RANGER

The Journal of the Association of National Park Rangers

Stewards for parks, visitors & each other

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Work-life & the NPS



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ON THE COVER: Hamilton Grange National Memorial in Harlem, New York City. NPS photo

IN THIS ISSUE: Striving for balance

Meaningful work and a fulfilling personal life are highly valued as part of the human experience. Most people who choose to work in the National Park Service do so to live these values.

It's evident that the kind of people who join and volunteer for the Association of National Park Rangers already find meaning in their professional lives. More challenging, however, is making the puzzle pieces of one's professional and personal life fit together.

Logic dictates that NPS employees who live in and near population centers have an easier time finding lifelong partners, careers near home for more than one family member, child care and a variety of lifestyle options than those who work in remote park units. Relative to U.S. employment, however, there aren't significant numbers of NPS job opportunities near urban areas. Besides, many people are drawn to Park Service careers for the outdoors life.

So how do individuals add each piece of the puzzle until the picture takes shape? Stories featured in this issue show us how people are making work-life happen through their career pathways and personal decisions.

Parents Lauren and Seth Macey found positions in the same park, although

they had to focus on a stronger career path for one partner. Megan Gaskill is two years into the nomadic seasonal life with partner Nathan Warren. Hannah Malvin founded a national organization and launched a summit for people with shared interests.

We also hear from people who are making meaning through experiences that already rate as work-life highlights. History educator David Ottaviano earned a full-time position at an historic NPS site right in his hometown of New York City. Jonathan Shafer's career is taking off on the wings of the Presidential Fellows program.

Finally, Kevin Haberman writes passionately about the need for National Park Service leaders and managers to recognize the importance of attracting younger people to the NPS while respecting generational differences within the workforce. He says that while people of every generation strive for fulfilling work and lives, the focus should shift to the generations in the career-building phases of life.

Regardless of your current touchpoint on your own personal-professional journey, we hope you find meaning in this issue of *Ranger*.

Ann Dee Allen,
Ranger editor

RANGER

THE JOURNAL OF THE ASSOCIATION OF NATIONAL PARK RANGERS

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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.

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Spring issue	Jan. 31
Summer issue	April 30
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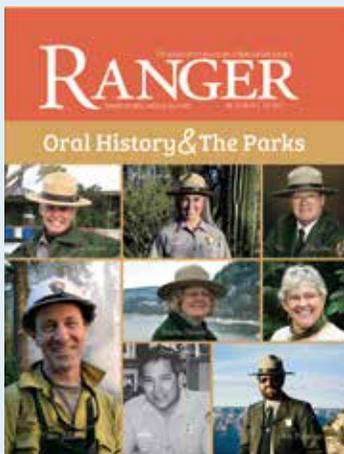
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Letter to the Editor

Dear Editor:

Ranger is due kudos for the Fall 2017 issue on Oral History. Likewise, the Association of National Park Rangers is due kudos for its Oral History Project. Its importance and value to the National Park Service cannot be overemphasized.

More important than the compliments, however, is the question “what do we do now?”

I strongly encourage the Association to take the appropriate pride in the Oral History Project and ensure that it is not set aside. There are many more stories that need to be captured. Toward that end, the Association should make recording oral histories a part of each Ranger Rendezvous.

The Association should make an intentional, conscientious and concerted effort to encourage contributions to the Gale Fund, including specific fund-raising and grant-seeking.

It should go without mention that the Association should ensure that the Rick Gale family is recognized for the support that the Gale Fund has given to the Oral History Project. And, of course, Dr. LuAnn Jones, Alison Steiner, Brenna Lissoway and all of the other interviewers are deserving of the Association’s thanks.

In short, ANPR can, and should, continue its proven leadership in this area: finding those stories that need capturing and facilitating their recording and transcribing.

John Townsend

Additional information can be found in the Winter 2009-2010 (Vol. 6, No. 1) issue.



LETTER FROM THE PRESIDENT

Jan Lemons, National Capital Regional Office, President ANPR

Greetings rangers and rangers at heart

As I write this, we are still waiting for a National Park Service director to be named and there are still several people serving in acting assignments throughout the service.

This issue is about focusing on your career and your life. How do you get ahead and distinguish yourself among a sea of green and gray rangers all vying for the same positions? And how do you keep that so-important work-life balance, which the NPS seems to score perpetually low on in the Employee Viewpoint survey?

First, become your own champion! Never miss an opportunity to promote your own skills and abilities. Have confidence in yourself. And find a mentor, officially or unofficially, who will look out for you and promote you.

Make sure you have solid skills to promote. Take advantage of every free or low-cost training opportunity and experience you can get. Always continue to acquire new skills and meet new park staff. Who knows when you might meet a hiring official for the job you just applied for?

While you may be striving to accomplish your career goals, it’s important to keep your family priorities in the

forefront of your plans. Right now, there is an active push to educate supervisors about how to respond when rangers are pregnant. There’s also a women’s ranger group that is discussing various topics, including having a family and a career. Please contact me if you want information about these initiatives.

If you are a retiree, it’s never too late to do something new. My mother was well into her 60s when she became a water aerobics instructor. She loves it. And I know many retirees who have done things like take up home brewing or become fishing guides.

You can always help plan or attend Ranger Rendezvous, where there are many low-cost training sessions and opportunities to meet potential hiring officials. The Rendezvous planning committee is like an incident command team, which makes serving on it a good way to learn more about logistics or finance.

The important thing is to keep growing.

Please contact me if I can be of any assistance to you.

RANGER ON!!

Jan Lemons, President, ANPR

George's may by general Laws prescribe the Manner in which such Lists, Records and Proceedings shall be proved, and the Effect thereof.
Section 2. The Citizens of each State shall be entitled to all Privileges and Immunities of Citizens in the several States.
No Person charged in any State with Treason, Felony, or other Crime, who shall flee from Justice, and be found in another State, shall be removed from such State, until he shall be delivered up, to be removed to the State, to which he is so charged.
No Person held to Service or Labour in one State, under the Laws thereof, escaping into another, shall, in Consequence of any Law, be discharged from such Service or Labour, but shall be delivered up on Claim of the Party to whom such Service or Labour may be due.



Photo by Ann Dee Allen

Ranger David Ottaviano enjoys sharing his interest in history, architecture and preservation with visitors to Hamilton Grange National Memorial in New York.



Hamilton Grange

AIMS TO SATISFY

By Ann Dee Allen, Editor

Public interest in founding father Alexander Hamilton didn't start with Lin-Manuel Miranda's Broadway blockbuster "Hamilton." Hamilton fans, historians, educators and architecture devotees have been steadily drawn to Hamilton Grange National Memorial since the Hamilton family home was opened by the National Park Service in the 1960s.

St. Luke's Episcopal Church had saved the nearby building from demolition in 1889, when it was in the way of construction of 143rd Street during implementation of New York City's grid system. St. Luke's moved The Grange across the street to its property to preserve it. It later built around it, using all its precious real estate that it could for the church.

The church used the building for general purposes before selling it to the American Scenic and Historic Preservation Society in 1924. The society operated it as a museum until 1962, when it was donated to the Park Service.

Hamilton Grange is now a key feature of the rugged, rocky St. Nicholas Park in upper Manhattan. Although it remains within the boundaries of the original 32-acre Hamilton family country estate on which it was built, it was transported to its current hillside spot through the streets of Harlem in a dramatic feat of engineering in 2008. And although the church and cityscape had once come to surround the home, its now open, permanent location has proven to be ideal.

POPULARITY GROWS WITH EXPOSURE

Interest in Hamilton Grange picked up in 2004, after the publication of Ron Chernow's biography, "Alexander Hamilton," and again in 2011, when the house was reopened after being closed for nearly five years to allow for the intricate move and subsequent NPS restoration.

"Hamilton has always had his fan base, and people are really interested in Federalist style," said ranger David Ottaviano. "Chernow created more awareness with his book, and then when the play was at The Public Theater people started to have even more interest."

The play opened at the 300-seat theater in lower Manhattan in January 2015 and was so popular that it was moved to the 1,300-seat Richard Rodgers Theater by August the same year. Hamilton Grange visitation jumped around the same time.

"I told my supervisor, there's something happening here," Ottaviano said. "Once the play moved to the Rodgers Theater, it had a huge impact."

Indeed. Annual visitation at Hamilton Grange grew from nearly 13,000 visitors in 2004 – before the move and restoration and when it was open three days a week – to more than 16,000 in 2012, after restoration and when the schedule had been expanded to the current five days a week. The site welcomed nearly 21,000 visitors in 2014 and 35,000 in 2015, before the NPS Centennial.

"In both 2016 and 2017 we have seen over 85,000 visitors per year – way more than ever in the history of the site," Ottaviano said. "We had to scale up quickly."

Fortunately, he has had considerable experience going with the flow. Ottaviano is a former high school history teacher and Peace Corps volunteer. He became a seasonal ranger at the memorial in 2013 and achieved full-time status two years ago.

Even before the surge in visitors, just 15 people at a time were allowed to sign in and tour the main floor, for the home's protection. With the additional visitors, a once-flexible advance reservation policy had to be strictly followed.

"We couldn't predict the next 10 minutes," Ottaviano said. "It was a bit of a challenge."

MORE — AND MORE INFORMED — VISITORS

The memorial is open Wednesday through Sunday. Its primary draws are the original rooms on the main floor, a visitor center and gift shop on the entrance level, videos, one-hour ranger-guided tours, a self-guided open-house period each day, and school and group tours.

Among the challenges the newly popular Hamilton Grange solved were exactly how to guide 15 tour participants up and down a narrow, winding stairway; how to reframe interpretative, policy and website information for the new volume of visitors; and how to retain parts of an interpretive style that had focused on welcoming guests into a family home — all at the same staffing levels.

Of course, the positives have greatly outweighed any drawbacks that have come with the spike in visitation.

The book and musical have brought in visitors who already know details about the Hamilton family — Ottaviano said he's seen schoolgirls cry at the sight of young Angelica Hamilton's fortepiano — more local and out-of-state school groups, filmmakers and journalists, as well as people who appreciate literature, music and theater.

"The piano is one of the star artifacts," Ottaviano said. "It's a key part of the musical. People definitely have a strong feeling about it."

The home also features the family's original silver and glass plateau (dining table centerpiece), parlor chairs and some of their books; a replica of Hamilton's wooden lapdesk-briefcase for reading and writing; and a number of artworks, reproductions and period pieces.

Chernow and Miranda have been there for research into the life and times of Hamilton — a young colonel in the Revolutionary War, right hand to George Washington, a voice of support of the U.S. Constitution, the first secretary of the

"I told my supervisor, there's something happening here."

U.S. Treasury and founder of the nation's financial system, the U.S. Coast Guard and the *New York Post*. Individual "Hamilton" cast members have also visited.

IDEAL SITE FOR THIS RANGER

Ottaviano's personal interest in Hamilton Grange is palpable. He smiles broadly as he speaks of working in a room the Hamilton family once used. The room still has the original fireplace and infrastructure commissioned by Alexander Hamilton — although he only lived at the home for two years before being mortally wounded at age 49 by Vice President Aaron Burr in the infamous duel of 1804.

As a ranger, Ottaviano also finds Hamilton Grange the perfect springboard for telling a larger story.

"I love early American history, the openness of Federalist style, and I like the intimacy of the home," he said. "Hamilton had a major role in our country; he was on the ground at a crucial time in history. He was the first self-made American and his story really resonates. You can get into conversations with visitors about these things — it's great to be a part of it."

Since the musical opened in London in December 2017, Hamilton Grange has also experienced an increase in visitors from Great Britain and Australia.

"Hamilton was from the British West Indies and he was a founding father in a very diverse city," Ottaviano said. "The music has a wide appeal to a lot of people and kids. It's been great to see how Hamilton Grange appeals to so many different people."

Teachers are using curriculum about

Alexander Hamilton and information from the biography and musical to teach American history, he said. At the park, the Junior Ranger program has proved to be popular.

"I get to see students plug into the significance of The Federalist Papers and the Battle of Yorktown, and learn about Elizabeth Schuyler Hamilton and her role in founding the first orphanage in New York," Ottaviano said.

Hamilton Grange is also seeing more interest in volunteering from young people and has partnered with the Alexander Hamilton Awareness Society, a nonprofit educational organization.

HISTORY BROUGHT TO LIFE

A native New Yorker, Ottaviano said that despite the challenges, the past three years have been extremely rewarding. For one thing, he was thrilled to attend a Broadway musical that blended his work and interests.

"It was wild to see these historical figures come alive on stage," Ottaviano said. "You could feel the excitement and energy in the theater."

Those sensations are also experienced by many of the people who visit Hamilton Grange.

"We definitely love to see people as excited as we are," Ottaviano said. "They really appreciate Hamilton, and here they are in his house. This is where history happened. It's a very authentic experience."

Along with the changes made to accommodate a higher volume of visitors is one important omission:

"We used to say Hamilton was forgotten," Ottaviano said. "We no longer say that." 🎩

Lin-Manuel Miranda in the title role of his musical "Hamilton."

Photo: Wikimedia Commons



Visit Hamilton Grange National Memorial online at www.nps.gov/hagr. Search Google to find more information about Alexander Hamilton, the 2004 biography and the musical.

Flexibility

By Lauren Macey

helps dual career couple achieve work-life balance

I met my husband, Seth, while we were working at Crater Lake National Park in Oregon. We both knew we wanted careers with the National Park Service, even though we heard the dual career route can be challenging.

We have been successfully balancing our careers and relationship for five years now. With strategy, perseverance and a little luck it is possible to have a lasting relationship and NPS careers.

Seth and I were both influenced by the Park Service early in life. My dad was a seasonal backcountry ranger in California and Oregon while I was growing up. I spent my second birthday in Yosemite National Park. As I grew older, I assisted my mom with camp host duties when my dad was at work. My family then spent four summers at Sequoia & Kings Canyon and 13 at Crater Lake.

NATURAL CHOICE FOR A CAREER

When I needed a summer job in college, applying to work in a national park seemed like a natural choice. I started my career at Crater Lake, spent a winter volunteering at Haleakala National Park in Hawaii, and am now back in California at Pinnacles National Park.

Seth's family often vacationed in national parks when he was a kid. One of his uncles was a permanent protection ranger in the NPS. After graduating college, Seth worked for the concessionaire in Yellowstone. He has since held government jobs at Virgin Islands National Park, the Bureau of Land Management in Oregon, Wind Cave National Park and Jewel Cave National Monument in South Dakota, Gulf Islands National Seashore in Florida, Crater Lake and Pinnacles.

In my experiences and observation, there are two ways to make a dual career work:

1. Both people pursue jobs that advance their careers. They may work at different parks and live separately with the hope of ending up at the same park eventually.

2. The couple pursues the advancement of one person's career, and as they move around the significant other takes whatever job is available. This person may even go from a permanent job to a term/seasonal position, or quit for a period of time until there is an opening in the new park. The significant other could also seek employment outside of the government (concessionaire or private industry).

Here at Pinnacles the nearest day care option is 45 minutes away. Instead of driving 90 minutes round-trip twice a day, I chose to switch to a part-time schedule and work on Seth's days off. This way, one of us is home with the baby every day.

When Sydney starts school I plan to return to a full-time job. If there are no permanent full-time opportunities at Pinnacles at that time, we may have to move to another park.



Juggling careers and children is a challenge many parents face, but it can be especially daunting in the Park Service.

We picked option 2. We have chosen parks that provide a good opportunity for Seth's career and which also have a job for me. This brought us to Pinnacles in 2015, where Seth is currently the chief ranger and I am a facility services assistant.

AN ADDITION TO THE FAMILY

In February 2017 we welcomed our daughter, Sydney, to our family. Juggling careers and children is a challenge many parents face, but it can be especially daunting in the Park Service. For one thing, many park sites are remote and may lack schools, medical facilities and social opportunities for children. Child care options are limited at many parks.

Parental leave is another thing to consider when starting a family. The federal government doesn't currently offer paid parental leave. You may take your annual leave, sick leave and/or leave without pay. (Check out the *Handbook on Leave and Workplace Flexibilities for Childbirth, Adoption, and Foster Care* at www.opm.gov for details.)

SETTING PRIORITIES

The next time we move we will be looking for a park that is a good fit for our family. This means it will have jobs for Seth and myself and also be a good place for children. We will be looking at park sites with good schools, medical facilities and grocery stores nearby. We would also like to purchase a home someday, so affordable housing near the park would be an added bonus.

Despite the challenges of dual career and raising a child in the Park Service, we feel lucky that we get to live in some of the most gorgeous places in the country. Being able to raise our daughter in communities that are quiet, safe and naturally beautiful makes it all worth it. 🧢

Lauren, Sydney and Seth Macey visited Rocky Mountain National Park in Colorado after attending the Association of National Park Rangers' Ranger Rendezvous conference in 2017. They currently work at Pinnacles, where Sydney is the park cutie.

TWO YEARS IN, THE SEASONAL LIFE IS WELL WORTH LIVING

“Would I be able to have the career of my dreams and still have a fulfilling relationship?”

By Megan Gaskill

As my most recent supervisor is fond of saying, acquiring a permanent position as a park ranger means thriving off of rejection and continuing to persevere. That’s the unfortunate truth about finding a job within the National Park Service. After all, this position is ideal in many ways – you get to explore and travel, be in nature, connect visitors to our shared heritage and find oneself.

Whenever I visited an NPS site as a child and teen, the rangers struck me as natural orators who told whimsical tales that brought each site to life through interpretation of the natural and historical elements. This ability was really impressive to me. The rangers seemed to be having an amazing time at their jobs.

I knew that one day I would grow up to be one of those people in the green and gray with the funny “straw” hats. I chose to attend Evergreen State College in Olympia, Washington, where I studied environmental science and earned a bachelor of science degree.

I never considered going into this field with a partner, however. When I fell in love with Nathan in college, I struggled with the knowledge that getting a job with the NPS would already be challenging enough, without the additional issue of trying to find two spots at the same park. Would I be able to have the career of my dreams and still have a fulfilling relationship?

I quickly realized that even though finding a place in the NPS for both of us would be challenging, it was ultimately worth all of the sacrifices I would have to make so that Nathan and I could be together. Through www.volunteer.gov, we were able to find a spot that was in need of some extra hands and would be willing to take us both on as full-time volunteers in exchange

for free room and board and a small stipend.

A DREAM REALIZED

In February 2016, we packed all that was near and dear to us into Nathan’s truck and made for Gila Cliff Dwellings National Monument in New Mexico. Whatever doubts we had about the NPS as a career option, or the decision to start volunteering full time, were remedied over the course of our six-month stay. That experience inspired us to buy an 18-foot travel trailer so we could more easily continue our wonderful journey toward becoming full-time employees of the National Park Service.

Fortunately, we have recognized at a young age that new experiences are what make life worth living. Nathan had always had the impression that the Southwest was a barren wasteland until he ventured to New Mexico for the first time. It forever changed his perspective.

Next, we traveled to Petrified Forest National Park in Arizona, where we roved over a landscape that 200 million years ago was a rich wetland teeming with dense vegetation and the precursors to dinosaurs.

Our ramblings then took me back to my home state of Texas, to Brazoria National Wildlife Refuge, where we spent a warm Christmas on the beach (a first for Nathan). The following season, I finally landed my first job at Lincoln Boyhood National Memorial in Indiana, where I endured my first cold winter as a park guide.

A LIFELONG JOURNEY

Whether we enjoy the journey or not all comes down to our openness about moving to places we have never been or heard about. If something provides us with a new and unique opportunity, we go for it!

Of course, as a tradeoff we must live frugally during much of the year. It can be daunting with no guarantees about where we will end up in a few months’ time, but the variety of jobs, gigs and adventures is endless and exhilarating. Ultimately, we know that the work we are doing is both worthwhile and essential, and the friends we’ve made along the way have been exceptional.

We’ve found that the name of our trailer is incredibly fitting of our lifestyle and the people we hope to be forever: NOMADS. 🚐



TOP: Megan Gaskill, 22, from Arlington, Texas and Nathan Warren, 31, from Springdale, Washington at Petrified Forest National Park on August 29, 2016.

BOTTOM: NOMADS at Brazoria National Wildlife Refuge on September 24, 2016.

If you are interested in finding your first permanent job or finding someone with specialized skills who wants to work for you, read on.

By Jonathan Shafer,
National Capital Region



HOW I SPENT MY SUMMER IN Yellowstone

Hint: Check out the Presidential Management Fellows program

Summer is the season for wanderlust, and recently I got to indulge mine on a temporary assignment in Wyoming. The way I did it was as part of a program designed to funnel graduate students into government work.

Many people have heard of Pathways. There is another great, often overlooked way for graduate students to get a foot in the door as federal employees: the Presidential Management Fellows (PMF) program.

The PMF program was folded under the Pathways umbrella when the Obama administration reformed student hiring in 2010. According to the Office of Personnel Management, it is a flagship leadership development program at the entry level for advanced degree candidates – which is one way of saying that it's an opportunity to become a permanent employee.

I got to participate in the program as an employee of the Environmental Protection Agency (EPA) beginning in 2016 and on a temporary assignment out West last year.

TWO DIFFERENT POSITIONS

PMFs are expected to work for about a year in their jobs of record and then to go on a rotation for a developmental assignment. While I was at EPA, I learned about the administrative process related to writing federal regulations. My portfolio centered on implementing the 2016 Frank R. Lautenberg Chemical Safety for the

21st Century Act and administering regulations intended to prevent childhood lead poisoning.

My rotational assignment was very different from that.

For my rotation, I was lucky enough to find a placement at Yellowstone's Office of Strategic Communications. I worked as a public affairs specialist and learned how to plan for and respond to questions from reporters across the United States. Since reporters' interests ran the gamut from natural and cultural resource concerns, to national environmental policy implications for Yellowstone, to seasonal employees' working conditions, the job also involved reading up on park science and management.

Win-win WITH PMF

The Presidential Management Fellows (PMF) program is a great mechanism to find and place people who want to work in government. If you're a hiring manager, consider advertising a job for a PMF. The program helps identify qualified and motivated potential employees who have a desire to be public servants.

If you're a graduate student within two years of finishing your degree, **apply to be a PMF**. The program is a great opportunity to become a permanent federal employee.

If you have questions about the PMF program, feel free to contact Jonathan at shaferjm@gmail.com or (313) 588-0964.

A BIT OF EVERYTHING

Working in Yellowstone was fast-paced, and no two days were the same. I got to plan media events, learn about management issues and work with staff from every park division. The media events I planned focused on issues ranging from wildfire ecology to native fisheries. I also got to plan an event for new citizens taking the oath of allegiance.

Working in the park taught me a lot about effective communication and organization. It also gave me some great opportunities to learn from experienced coworkers.

In the end, it also prepared me to return to the National Park Service as an employee. Since returning to Washington, D.C. at the end of my rotation, I've taken a new job in the National Capital Region's Office of Communications. I'm very grateful for the chance to get to continue serving the American people while wearing the green and gray. 🎩

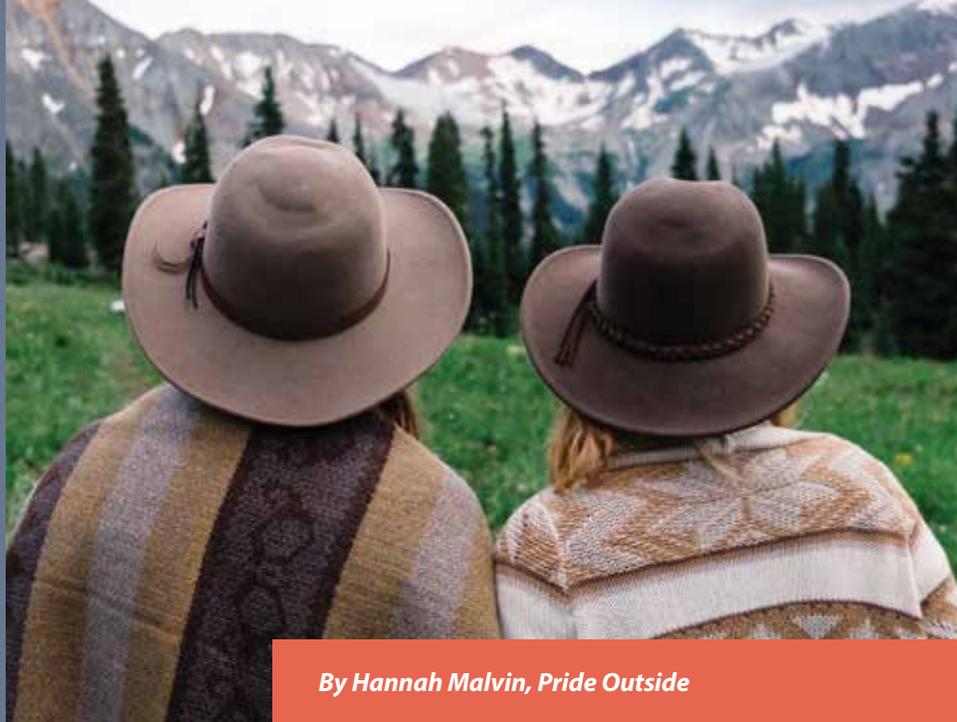
Prior to becoming a presidential management fellow, Jonathan Shafer was a Student Conservation Association intern at Shenandoah National Park in Virginia and a seasonal employee at Wright Brothers National Memorial in North Carolina, Isle Royale National Park in Michigan, Death Valley National Park in California and Denali National Park in Alaska.

Portions of this content originally appeared in the NPS Student Engagement network's newsletter, The Sentinel.

Historic summit
celebrates

LGBTQ identity

in context of the
outdoors



By Hannah Malvin, *Pride Outside*

This past October, 140 conservation and outdoor industry professionals gathered for the first annual LGBTQ Outdoor Summit to boost representation and inclusion of the LGBTQ community in the outdoors.

The event was a collaboration between Pride Outside, Out There Adventures and The Wilderness Society. I started Pride Outside to connect people across the country working to engage the LGBTQ community outdoors and to promote relevant, inclusive opportunities for the LGBTQ community outside. The organization also leads hikes, outdoor skills classes and LGBTQ history walking tours in Washington, D.C.

I teamed up with Elyse Rylander to co-host and organize the summit. Rylander is the founder and executive director of Seattle-based Out There Adventures, which leads camping trips for LGBTQ youth.

SUPPORT FROM PARTNERS AND FRIENDS

The two-day summit took place in Seattle at the flagship REI store and included a visit to Klondike Gold Rush National Historical Park in Washington. Many thanks to our sponsors for their generous contributions to support the summit: The Wilderness Society, National Wildlife Federation, Sierra Club, REI, Nature Conservancy, National Parks Conservation Association, Northwest

Youth Corps, North Face, Audubon and Student Conservation Association.

We heard from Kris Hermanns, the CEO of the Pride Foundation, who put the day in context with issues the LGBTQ community is facing. Then we had a panel discussion about barriers to accessing the outdoors for LGBTQ people. Panelists shared personal experiences as part of the LGBTQ community in the outdoors.

The panelists also talked about the times they felt compelled to hide their identities in the outdoors, the outdoor industry and the conservation community. We explored how other identities including race, ethnicity, socioeconomic status, body size and educational background factored into our panelists' experiences outside as well.

After some lunch we broke into caucuses. Allies went to a Queer 101 workshop to learn about the LGBTQ community and ask questions. Queer folks came together for a facilitated session on connecting, healing and growing, and then broke into two groups for a queer people of color caucus and a queer white ally-ship workshop.

Another keynote featured Brady Walkinshaw, CEO of Grist, who spoke beautifully about the outdoors as a nonjudgmental, democratic space free from constructs, that provides an escape unlike any other. Walkinshaw challenged us to think about images, content and ideas that push the envelope and move the outdoor industry closer to inclusivity.

We then split into breakouts on youth, media and marketing, policy and advocacy, and organizational structure and culture. These sessions focused on identifying actionable ways to advance representation and inclusivity in the industry.

Day one closed with an inspirational speech from Zander McCrae, a young trans man who talked about his connection with the outdoors. Afterward, summit attendees gathered to wind down with climbing and socializing at Seattle's Vertical World climbing gym.

EDUCATION, NETWORKING AND AN NPS FIELD TRIP

Day 2 took place at Klondike Gold Rush in partnership with the National Park Service. We learned about the LGBTQ Heritage Initiative and Theme Study, the establishment of Stonewall National Monument in New York, underrepresented community grant opportunities, and community outreach and assistance programs at the park.

After lunch we set off on walking tours of LGBTQ sites in Seattle's Pioneer Square Historic District. This was the center of LGBTQ social life in the city from the late 19th century through the 1970s. We learned that the neighborhood's taverns, restaurants, theaters, dance clubs and bath houses providing spaces for socialization, companionship, community formation and political activism.



LGBTQ Outdoor Summit II

The second annual LGBTQ Outdoor Summit will be held October 19-21 at the Naturebridge campus in San Francisco, California. For more information please contact Hannah_Malvin@tws.org.

One participant who grew up in Seattle remarked about how special it was to learn about this local history. An NPS employee turned to me and said, "I'm getting chills! This is why I do my job."

Overall, we engaged a great group of speakers and participants who were thoughtful, collaborative and energized. There was lots of enthusiasm for bringing ideas back to our organizations, building new partnerships and staying in touch with each other. It was also exciting to think that the 140 attendees are not the only people in the country who care about our priorities and that there are so many more connections to be made.

Besides the interesting discussions and

brainstorming, what seemed to be most valuable for summit attendees was creating a space for LGBTQ outdoor professionals and enthusiasts to come together openly and unapologetically. Celebrating LGBTQ identity in the context of the outdoors was very meaningful for participants who don't always get to connect the parts of themselves or find other LGBTQ people.

One participant reflected, "I'm not the only one. Where I'm from it's all hidden. I am not alone, that's a powerful thing to realize." Another told me, "When you're the only one it feels lonely and vulnerable. This is hugely validating." People said that just being in the space and seeing friendly faces felt like medicine. I heard others say

that their cheeks hurt from smiling all day.

We are looking forward to building off the first summit at the 2018 LGBTQ Outdoor Summit in San Francisco in October. Thank you to ANPR members for your dedication to connecting all Americans to our parks and telling all Americans' stories!



Hannah Malvin works on outdoor recreation policy for The Wilderness Society. She started Pride Outside to connect people who are working to engage the LGBTQ community outdoors and to promote relevant, inclusive opportunities for the LGBTQ community outside. She was an ANPR Ranger Rendezvous Supernaugh Scholar in 2016 and has been a presenter at Ranger Rendezvous conferences.

Life Century Club MEMBERS

Life members who contribute \$125 to ANPR are recognized in the Second Century Club. Once you are a Second Century Club member, each additional \$250 donation will increase your life level by one century. If you are a life member, please consider raising your contribution to the next level!

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- Scott Pfeninger
- John Townsend

9th Century Club

- Dick Martin
- Edward Rizzotto

10th Century Club

- Deanne Adams & Tony Sisto
- Stacy Allen

11th Century Club

- Wendy Lauritzen

18th Century Club

- Bill Wade

FOR HIRE:

The next generation of park rangers

By Kevin D. Haberman, Ph.D.

The National Park Service is now in its 102nd year of service, but there seems to be less post-Centennial excitement than expected. In recent years the NPS has encountered a series of setbacks and scandals contributing to a steady decline in workforce morale. While many people would dismiss this trend as temporary, nevertheless it comes at a critical time in the history of the U.S. workforce.

We are currently experiencing a phenomenon in which four generations are working side by side in our ranks. The Silent Generation, Baby Boomers, Generation X and Millennials all have distinct work ethics and characteristics. Many of these distinctions can be overlooked or undervalued if we're not careful.

This multigenerational phenomenon has placed new emphasis on the role of workplace culture and diversity. One area of concern is the lack of consideration and preparation on the part of NPS leadership to address the needs of different generations. Additionally, leadership may not recognize that generational differences can affect organizational practices, allowing one representative generation to unduly drive policy creation.

This problem is exacerbated by the fact that in the U.S. workforce, an estimated 10,000 Baby Boomers enter retirement age each day and will continue to do so for the next 19 years. This will undoubtedly create hiring and retention issues for agencies with seasonal workforces.

This statistic alone should be garnering the attention of NPS leadership. According to the Pew Research Center, the Baby Boomer workforce now totals 44.6 million people, followed by the Gen Xers at 52.7 million and Millennials at 53.5 million.

NEW STRATEGIES AND TACTICS NEEDED

The NPS must develop new strategies and tactics to recruit quality park ranger candidates relative to today's workforce demographics. Civilian sector employers are using new technologies, flexible work schedules and mentorship programs to attract applicants. Communication that fosters feedback from all representative generations is also vitally important.

Younger generations also expect to circumvent slow advancement systems such as time-in-grade requirements. This may seem counterintuitive to hierarchical agencies that cherish the concept of employees paying their dues as seasonals before getting permanent positions.

Possibly the biggest challenge the NPS will have is how to overcome a tarnished image. For several years, the Park Service has declined in rank on the Best Places to Work in the Federal Government survey. In 2016, its score was a dismal 262 out of 305 agencies. It ranked dead last in the newly created subcategory of 15 agencies responsible for energy and the environment. Given these factors, who would want to work for the NPS?

THINK YOUNGER

The answer lies in demographics. Millennials are expected to make up 50 percent of the total U.S. workforce by 2020. Current NPS leadership must take action now to begin removing obstacles that are preventing hiring authorities from reaching this key group. Millennials expect competitive salaries, work-life balance, educational opportunities and a chance to work for a socially responsible employer.

These standards were once a priority in the NPS. They have been skewed over time by politics and the difficult and costly task of infusing technology into the organization and keeping it updated.

Attracting people to the Park Service will not be easy, given current challenges such as declining or flat budgets and steadily declining workforce numbers that have forced the necessity of "doing more with less" for far too long.

It's time to stop searching for the next generation of rangers. They are already here. We need to focus on removing obstacles so that people who are willing to do the job but have been overlooked and underutilized are given the chance to lead.

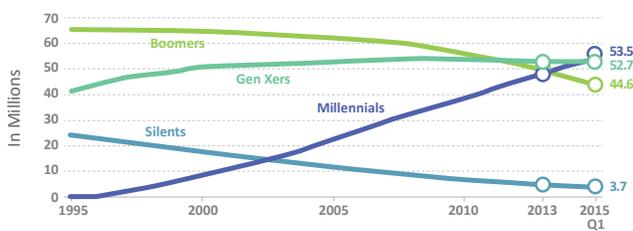


Kevin D. Haberman, Ph.D., is an 18-year federal employee and has worked for the National Park Service since 2003. He completed his doctorate in organizational leadership in 2017, focusing on the effects of the multigenerational workforce on the U.S. workforce. His work includes working with NPS Innovative Leadership Network.



MILLENNIALS EXPECT COMPETITIVE SALARIES, WORK-LIFE BALANCE, EDUCATIONAL OPPORTUNITIES AND A CHANCE TO WORK FOR A SOCIALLY RESPONSIBLE EMPLOYER.

U.S. Labor Force by Generation 1995-2015



Source: Pew Research Center

Workforce Size and Demographics



Employees Joined (2015)	Average Joined (2010-2015)	Employees Left (2015)	Average Left (2010-2015)
502 (4%)	501	1,270 (10.2%)	1,027

Workforce with less than three years service 3%

NPS workforce size and demographics illustrating the rate of attrition (10.2%) versus new hires (4%)

Source: FedScope, U.S. Office of Personnel Management



EDUCATIONAL TRAINING AT Jewel Cave SEPTEMBER 21-23

Located in the beautiful Black Hills of South Dakota, Jewel Cave National Monument is hosting a Project Underground workshop September 21-23 for environmental educators, rangers and NPS staff who develop programs related to caves and karst resources. The workshop starts at 7 p.m. Friday and concludes at 11 a.m. Sunday. Participants take part in classroom activities and mapping and surveying adventures in the Jewel Cave Historic Area. The workshop is funded in part by the Black Hills Parks and Forests Association.

For more information or to register, please contact Bradley Block, chief of interpretation, (605) 673-8330 or bradley_block@nps.gov.

All in

Universal design enhances the national park experience

By Elsa Hansen



Inspired by seasons of interactions with visitors of all abilities, I dedicated my master's thesis to investigating the available interpretive accommodations for National Park Service visitors who are deaf or hard of hearing.

In 2014, I initiated a survey of all the NPS units (401 at the time), asking chiefs of interpretation to describe the provided interpretive accommodations and barriers to providing such accommodations at their parks.

It was encouraging to find that most Park Service units offer some form of interpretive accommodations for visitors who are deaf or hard of hearing. Many sites provide open or closed captioning, assistive listening devices and sign language interpreters upon request. Many respondents have completed site accessibility assessments, which they have used to guide the provision of accommodations for visitors with disabilities.

On the other hand, some respondents indicated that the level of interpretive accommodations provided at their units was relative to the perceived need for the services and frequency of requests for such services. While this may be a true reflection of limited needs for these services, it may also be masking true needs. Visitors who are deaf or hard of hearing may not be as readily noticed as visitors with visual or mobility impairments.

UNIVERSAL DESIGN BENEFITS ALL

The Americans with Disabilities Act cites minimum accessibility standards to

satisfy specific legal mandates. In contrast, universal design aims for use by people of all abilities, to the greatest extent possible, without the need for adaptation. With universal design, people are not segregated due to special accommodations or stigmatized for having to ask for accommodations.

In 2012, the NPS formed the Accessibility Task Force to develop a strategic plan for improving accessibility and creating a culture of inclusion. The plan, All In! Accessibility in the National Park Service, 2015-2020, aims to make critical improvements to both new and already existing programs, facilities and services.

All In recognizes that: "Without accessible parks, the National Park Service loses an opportunity to reach the widest possible audience and share a spectrum of experiences." A plan goal states the need for universal design principles along with accessible design when developing new facilities and programs.

RECENT DEVELOPMENTS

What has the NPS been up to with regard to accessibility? A quick Google search brought up several recent initiatives:

- **Apostle Islands National Seashore** in Wisconsin received the Accessibility Excellence Award for raised picnic areas and a boardwalk that leads to oversized tent pads.

- **Glacier National Park** in Montana requested public review of a proposed shower and accessibility improvements to historic comfort stations at its Apgar Campground.

- The **National Mall and Memorial Parks in Washington, D.C.** began the planning process for an environmental assessment for planned universal accessibility improvements at the **Jefferson Memorial**. The project is intended to make the experience and facilities of the memorial accessible to visitors with mobility, sensory and cognitive disabilities.

- **Devils Tower National Monument** in Wyoming received public comments about plans for accessible walkways to the trailhead and visitor center, accessible interpretive waysides and additional accessible parking spaces.

- **New River Gorge National River** in West Virginia installed accessible walkways and playground equipment at two locations at the Grandview area.

- **Golden Gate National Recreation Area** in California added a boardwalk ramp with overlook benches, new picnic areas, benches, barbecues and wheelchair lockers at **Stinson Beach**.



Has your park made improvements in accessibility?

Help us share your story with others on the ANPR Facebook page! Email Elsa Hansen at anprinternalcommunications@gmail.com.



AN EXAMPLE OF UNIVERSAL DESIGN: The door handle at the New Mexico Valles Caldera National Preserve entrance station was changed from a knob to a lever after Elsa Hansen submitted a work request. This simple and affordable fix allows easier access for all.



DIGITAL ACCESSIBILITY

New updates by the United States Access Board to Section 508 of the Rehabilitation Act apply to the federal agency's full range of public-facing content, including websites, documents and social media sites. Web content managers worked to meet the January 18 deadline, ensuring that electronic information and technology is accessible to people with disabilities.

Part of the process involved updating PDF documents on www.nps.gov. Accessible documents allow for easier use, with or without the aid of assistive technology software such as screen readers, text-to-speech software or screen magnifiers. The changes also make it possible for a mobile device to correctly display the information on a small screen. Although the initiative involved a mountain of work, the updates make electronic content more usable for all users – in other words, they follow universal design principles.

My research showed that the top barriers to providing interpretive accommodations include limited park budgets, limited budgets for interpretation, competing priorities for dollars and infrequent requests for services.

High-value, low-cost ideas

While the accomplishments cited here were major undertakings that required considerable time, planning and funding, the suggestions that follow can be implemented with little time or funding. Ideally, individuals with disabilities should be included in planning for accessible services to ensure that end results meet intended needs.

Use websites as sources of information

While updating websites requires technical knowledge and time, updates can be made frequently and at lower costs than printing materials.

Develop standard operating procedures

SOPs are particularly useful when services are requested infrequently. When I worked in Yosemite National Park in California, visitors would occasionally ask for audio descriptions of the visitor center exhibit in a language other than English. Although I did not memorize how to program the handheld devices, I knew that we had them available and where to find them. I was then able to follow detailed printed instructions to program the devices.

Train staff in responsibilities

Staff training is useful for cutting through two barriers identified in my study: 1) lack of knowledge or familiarity with possible services used by visitors with disabilities, and 2) limited knowledge of legal responsibilities or guidelines pertaining to services provided to visitors with disabilities.

Create a collateral duty for general accessibility

This position could help create the SOPs and ensure that all accessibility equipment is working properly.

As All In states, employees across all levels can effect culture change. With personal passion and dedication to the NPS mission, we can all play a part in making accessibility and universal design a reality, further enabling park visitors to engage with our national heritage and diverse resources.



Elsa Hansen received her master's degree in environmental education from the University of Minnesota – Duluth. She recently became a permanent park ranger thanks to the Land Management Workforce Flexibility Act.

INTERPRETATION

Towers & Type:

A pop-up experience at Grand Canyon

American writer Mark Twain, reflecting on his experience with tour guides in Europe, wrote the following in his 1869 book, *The Innocents Abroad or the New Pilgrim's Progress*:

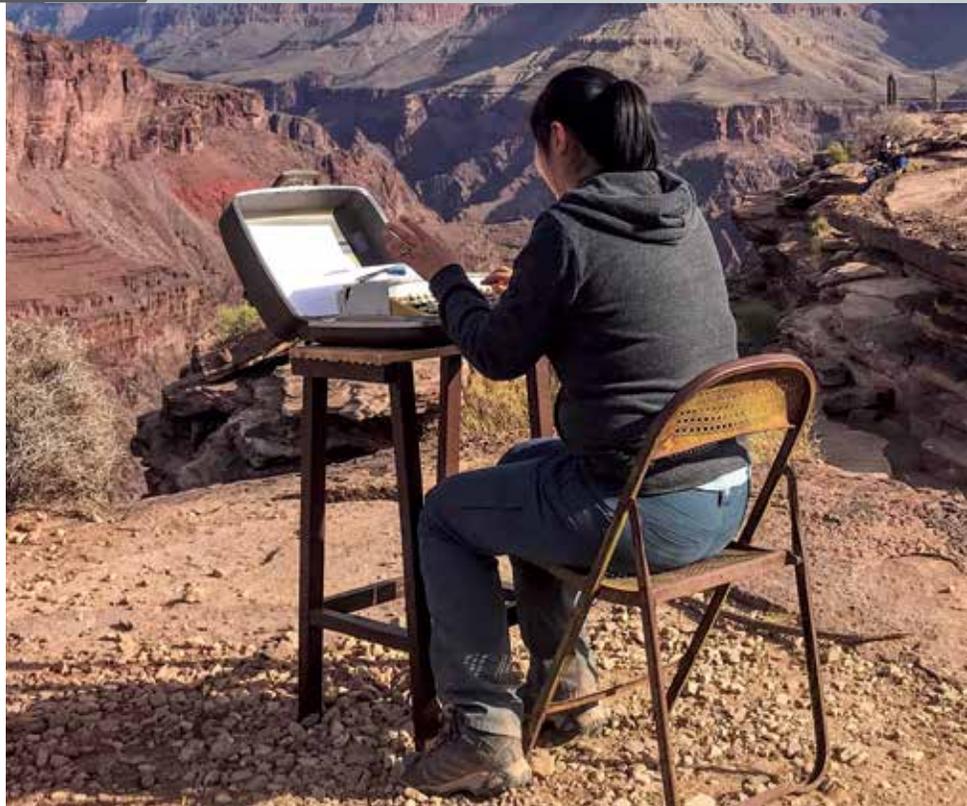
They talk forever and forever Inspiration itself could hardly comprehend them. If they would only show you a masterpiece of art, or a venerable tomb, or a prison-house, or a battle-field, hallowed by touching memories or historical reminiscences, or grand traditions, and then step aside and hold still for ten minutes and let you think, it would not be so bad.

In late December 2017, interpretive rangers at Grand Canyon National Park in Arizona did exactly as Twain requested. Consistent with *Foundations of 21st Century Interpretation* (National Park Service, 2016) regarding non-personal services, the rangers worked “within the bounds of their selected medium while striving to incorporate appropriate interactive techniques which encourage visitors to contribute to their experience.”

Ranger Elyssa Shalla put a manual typewriter, a decades-old thrift store find, to great use. It was placed at Plateau Point, a spectacular overlook off the Bright Angel Trail. The overlook is six miles and 3,000 vertical feet into the canyon from the trailhead.

Sitting on a small table with an accompanying folding chair, the case of the old Singer typewriter was adorned with a simple note.

*Dear Hiker,
Welcome to Plateau Point. You've hiked a long ways. Please take a seat in the chair and relax. Look around. Take it all in. What does this moment mean to you?*



A visitor shares her experience hiking the Grand Canyon using the old manual typewriter placed at Plateau Point. Photo: Elyssa Shalla

This box contains a typewriter that has been placed here temporarily. Feel free to leave your thoughts.

And visitors did just that. Over three days, 76 hikers sat at the typewriter, took in the view and shared their reflections on what they saw, how they felt and what preservation means to them. Visitors writing in English and Spanish reported on the challenging journey, the grandeur of the canyon and the humility the place inspires. They wrote to the river itself, shared poems, implored others to protect the sublime landscape before them and reflected on the very nature of hope.

The product of this pop-up interpretive installation is the beautifully executed online exhibit, “Towers & Type: Dispatches from Plateau Point.” It is a digital record of a very analog experience that, as Shalla said, tries to get at the essence of what the visitors had to share.

“Visitors had no delete button, no editing capability,” she said. By posting photographs of visitor notes, the team at Grand Canyon captured a moment in 2017, on the cusp of the new year and at the edge of geologic time. Mark Twain would be proud that they got out of the way.

— Brian Forist
Indiana University,
Bloomington

For information about the program, visit <https://spark.adobe.com/page/eFn3B4yJMriLa/> and contact Elyssa Shalla, acting Canyon and North Rim District interpreter, Grand Canyon National Park, (928) 638-7320, elyssa_shalla@nps.gov.



PROTECTION

The cell phone dilemma

DISPATCHER: “National Park Service Communications, how may I help you?”

Lost/injured subject: “Oh thank God you answered! We’re lost! We got off trail, I fell, and I think I broke my ankle. It hurts really bad. I can’t walk on it.”

DISPATCHER: “Can you tell me where you are?”

Lost/injured subject: “Yes, we’re in the park. Well, I think we’re in the park. We’re in the woods, I know that for sure. We were hiking that one trail that starts just outside of town, the one with the blazes painted on the trees.”

DISPATCHER: “Do you know the name of the trail?”

Lost/injured subject: “Um no, not really. I just know it’s super steep and there’s a ton of boulders and a creek nearby. I remember it’s named after some mountain. Ouch! My ankle is killing me! And I’m out of water! Can you send help, please?”

DISPATCHER: “Can you tell me where you parked your vehicle?”

Lost/injured subject: “Yes, right where the trail begins, just past the ranger station. Hurry up! It’s getting dark

and the only flashlight I have is the light on my phone.”

DISPATCHER: “Do you know the name of the trailhead or the ranger station?”

Lost/injured subject: “No, I’m sorry, I really didn’t pay attention to any of that.”

DISPATCHER: “Okay, do you have a map with you?”

Lost/injured subject: “Yes! Yes! Hold on, I have to pull it up on my phone and to do that, I have to move the phone away from my mouth. Okay... hold on... um... wait a second... uh oh... shoot! My phone’s giving me the ‘low battery’ warning!”

DISPATCHER: “Quickly, before your phone dies, can you ask another hiker if they know where you are? Or, can you describe a prominent landmark nearby?”

Lost/injured subject: “Yes, I’ll do that, as soon as someone comes by. Landmark... uh, yes... I passed a trail intersection about a half-hour ago and I can see some big rocks on the other side of the creek. I have to hang up, send a helicopter!”

CLICK.

The above scenario might seem a bit far-fetched, but it’s more common than some might think, especially during busy periods at busy parks. Visitors often try to use their cell phones as their only map and light source, both of which rapidly drain the phone’s battery.

What’s worse is that a phone creates a false sense of security in visitors’ minds. They believe it will get them out of any tight spot while traveling the backcountry. As a result, some visitors fail to carry even the simplest supplies, such as a first aid kit, extra clothing, signaling devices and extra drinking water.

Why should they carry any heavy items when they’re only planning to be in the woods for a couple of hours? If anything goes sideways, they can simply use their trusty phone to call for help!

THINGS CAN GO SIDeways IN THE BACKCOUNTRY.

Due in part to using a phone as a map, visitors can wander off trail and become

lost and/or fall and become injured. They have just enough service to make a 911 call, but they often don’t know where they are. Then the phone battery dies.

This results in a frustrating experience for search and rescue personnel and a potentially dangerous situation for the visitor: Their rescuers are looking for the proverbial needle in a haystack.

Service from cell phone towers is usually spotty in backcountry and wilderness settings. Under these circumstances, two outcomes are predictable: 1) batteries get depleted as the device searches for reliable service, or 2) they find no service at all. Now they have no communication capability and no map. At this point, the phone is good only as a flashlight, which, of course, drains the battery.

It is certainly okay for folks to bring their phones into wild places (phones can even be helpful). But, visitors need to carry a lot more than *just* their phones, and they must be aware of phone limitations in wilderness settings. This is where we as

an agency can help: We must include cell phone-centered content in our Preventive Search and Rescue (PSAR) messages.

This is already happening in some National Park Service locations and media outlets. One example is the “Your Cell Phone Is Not...” graphic. This image can be added to pamphlets, trailhead signs, maps, park websites, etc.

Of course we should advise folks to carry a phone and, in the next breath, remind them to also carry “The Ten Essentials,” and be wary of overreliance on phones. If we accomplish this, perhaps we’ll receive more rescue calls in which the visitor is better informed, better prepared and has a longer period of time to use a cell phone battery, allowing more time to gather search and rescue information.

The true testament to PSAR well-done, however, is fewer rescue calls altogether.

— Kevin Moses
Central District Ranger
Shenandoah National Park, Virginia



CULTURAL RESOURCES

Love letter to my volunteers

The soldiers, sailors, aviators and marines who serve at Joint Base Andrews, the Navy Yard and other posts in and around the Nation's Capital are required (as I understand it) to perform community service. That's what brought a cohort of these men and women to Kenilworth Aquatic Gardens one Saturday morning in 2017: the chance to participate in a cleanup organized by the Friends of Kenilworth Aquatic Gardens, a group I've helped lead for the last 10 years.

These citizen-soldiers have already volunteered once: to serve the country. Now they join with students, parents and retirees to protect and restore lands managed by the National Park Service. They plant and prune, shore up the sides of lily and lotus ponds, and wade into ankle-deep mud to pluck litter from the banks of the Anacostia River. When I share with one active duty soldier that our friends group has helped to coordinate volunteer events at this park for over a decade, he thanks me... for *my* service.

Such humble, impressive men and women.

Mixing in with the service men and women are students from American University's Alpha Psi Omega "Service Nation." APO has been an integral part of our volunteer workforce since 2003. In January that year I watched as five determined women from our first APO volunteer crew spent three and a half hours prying a shopping cart out of the frozen ground at Watts Branch Run, a tributary of the Anacostia River.

A preservation story

Kenilworth Aquatic Gardens is one of the Capital's most hidden jewels. The property was purchased in the late 1880s by a Civil War veteran and wounded warrior named Walter Shaw. Shaw turned his love for Asian lotus and lilies into a business and built a 13-acre site along the eastern bank of the river with several large and medium-sized ponds in which his flowers could grow. Decades later his daughter, Helen Fowler Shaw, ensured the gardens would be protected in perpetuity by selling the land to the National Park Service.

But federal ownership didn't mean complete protection from all threats. The remote location of the park and the Anacostia's decades-old role as D.C.'s forgotten river contributed to a sense among a few scoundrels that the park was as good a place for dumping garbage as it was for viewing nature. Thus, the introduction into this beautiful landscape of shopping carts, sofas and enough tires to supply a Good-year retailer for months.

The students from APO took the illegal dumping personally and, following in the wake of those first five women who liberated the shopping cart, have dedicated themselves to getting rid of the garbage and restoring the park.

Around the hallowed halls of the National Parks Conservation Association we talk about the ability of national parks to bring people together. I've seen that happen at Kenilworth. A place where people who love the Park Service and the natural, cultural, historic, scenic and recreational resources the agency protects, can join forces for a few hours on a Saturday morning to volunteer and make their national park a cleaner, safer, better place.

I'm so grateful for *their* service!

— Alan Spears
*National Parks Conservation Association,
Washington, D.C.*



World Ranger

The **Nepal Ranger Association** has been formally registered in Nepal. As soon as the registration certificate is issued, they will open a bank account for the World Ranger Congress, tentatively set for November 11-17, 2019 in Nepal. The **Protected Area Workers Association of New South Wales** (PAWA) will be supporting the Nepal Ranger Association for the congress.

I need your help. I hope you are aware of the **National Park Service History Library** at <http://nps.history.com>. I've been helping with scanning and providing contributions for this wonderful NPS and park history resource. We are looking to complete the *National Parks International Bulletin* series and are missing issues numbered 11 to 20. If anyone has them, please contact Jeff Ohlfs at deserttraveler2@roadrunner.com so we can get them scanned.

Recently on a trip to **Calaveras Big Trees State Park** in California, I found the first memorial bench on the South Grove Trail to be dedicated to our own **Horace Albright and his wife**. I just finished reading *Worthwhile Places: Correspondence of John D. Rockefeller Jr. and Horace Albright* (a quick and interesting read) and learned how important it was to him to save this grove. I was glad to see the memorial bench dedicated to him.

Semper presidium,
Jeff Ohlfs, ANPR international affairs liaison

A reminder to start planning your
World Ranger Day celebrations for July 31!
I hope everyone has a safe spring!



ANPR'S ANNUAL FALL FUND CAMPAIGN

ANPR members generously donated \$4,017 during the annual Fall Fund Campaign.

These funds will help cover ANPR's operating costs and sustain the organization's important initiatives. Thank you for your outstanding support!

RANGER LEVEL – UNDER \$25

Caitlin Drummond
Kaitlin Elgrim
John Lenihan
Jonathan Putnam
William Shiro
Marc Yeston

ACADIA LEVEL – \$25+

Ann Dee Allen
Alexander and May Costea
Cindy Jones
Woodrow Smeck

GRAND CANYON LEVEL – \$50+

William Carroll
Rebecca Harriett
Mary Pass
Noel Poe
John Sacklin

YOSEMITE LEVEL – \$100+

Tim Oliverius

JOSHUA TREE – \$125+

Warren Bielenberg
Karen Gatewood
Ed Rizzotto
David Roberts
Noemi Robinson
Ed Rothfuss
Bill Sanders

EVERGLADES LEVEL – \$200+

Scott Chapman
Meg Wessner

DEATH VALLEY LEVEL – \$250+

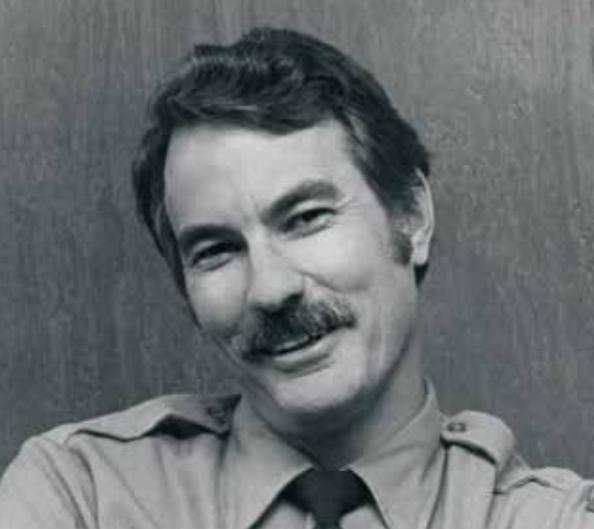
Bruce Edmonston
Gregg Fauth
Vaughn Baker
Rick Erisman
Scott Pfeninger

DENALI LEVEL – \$300+

John Case

YELLOWSTONE LEVEL – \$500+

Deanne Adams and Tony Sisto



In Memoriam

John P. Abbett passed away on January 21, 2018, at the age of 76, leaving behind a treasure trove of stories and an entire lifetime from his 30 years serving in the U.S. National Park Service.

park ranger assignment, to the horror of his wife, was the desolate, arid Lake Mead National Recreation Area, where the couple lived rustically and without a phone in Temple Bar and Cottonwood Cove. During this time daughters Maisie and Marnie were born.

Lake Mead was the first of several national parks in which Abbett honorably served, followed by Point Reyes National Seashore in California (park ranger), Glen Canyon National Recreation Area in Utah (district ranger), the Mid-Atlantic Regional Office in Philadelphia and Colonial National Historical Site in Yorktown, Virginia (assistant superintendent), where he was responsible for successfully coordinating and implementing the NPS Bicentennial celebration of the British surrender.

Abbett completed his career as assistant superintendent of Sleeping Bear Dunes National Lakeshore in Michigan, where he met and married his loving wife, Rosemary. He retired after 30 years of NPS service in 1994. He advised his family that Sleeping Bear was where he wanted to remain. He loved Lake Michigan, the lighthouses, the seasons, and their life there, so the couple made their home in Frankfort, Michigan.

After retiring, Abbett spent his days doing what he enjoyed most: working outdoors and fixing or building things as a handyman around town. The Abbetts are grateful for the endless support received from family and friends. They invite NPS friends who wish to contact family members, including Rosemary Abbett, to email Carla (Abbett) Novess at cmnovess@gmail.com.

Abbett loved the outdoors and exploring and preserving nature. He dabbled in the study of auto mechanics and business before enrolling at Humboldt State College in Arcata, California for a degree in forestry – and then told his parents after the fact.

While serving as president of the college's hiking organization, the Boot and Blister Club, he met his first wife, Carla. They married in 1963 in Eureka, California, and had their first daughter, Tova, the following year

Abbett became a national park ranger in 1964 and attended the Albright Training School in Grand Canyon in 1965. His first



Outdoor Afro

Two events coming up

Hike Like a Girl

Outdoor Afro's annual Hike Like a Girl event will take place May 5-6, and its African American National Parks Event will be held on June 22 in national parks. Information can be found at www.outdoorafro.com, on Facebook at African American Nature & Parks Experience, and on Twitter at @OutdoorAfro. The Instagram hashtag is #AANPD.

Buffalo Solider Education & Hike

Outdoor Afro is a national non-profit networking organization with more than 60 leaders in 28 states. As part of its June 22 activities, it is co-hosting a Buffalo Soldier educational program and hike at the Presidio at the Golden Gate National Park Recreation Area in California.

www.outdoorafro.com

WELCOME TO THE ANPR family!

Here are the newest members of the Association of National Park Rangers
(updated 2/10/18)

- Ellen Spicer, *Sausalito, CA*
- Daniel Spring, *Missouri City, TX*
- Maya Akpinar, *Cedar City, UT*
- Kaitlin Elgrim, *Hamilton, NJ*
- Morgan Lenihan, *Walla Walla, WA*
- Keely Rennie-Tucker, *Lincoln, NE*
- Robert Bechtold, *Bar Harbor, ME*
- John Driscoll, *Glastonbury, CT*
- Roger Harbison, *Corvallis, OR*
- Ratrick Pilcher, *Seattle, WA*
- Tommy DiGiovannangelo, *Crater Lake, OR*
- Ruth Horstnan, *Cincinnati, OH*
- James Pierce, *Arlington, VA*
- Joseph Looper, *League City, TX*

Ranger Rendezvous 2018



Nashville, Tennessee | Watch for details!

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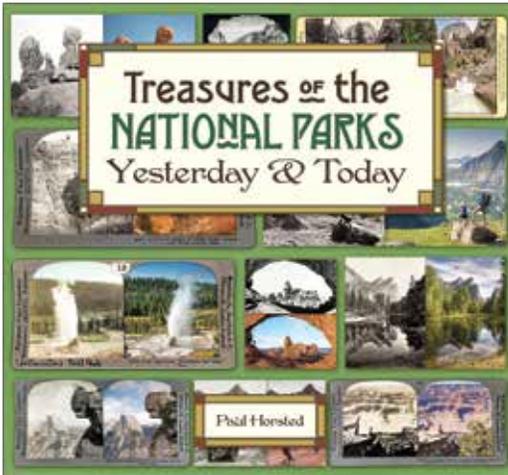
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Treasures of the National Parks: Yesterday & Today

Paul Horsted. 2017. Golden Valley Press.

By Doug Crispin

I normally like my national park views unspoiled. Give me pictures with no buildings to mar the view. No people, cars, roads or other unsightly developments.

This changed when I saw Paul Horsted's book *Treasures of the National Parks: Yesterday & Today*. Suddenly, it is just those cussed, unsightly "developments" that became the best part of the book.

Horsted has assembled 170 photo pairs of national park views, comparing past photos with those taken recently from the same locations. This photo study takes place in 24 of our most prominent national parks. The large-format, 240-page coffee table book (\$45) takes readers on a fascinating visual journey through time.

Need a break from some laborious national park history study? How about a

book short on text, long on images.

Do you want to see Stephen Mather standing at the Grinnell Glacier Overlook, for a comparative view in Glacier National Park? Want to imagine Arches without a Mission 66 entrance road? Where exactly did the John Wesley Powell party perform that boat repair while traveling through the Grand Canyon? These shots and more are in the book.

A couple of my favorite pics include a scrubby two-foot tall Tioga Road Lodgepole pine. It has grown a full two inches in 101 years! A stage coach vs. modern motor home passing through the same Roosevelt Arch in Yellowstone.

A missing lighthouse bell in Acadia.

A creative 1903 visitor using a burlap bag to wrap his cold feet before posing atop a log at Petrified Forest.

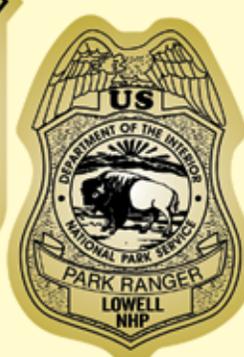
Just think, I even helped the author locate a "lost" President Chester Arthur campsite in Grand Teton that had remained hidden for 130 years!

This book is a must-have for any history-minded national park enthusiast. See what visual treasures you can find.

Doug Crispin lives in Eugene, Oregon and is a seasonal ranger at Mesa Verde National Park in Colorado. He has worked at 13 national park sites.



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Rendezvous 2018 

Planning has already started and we're looking for volunteers! If you're interested, give us a holler y'all!