

# RANGER

The Journal of the Association of National Park Rangers

Stewards for parks, visitors & each other

Vol. 36, No. 1 | Winter 2019-20

## Soaring to new horizons

**RANGER RENDEZVOUS 42**





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**ON THE COVER:** Mike Pflaum's photo won the Soaring to New Horizons and Best in Show categories in the ANPR Ranger Rendezvous Photo Contest.

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Apostle Islands National Lakeshore in Wisconsin experiences a dramatic transformation in the winter. Stunning ice formations cling to cliffs overlooking Lake Superior. In frigid years, visitors can walk on the ice to explore the caves. Photo: Michael DeWitt, U.S. Department of the Interior Facebook page

# ANPR contributors inspire members in the new year

What better time to expand your comfort zone than the beginning of a new year? Look to this issue's authors as sources of inspiration.

Just as others in your life do every day, Paul Anderson; John Ruple; ANPR Supernaugh Scholars Justin Yazzie, Lauren DeGennaro, Leah Farr, Jeff Filosa and Will Rice; Butch Farabee and Kevin Moses provide many examples of fortitude.

Here is a sampling of their contributions:

- Paul Anderson: "We can become an inspiring, nationally recognized organization when we work together on common issues and goals."
- John Ruple: "We must give people a voice to share their pain and the power to build a better future..."
- Justin Razzie: "It can be a truly valuable experience to take the time to capture how nature makes you feel."

- And, perhaps most wise – Butch Farabee: "Fortunately, we didn't embarrass ourselves."

We also find inspiration in everyone who lends their expertise to ANPR, including Board members, Ranger Rendezvous volunteers, and those who represent ANPR nationally and also internationally through the International Ranger Federation and World Ranger Congress participation.

You, too, can be a source of inspiration – by volunteering for ANPR and stepping up to contribute more in your park, community and family. You can even write an article for *Ranger* as a way to start. To submit an article idea, contact [rangermag.editor@gmail.com](mailto:rangermag.editor@gmail.com).

Happy New Year to every ANPR member from the Association of National Park Rangers.

— Ann Dee Allen  
Ranger editor

# RANGER

THE JOURNAL OF THE ASSOCIATION OF NATIONAL PARK RANGERS

Vol. 36, No. 1



Winter 2019-20

*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.

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## FINAL DEADLINES

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



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## LETTER FROM THE PRESIDENT

Paul Anderson, President ANPR

# Happy New Year

Thank you for electing me as president of the Association of National Park Rangers. I am honored and excited to serve in this important position. I will do my very best to lead our organization in the direction you would like to go. You can see my personal priorities for the Association in the article “ANPR President Paul Anderson is charting a course for the future” in this issue.

During the past year, our Board of Directors has been working hard to find out what you believe should be ANPR’s priorities. We have conducted two membership surveys and compiled the results for use in drafting an ANPR Strategic Plan to guide our efforts.

In addition, we held a Strategic Planning workshop at Ranger Rendezvous 42 to get information directly from attendees on what issues are most important for us to address. We are in the process of finalizing that plan, and you will see the results in the Spring issue of *Ranger*.

Ranger Rendezvous 42 was a wonderful event. The speakers and workshops were fun, inspirational and thought-provoking. The many conversations in the hospitality room, in the hallways and over meals were informative, enthusiastic and interesting – exactly what a Rendezvous should be.

Thanks to Chris Reinhart, Rendezvous coordinator, assistant coordinators Tom Banks and Wendy Lauritzen, and all of the wonderful staff of volunteers for making this Rendezvous a success!

I also want to thank the members of the Board of Directors whose terms ended in December for their service to ANPR. Will Mundhenke, Seasonal Perspectives; Ben Walsh, Government Affairs; Jamie Richards, Professional Issues; Marin Karraker, Secretary; and Jan Lemons, Past President, have worked diligently on our behalf over the past three years.

Welcome to the incoming Board members who will be helping lead ANPR for the next three years: Lauren DeGennaro, Seasonal Perspectives; Rebecca Harriett, Government Affairs; Tim Moore, Professional Issues; Lauren Kopplin, Secretary.

When you read the new Strategic Plan, I think you will see that ANPR has great aspirations. We plan to address the current issues and needs of



July 4th fireworks, Washington, D.C.  
Photo: Carol M. Highsmith’s America, Library of Congress, Prints and Photographs Division

our members, the National Park Service and the National Park System.

Accomplishing our goals will require the Board’s leadership as well as active participation from our members. This is your organization. Share your thoughts on how we can improve it.

Please step up and join a committee, volunteer to help with one or more of our goals, or join the Rendezvous 43 planning effort.

We can’t do it without your help, but together we can make a difference for all.

— Paul Anderson  
ANPR President

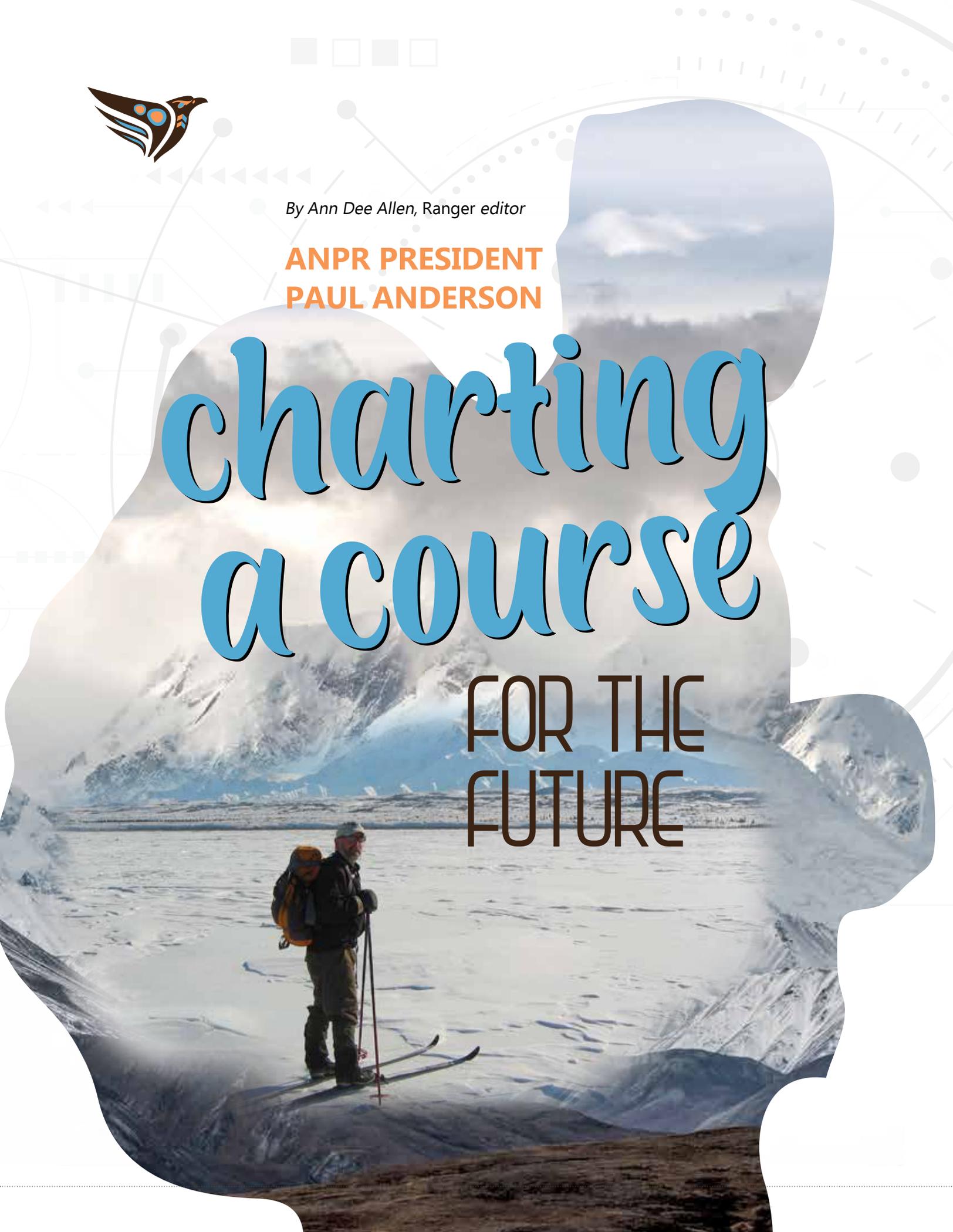


By Ann Dee Allen, Ranger editor

**ANPR PRESIDENT  
PAUL ANDERSON**

# charting a course

FOR THE  
FUTURE



PAUL ANDERSON HAS HIGH HOPES FOR THE ASSOCIATION OF NATIONAL PARK RANGERS. AS THE NEW PRESIDENT OF ANPR, HE IS LOOKING TO REVITALIZE THE ASSOCIATION BY LAUNCHING A THREE-YEAR STRATEGIC PLAN THAT BUILDS ON ANPR'S STRENGTHS.

Anderson has been a Life Member of ANPR since 1978. He has seen scores of members take active roles in the organization and help sustain it for more than 40 years. Even so, he recognized an opportunity to develop a more robust ANPR at a time when he had both the time and the inclination.

"I ran for president because I felt that if we were going to keep ANPR viable and move it forward, communicate with and about NPS employees, and promote the preservation of our national parks, we needed to develop a better strategic direction that will help us advance ANPR in a substantive way," Anderson said.

In his recent role as president-elect he was already surveying members and devising plans to help ANPR leaders gain a better understanding of the current priorities of National Park Service employees and steer ANPR according to those priorities.

One of his goals is to generate greater connectedness among association members and between ANPR and people who care about national parks.

"We need to revive the ANPR mentoring program," he said. "We need to leverage social media, *Ranger* magazine, the ANPR newsletter and website, and the news media to better communicate our values and concerns on issues of importance. We need to identify where we can work to positively influence the best outcomes for our association and the National Park Service."

Over the course of his 40-year NPS career, and in particular in nine years as the NPS deputy regional director in Alaska, Anderson came to realize the importance of using communication to connect people.

"We have to move much more quickly today, especially with our increased capacity to communicate," he said. "By getting together, sharing ideas, sharing problems and solutions, we are invaluable to individual members and the organization as a whole."

Anderson shared the main concepts of the new strategy with *Ranger* magazine in the fall. At that time, the plan was on track to be distributed to members and posted on [www.ANPR.org](http://www.ANPR.org) in late winter and published in *Ranger* shortly after that.

Paul Anderson is pictured skiing on the McKinley River, shoveling snow from the roof of the Windy patrol cabin and bicycling on Denali Park Road in Alaska. Photos courtesy of Paul Anderson





Paul Anderson is a trainer and management consultant for a variety of clients, including the National Park Service. He retired from the Park Service in 2012 after serving as superintendent of Denali National Park and Preserve for 10 years. He was deputy regional director of the NPS Alaska Region from 1992 to 2002, assistant superintendent of Shenandoah National Park from 1988 to 1992, district ranger at Yosemite National Park from 1985 to 1988 and district ranger at Delaware Water Gap National Recreation Area from 1983 to 1985. He also worked as a ranger at Grand Canyon, Shenandoah, Big Bend and Rocky Mountain national parks. Anderson was also president and CEO of the National Association for Search and Rescue from 1994 to 1998.

Among the many awards he has received are the Department of Interior Superior Service Award, NPS Director's Award for Superintendent of the Year for Natural Resources Stewardship, Alaska Regional Director's Award for Conservation Leadership, and three Interior Unit Citations for Excellent Service at Delaware Water Gap and Rocky Mountain.

"I see ANPR as a strong voice for, with, and about the National Park Service and National Park System. I see it as a financially viable association that has a substantive level of external support from people who believe in the NPS mission and the work we do. I see it as an organization that's sought out by NPS leadership and perhaps congressional staff and lawmakers to get accurate information about the issues that affect NPS and the parks."

– Paul Anderson, ANPR President

## ANDERSON SAID ANPR IS FOCUSING ON:

- A review of Association bylaws to update language and reflect current ANPR practices.
- A new ANPR budget that ensures the Association's sustainability.
- A plan to increase ANPR's membership and update member contact information.
- A job training and career development program for ANPR members.
- Ensuring the viability of *Ranger* magazine as a professional association journal.
- Diversifying the Board of Directors to reflect the career stages and different areas of expertise among NPS employees.

"We need to make our mission compelling for members," Anderson said. "I would like to see ANPR advocate for issues that affect NPS employees. We have members from HR, fundraising, legal affairs – people from all walks of the Park Service who can bring their expertise to bear on high-level issues."



He said training and development initiatives would concentrate on filling gaps in NPS training and preparing members to be leaders.

“We need to increase our capacity to add training value,” he explained. “In three years we hope to be on our way to offering a training program that addresses the needs of key member groups. Our members need to find great jobs, understand the ins and outs of the system, and plan for leadership and retirement. ANPR can help.”

Diversification of the Board of Directors is also a top priority for the new president.

“Our Board of Directors should reflect the entire membership,” he said. “I’d like to see more mid-level employees on the Board who can bring their knowledge and expertise to ANPR members. I’d like to see more retirees and people of color on the Board.”

Anderson’s vision for ANPR is clear in his mind’s eye.

“We can become an inspiring, nationally recognized organization when we work together on common issues and goals,” he said. “Our three-year plan will help us set the course for this exciting journey.”

# Appreciation & thanks

**T**hank you for your service and support during my time as president of ANPR. I have complete confidence in Paul Anderson’s abilities to lead our organization and look forward to working closely with him.

A heartfelt thank you goes out to all who helped with Ranger Rendezvous 42. Also, thank you in advance to those planning Rendezvous in Jacksonville, Florida this fall. It takes members, staff, students and friends to get the

tasks accomplished and serve the mission of ANPR.

There are many ways to become involved with the organization. Our business manager has made it easier than ever to gift memberships, too. Donate your services to Rendezvous planning or a special project. In order for this organization to thrive, we need help from all our members.

— Jan Lemons, Past President



## Rick Gale PRESIDENT’S AWARD

Jan Lemons presented the ANPR Rick Gale President’s Award to **NANCY WARD** for her years of unwavering service. Ward has one of the most important functions at Ranger Rendezvous. Every year she ensures that the hospitality room is fully stocked and ready for Rendezvous participants. “Many thanks to Nancy for her years of service and a job well done,” Lemons said.

## The ANPR Service Award

was presented to **RANDY PAYNE** for 20 years of work on the non-governmental NPS history e-library in partnership with retired NPS historian Harry Butowsky. Payne was thanked for his untiring efforts. It was noted that **NPShistory.com** includes 35,000 articles, park brochures, reports and other materials. It is the largest collection of NPS materials currently available to the general public and is visited by more than 60,000 people every month.

# AWARDS



WHAT ATTICUS FINCH AND *By John C. Ruple*

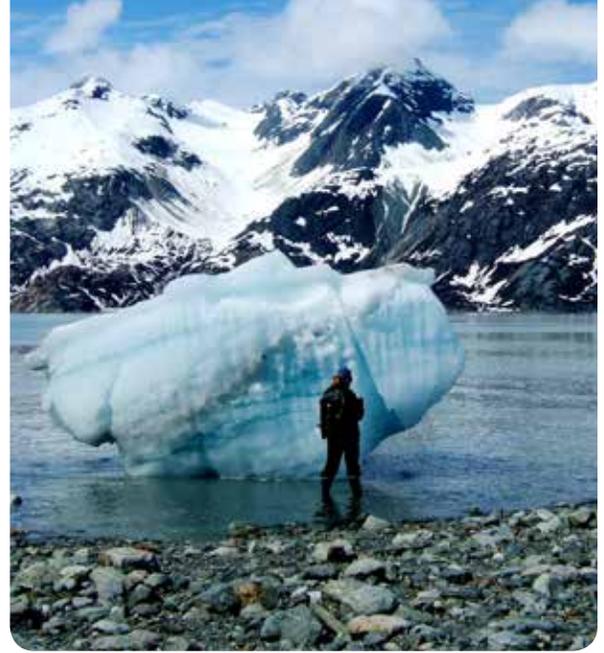
CHARLES WILKINSON TAUGHT ME ABOUT

# Sagebrush Rebels



Charles Wilkinson

Two men profoundly shaped my thinking about our public lands: one fictional and one real. Atticus Finch was the lawyer in *To Kill a Mockingbird*. Atticus epitomizes what I want to be, both as a lawyer and as a human being: he's humble, kind, empathetic, principled, and a tireless advocate for justice. Early in the book he tells his young daughter that "You never really understand a person until you consider things from [their] point of view... until you climb into [their] skin and walk around in it."



What can we learn by heeding Atticus's advice and taking the uncomfortable step of climbing into the skin of the men and women who are fighting to privatize our public lands, to dismantle the protections afforded to special places, and to starve public land management agencies? What can we learn from self-styled Sagebrush Rebels?

Understanding where Sagebrush Rebels come from helps us see past their extreme positions to the interests behind them, and that is essential because arguing about the facts isn't going to solve our problems. We will fail if we continue to engage Rebels on facts and the law without getting to the pain and frustration that underlies their desperate arguments. We can, and should, recognize the legitimate pain and frustration that drive Sagebrush Rebels – but recognizing that pain doesn't mean validating the actions that stem from it.

My second hero is Charles Wilkinson. Wilkinson is an ardent environmentalist and one of the giants of public lands law. He is a man who has taken Atticus Finch's advice to heart and spent a career walking around the West in the shoes of the people who live here. In his book *Crossing the Next Meridian*, he explained the Manifest Destiny era laws that encouraged us, as a nation, to "tame" the West.

Loggers, miners and ranchers sought to make a better life for themselves and their children, to make us the wealthiest nation in the world, and to give us a level of affluence and quality of life that few around the world can even imagine. They did it because we, as a nation, passed laws encouraging them to log the forests, to dam the rivers, to raise the cattle, to mine the minerals and to tame the frontier. We asked them to do all of these things in the name of "progress."

Progress, of course, looked quite different in 1880 when just 1.8 million people lived in the West. Today, our region is home to over 76 million people. Manifest Destiny era laws that were enacted in good faith to advance 19th century goals also

solidified phenomenally valuable property rights that anchor us to old ways of thinking. They became what Wilkinson calls the "Lords of Yesterday."

Rather than gradually changing course as our society swelled, as our scientific knowledge about our place in the world increased, and as our values evolved, we doubled down on Manifest Destiny era laws favoring extraction over conservation.

But change is inevitable and some communities that grew up around a multi-generational expectation of access to public lands riches were hit hard by that change. Of Utah's 16 rural counties, 15 have higher unemployment rates than the state average, 14 have a lower median household income than the state average, and 13 have higher poverty rates than the state average.

Change hit them culturally as well as economically, and they often blame the federal government for their pain. We can't ignore their pain, and we can't parachute into a community claiming that we're here to help after they've lost their jobs and their homes to the tide of progress.

The Malheur National Wildlife Refuge takeover and state efforts to seize our public lands are an expression of this pain. While we should be seeking solutions that address the root causes of our neighbor's pain, we are also forced to challenge extreme actions in court. Ironically, Cliven Bundy and I both start from the same place, the U.S. Constitution.

We've spent 230 years interpreting the Constitution. Along that journey two of the most important rules that have emerged are (1): "[i]t is emphatically the province and duty of the judicial department to say what the law is," and (2) *stare decisis*, which is just a fancy way of saying that courts are bound to follow the rule of law that was established by earlier court decisions. Bundy gives little credence to these rules.

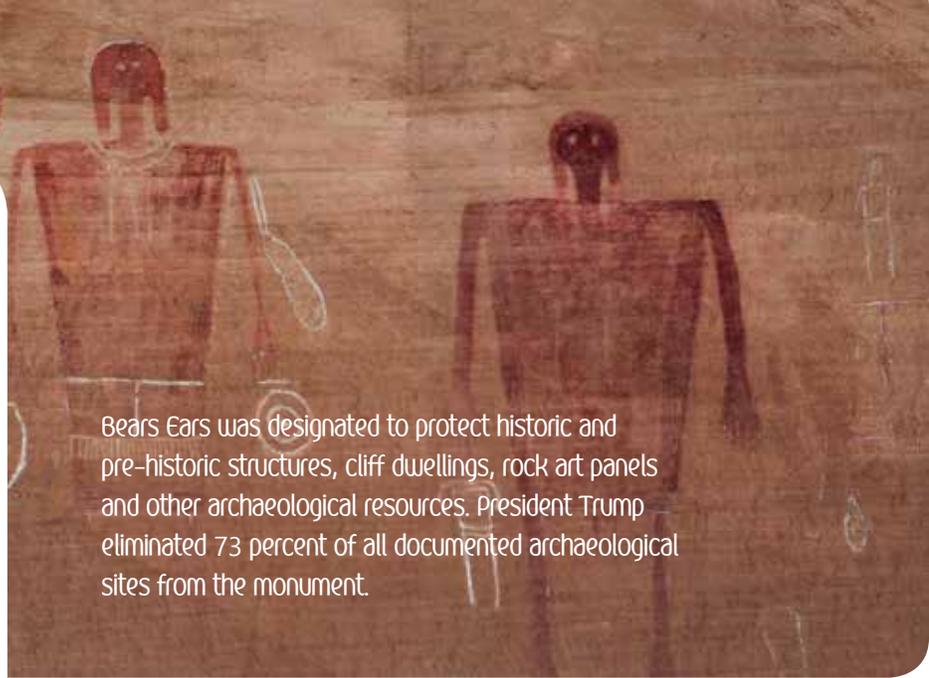
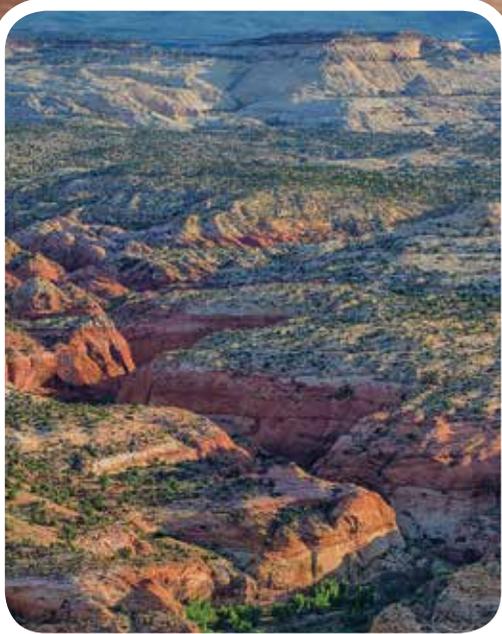
The Constitution's Property Clause is clear: "Congress shall have Power to dispose

of and make all needful Rules and Regulations respecting the Territory and other Property belonging to the United States." Sagebrush Rebels like Bundy contend that the Property Clause granted the federal government only the power to "dispose of" land, leaving the United States powerless to retain lands in public ownership. They are wrong.

The Supreme Court has been both clear and consistent, holding for 150 years that the power to "dispose of" property is not an obligation to dispose of that property. Under our Constitution, our federal government can retain public lands for broad national benefits, and it can do so indefinitely. "No State legislation can interfere with this right or embarrass its exercise."

Today's Rebels also contend that because the federal government divested itself of public lands in the East, it must also do so in the West for Western states to be equal to their Eastern peers. Their argument grows from the equal footing doctrine which states that "all states are admitted to the Union with the same attributes of sovereignty (i.e., on equal footing) as the original thirteen states." Again, Rebels are wrong on both history and law. The Supreme Court has been clear:

There has never been equality among the States... Area, location, geology, and latitude have created great diversity in the economic aspects of the several States. The requirement of equal footing was designed not to



Bears Ears was designated to protect historic and pre-historic structures, cliff dwellings, rock art panels and other archaeological resources. President Trump eliminated 73 percent of all documented archaeological sites from the monument.

Bears Ears National Monument. Photo: Bob Wick BLM

wipe out those diversities but to create parity as respects political standing and sovereignty.

Rebels would also have you believe that laws allowing states to join the Union required the federal government to “extinguish” its title to the land. No court has ever upheld that interpretation. During the 19th century, the federal government was trying to extinguish tribes and tribal holdings not federal land, and that is what those laws contemplated when they spoke of extinguishment.

President Donald Trump’s efforts to shrink our national monuments are just the latest chapter in a long narrative. President Bill Clinton set aside 1.7 million acres as the Grand Staircase-Escalante National Monument in 1996, over Utah’s protests. In protecting the Grand Staircase, the Clinton administration went to great pains to address state and local concerns. Utah, however, claimed the Grand Staircase cost jobs and was established without the state’s input. Even though these concerns were unsubstantiated, Utah won the battle to frame the narrative.

Decades later, when Native Americans asked the Obama administration to protect the landscape surrounding the Bears Ears Buttes, the federal government again endeavored to obtain local input, and also encouraged Utah’s congressional delegation

to craft legislation that would protect this landscape and make a national monument proclamation unnecessary.

The administration succeeded on the former, and the delegation failed on the latter. But again, Utah succeeded in owning the narrative, casting the monument as an unwanted job killer.

Utah’s story was powerful enough to convince President Trump that he should dismember both national monuments. He did just that on December 4, 2017, reducing protections on over 2 million acres of our public lands. Now the tribes and their allies find themselves in federal court, challenging the President’s authority.

So, where did President Trump get the power to dismember our monuments? He claims that Congress gave him that power in the Antiquities Act. I believe that he is wrong.

First, the Antiquities Act speaks only to designation, not reduction. We should not read into a law words that Congress never put there.

Second, there was no reason for Congress to empower the President to shrink national monuments. The Antiquities Act entrusts Presidents with the power to create national monuments because Congress had neither the time nor the expertise to identify all the federal lands in need of protection and craft site-specific legislation.

Delay meant the loss of irreplaceable resources, and delegating authority to the President allowed for timely protection in the face of imminent threats. There was no similar need to quickly undo monument protections, so there was no reason for Congress to give that power to the President.

Third, Congress has, on at least 11 occasions, passed laws allowing the President to set aside lands for certain purposes and to later revise those designations as conditions changed. Congress knew how to create a two-way valve and chose not to do so in the Antiquities Act.

Fourth, until President Trump was elected, the executive branch understood that the President could not unilaterally revise national monuments. The Bush administration stated so before the Supreme Court in 2002.

Finally, Congress too believed that the President was powerless to shrink national monuments. Seven times Congress took up legislation authorizing Presidents to revise national monument boundaries, and seven times those efforts failed. Those bills would have been unnecessary had Congress believed that the President already had such powers.

President Trump argues that he merely confined the monuments to the “smallest area compatible with the proper care and

management of the objects to be protected,” which is what the Antiquities Act requires. But Bears Ears was designated to protect historic and pre-historic structures, cliff dwellings, rock art panels and other archaeological resources. President Trump eliminated 73 percent of all documented archaeological sites from the monument.

At the Grand Staircase-Escalante, which was designated in large part to protect paleontological resources, he removed at least 700 scientifically important fossil sites from the monument, including almost the entire record of whole geologic eras. President Trump dismantled the monuments to expedite energy development, and in so doing, he reduced protections for tens of thousands of irreplaceable resources.

He also claims that the seeds of his reductions are found in historic practice, but this claim does not withstand scrutiny. Until today, every national monument reduced by Presidential action had been set aside before 1940, and most at least a decade prior to that. Poor maps and surveys made it difficult to describe the location of the objects to be protected, and to accurately define monument boundaries.

At both Navajo and Petrified Forest national monuments looting forced monument designation before the location of the objects to be protected were known. The President, in both cases, intentionally designated large monuments to protect fragile resources until surveys could be completed and the boundaries redrawn.

Other monument modifications clarified that state and private land were not part of the monument (something that is explicitly stated in the Antiquities Act). At Glacier Bay, a revision excluded a sawmill, multiple homesteads, a salmon cannery, a fur farm and a secret military base. At Katmai, President Calvin Coolidge excluded a mine, and at Scotts Bluff he excluded a federal water project. Both projects predated the monuments. No one contends that Trump was sur-

gically excluding non-federal lands or existing infrastructure from the Utah monuments.

When we look at prior modifications, we see another common theme. Most of the time when a President cut land from one part of a monument, he also simultaneously added other lands to that same monument. Prior revisions were about improving monument management, not gutting protection.

And of course there is the issue of size. There is simply no precedent for reductions the size of those at Bears Ears or the Grand Staircase.

Facts such as these are important in the eyes of the law, and I am optimistic that Bears Ears and the Grand Staircase will be restored to their former glory. But such facts, law, and reason will not prevent the next battle in the Sagebrush Rebellion.

We must continue to fight for public lands in courts of law, in the court of public opinion, and in the halls of Congress. We must also step into the skin of our adversaries and acknowledge that behind a warped view of history and the law lies a pain and frustration that comes from being left behind by social change. Their pain is both real and profound, and we must treat the cause of that pain if we are to make sustainable progress.

I am optimistic that we will succeed in securing renewed protection for Bears Ears and the Grand Staircase-Escalante. I hope that we will also shine a light on the Lords of Yesterday and hasten the transition to more sustainable and contemporary values, and that we will proactively help resource dependent communities make that transition in ways that feel dignified and empowering to them.

*John Ruple is a research professor of law at the University of Utah and Stegner Center Fellow at the Wallace Stegner Center for Land Resources and the Environment, where he works on public lands and water resource management.*

## RENDEZVOUS PHOTO Highlights



ANPR President Jan Lemons thanks Curt Dimmick for his aspiring words to send off the attendees of Ranger Rendezvous 42.



Ramie Lynch briefs ANPR on the status of the uniform program and what to expect for changes in the field.



Brian Ettling gives a breakout talk about presenting climate change to an audience while remaining optimistic about ways to inspire change.

# Supernaugh



# SCHOLARS

Supernaugh Scholars from left to right: Justin Yazzie, Lauren DeGennaro, Leah Farr, Jeff Filosa and Will Rice.



**T**hanks to ANPR members' generous donations, we were able to provide Supernaugh Scholarships to five individuals to attend Ranger Rendezvous 42.

The scholars are Justin Yazzie, Canyon de Chelly National Monument; Lauren DeGennaro, Mississippi National River and Recreational Area; Leah Farr, North Carolina State Parks; Jeff Filosa, Catoclin Mountain Park; and Will Rice, PhD candidate.

Since 2007, Bill Supernaugh Memorial Scholarships have allowed individuals new to ANPR to experience the annual Ranger Rendezvous and learn about the Association. Bill Supernaugh was an ANPR life member, an avid supporter of the Association, and a National Park Service employee for more than 40 years.

VISIT [ANPR.ORG](http://ANPR.ORG) TO PROVIDE SUPPORT FOR SUPERNAUGH SCHOLARSHIP RECIPIENTS TO ATTEND RANGER RENDEZVOUS 43 IN JACKSONVILLE, FLORIDA.



## 2019 ANPR *election results*

The following individuals have been elected to the Association of National Park Rangers Board of Directors:

- Lauren DeGennaro, Seasonal Perspectives
- Rebecca Harriett, Government Affairs
- Tim Moore, Professional Issues
- Lauren Kopplin, Secretary

Congratulations to these members. ANPR thanks them for their leadership over the next three years.

In addition, ANPR recognizes the following people for running for office in the 2019 election:

- Jennifer Hood
- Rebecca Jacobs
- Carl Jones
- Bill Nash
- Mel Poole
- Francie Sewell
- Jasmine Turner



# SPEAK HONESTLY ABOUT CLIMATE CHANGE

By Leah Farr, Supernaugh Scholar

Data shows that people trust national park rangers to provide accurate information regarding issues they care about. Opportunities to share facts can become teachable moments.

At Ranger Rendezvous 42, Brian Ettling's session "Be Bold! Speak Honestly and Positively About Climate Change" left participants with ideas for speaking with park visitors about the effects of climate change.

"It's not about giving people facts, it's about storytelling," Etting said.

He outlined four strategies that can be applied to help guide visitors past barriers to understanding the effects of climate change.

First, draw on facts about how human activities affect the earth's climate. Provide data showing that fossil fuels are the largest contributor to carbon dioxide in the atmosphere. Share examples and photographs of fires,

floods and snowfall. Let visitors know that everyone can lessen their impact on the environment.

Second, talk about impacts in the local region and park through stories. For example, research has found that pika at Crater Lake National Park in Oregon are endangered by warmer summers and lower annual snowfall accumulation, while non-native crayfish are thriving in warmer weather.

Third, tell visitors that the National Park Service is doing something about the impacts of climate change.

Buildings are being upgraded with solar energy sources and LEED certified materials and heating and cooling systems. Trolleys, hybrid vehicles and bio-diesel buses are being used in high visitation areas to transport visitors.

Fourth, invite visitors to think about ways they can reduce their impact on the environment. Let them know that

the choices they make every day make a difference. Encourage practices such as leaving no trace or taking mass transit. Urge them to fill out comment forms and voice their opinions about how parks can improve. The comments can be used to show public support for future initiatives.

Visitors may still push back about climate change. It's important to interact positively in these situations, Ettling said. Treat people with respect and try to find common ground. Share your own personal story, describe the park service's position on climate change, and listen to visitors' points of view.

Maintain a sincere and curious approach to differing opinions. Find the right time to disengage in a respectful way. You may not change someone's mind, but you may leave them with something to think about.

Fort Jefferson at Dry Tortugas National Park moat wall is deteriorating from high seas and storm damage. The inset shows the wall before storm damage. Photo: Marcy Rockman, NPS.gov



# AN OUTRIGGER

## ARTIST'S APPROACH TO DRAWING

*By Justin Yazzie, Supernaugh Scholar*

**S**tearns grew up in California not far from Yosemite National Park. As he told those of us taking part in his Ranger Rendezvous drawing workshop, spending time in Yosemite allowed him to become fully immersed in nature.

In his youth, Stearns made a conscious effort to try capturing the iconic formations of Yosemite by drawing them. Loosely and freely he began to draw in a sketchbook. He has now made sketching a daily practice for 35 years.

Eventually, Stearns found himself creating artwork that would be etched onto satellites with a laser and launched into space. He looked to nature for inspiration, choosing to depict migratory animals looking back at Earth from space.

The work he created included sharks, whales, birds and other animals. He also engaged some very analytical satellite company employees to tap into their creativity and contribute quotes, which were etched on the satellites in flowing script.

The result was the first art installation in space – artwork that included beautiful quotes by people who might not have allowed themselves to be truly creative without Stearns' encouragement.

Stearns then received a call from a representative of Google, who invited him to use Quantum computers as an inspiration for beauty. Stearns decided to paint images of UNESCO sites on the computers.

When Google employees see his paintings, they might be inspired to think more creatively and abstractly. They also might be inspired to spend time in nature.

# FOREST STEARNS IS AN ARTIST FROM CALIFORNIA AND A SPECIAL SOUL. HE'S ALSO AN ADVOCATE FOR NATURE AND PUBLIC LANDS AND A NEW FOUND ALLY OF NATIONAL PARK RANGERS

## SPACE

### UNIQUE PERSPECTIVE

Stearns' approach to art is inclusive. He strips out any barriers that may come up, giving himself creative permission to make mistakes.

There will be plenty of mistakes, he said, and not every drawing will be a masterpiece. It's important to allow yourself to be creative. Even mistakes can end up being beautiful.

According to Stearns, it's not necessary to strive for a photorealistic drawing, but instead to try to capture the soul of a subject. Through the overarching story of the subject or one's own personal feelings, an artist can take a creative journey with pencil or pen. The act of drawing may then invoke an interior feeling, like sword fighting or taking an empathetic journey into what a subject may be feeling.

Stearns shared a simple set of principles that can be applied to art and life:

1. Choose your intention.
2. Choose your composition.
3. Breathe and enjoy the view.
4. Draw how you feel what you see.

5. Celebrate your focal point.
6. Enjoy, repeat, share.

Rendezvous workshop participants were invited to practice these principles by drawing scenes from nature inspired by photos submitted for the Rendezvous photo contest.

I experienced a feeling of true freedom as I drew a California Condor. I drew what I was feeling, not necessarily the perfect depiction of the bird. Stearns' words resonated with me as I drew, and they resonate with me still.

It can be a truly valuable experience to take the time to capture how nature makes you feel. Stearns' method makes this experience more rewarding.

### SIMPLE ADVICE

Forest Stearns may be able to take us to the national parks, outer space and back. But the moral of his story is simply "practice." Drawing in his sketchbook allows Stearns the opportunity to practice, to fail and to learn from failure before creating a finished piece.

Ultimately, a passion for art has led Stearns to experience life as an everyday adventure with his partner and daughters. He said his success can be traced to drawing every day.

Taking time to draw the places where we work and live can have a profound effect on our lives and our creativity. As Stearns said, "When you are drawing nature, you get to paraphrase nature. Nature is not an A B C thing."

As national park employees, we have our own metaphorical sketchbooks. All we have to do is practice.



FOR MORE INFORMATION ABOUT FOREST STEARNS, VISIT [DRAWEVERYWHERE.COM](http://DRAWEVERYWHERE.COM).



UPDATE FROM

WASO

By Lauren DeGennaro, Supernaugh Scholar



Two NPS employees pose together at Kenilworth Park & Aquatic Gardens. Photo: Kendra Barat, NPS.gov

**R**esilience as an agency and as a workforce. That was the resounding message John Leonard conveyed at the 42nd annual Ranger Rendezvous.

Leonard outlined three main priorities he plans to address in his role as national chief ranger at the Washington headquarters office.

**MENTAL HEALTH AND RESILIENCY ARE HIS FIRST PRIORITIES.**

Caring for the whole person creates a more productive and committed workforce, he explained. While park rangers are known for their commitment, they should know that NPS leaders seek to protect their overall wellness in return.

**LEONARD'S SECOND PRIORITY IS TRAINING.**

He will primarily address law enforcement training issues, which he acknowledged may make waves.

According to an analysis by Michigan State University, there are more vacant law enforcement positions than trained employees to fill them. Yosemite National Park in California has 21 funded, unfilled vacancies. Grand Teton National Park in Wyoming has 11. These parks are likely to fill vacancies with employees from other parks – creating openings in the other parks.

The best solution is to increase the number of rangers trained at the Federal Law Enforcement Training Center (FLETC).




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MADE IN AMERICA

A park ranger participates in the 2017 Lowell Folk Festival street parade at Lowell National Historical Park, Massachusetts. Photo: NPS.gov

Field training needs to be completed in a timely manner as well. With more rangers fully trained, there will be more opportunity for them to train seasonal law enforcement staff.

**LEONARD'S THIRD PRIORITY IS FOR NPS TO BE MORE INTENTIONAL IN RECRUITING, HIRING AND RETAINING GOOD EMPLOYEES.**

The NPS is the last of more than 90 federal law enforcement agencies to rely on seasonal staff. In the past five years, NPS employed about 1,325 permanent law enforcement rangers and hired 400 seasonal law enforcement staff. Leonard said NPS needs to shift from reliance on seasonal staff to permanent positions.

When asked how the Association of National Park rangers can help, Leonard was clear: ANPR can continue to advocate for diversity, mental health and resiliency. The priorities he cited need support from forces both internal and external to the agency.

Leonard said the priorities reflect the transition of our agency in a new era. The intent is to preserve our history and create sustainable, productive change.

Leonard concluded by emphasizing the identity of the NPS employee and agency as reflected in the uniform. He encouraged staff to wear the uniform properly and proudly. He wears his uniform at WASO every Wednesday to uphold the NPS mission and advocate for NPS staff.

Leonard's message is reassuring to a workforce that will hopefully embrace change and become even more diverse, healthy and resilient.

## Kudos List

These people have either given someone a gift membership to ANPR or recruited a new member. Thanks for your help and support!

*(updated 11/10/19)*

- |                 |                 |
|-----------------|-----------------|
| Ben Walsh       | Lauren Macey    |
| Ahmad Toure     | Paul Anderson   |
| Jonathan Shafer | Tom Banks       |
| Patty Shafer    | Nancy Goudy     |
| Rick Mossman    | Wendy Lauritzen |
| Jamie Richards  |                 |

# Rendezvous Exhibitors

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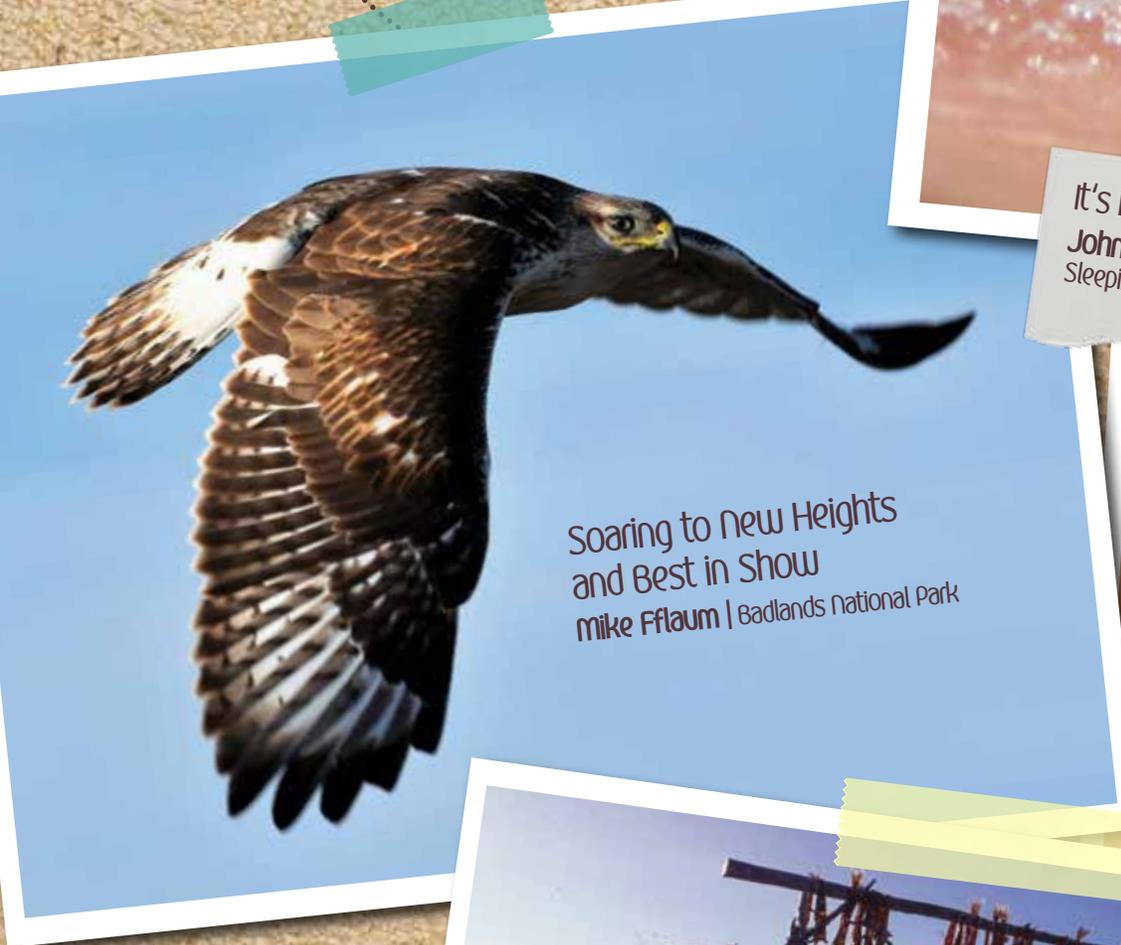
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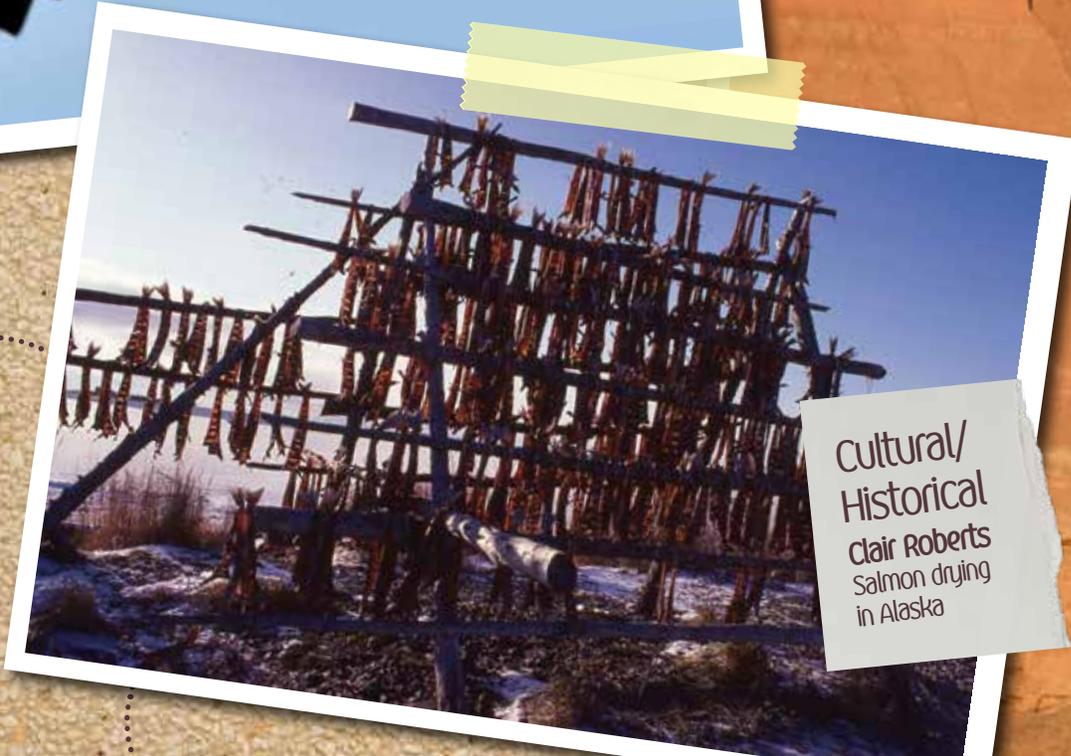
# PHOTO Contest



It's in the Details  
John Schechter | Spittlebug  
Sleeping Bear Dunes, National Lakeshore



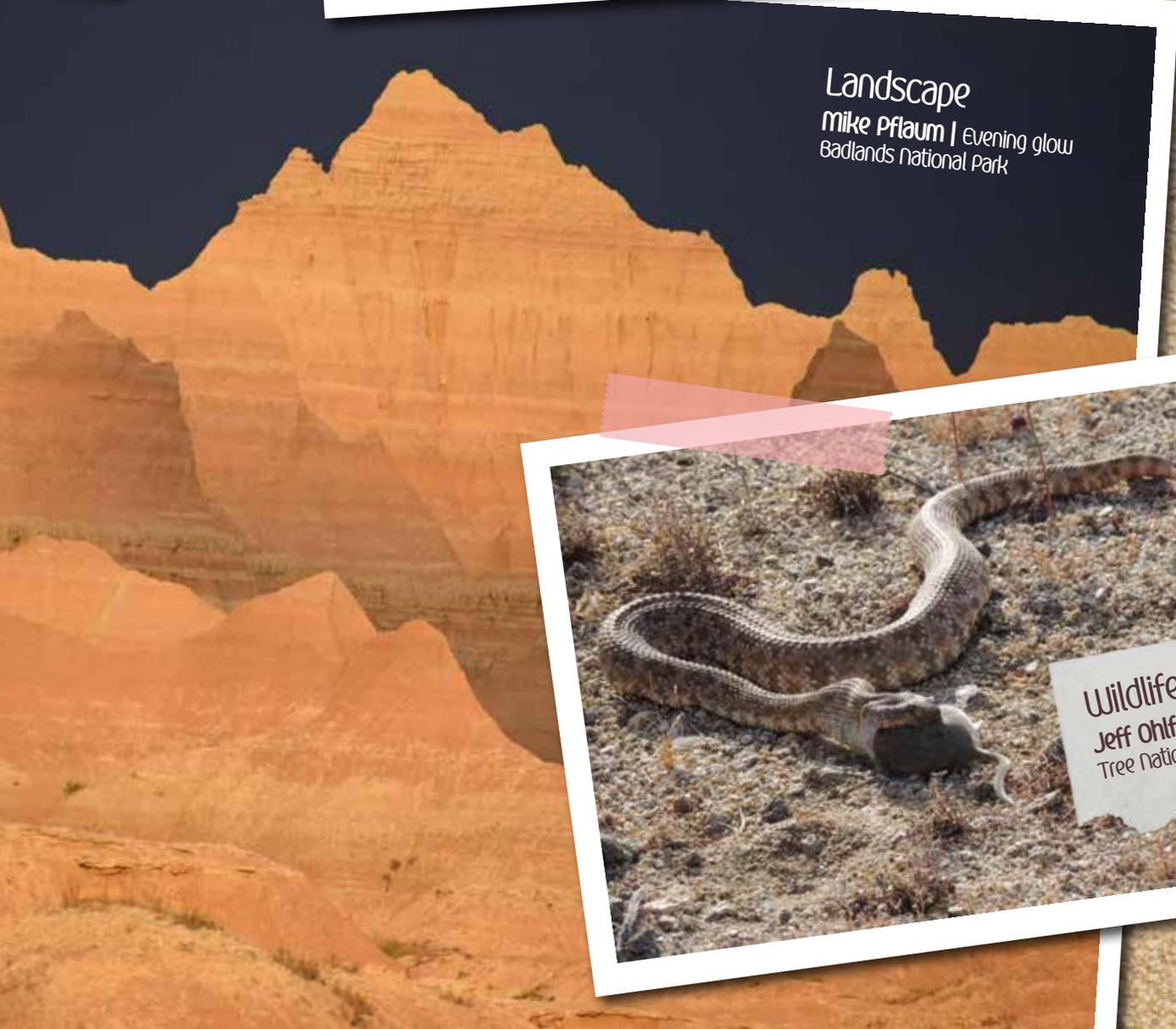
Soaring to new Heights  
and Best in Show  
Mike Fflaum | Badlands National Park



Cultural/  
Historical  
Clair Roberts  
Salmon drying  
in Alaska



**People**  
**Marin Karkaker** | Actors in a Marlboro ad shoot  
Lee's Ferry in Glen Canyon National Recreation Area



**Landscape**  
**Mike Pflaum** | Evening glow  
Badlands National Park



**Wildlife**  
**Jeff Ohls** | Joshua  
Tree National Park



# You can help grow the ANPR collection

## COLORADO STATE UNIVERSITY IS ARCHIVING ASSOCIATION OF NATIONAL PARK RANGERS PAPERS

*By Michael Childers, Colorado State University*

The Association of National Park Rangers and Colorado State University Libraries' Agricultural and Natural Resources Archive have reached an agreement for CSU to house ANPR's papers within the Archive. This exciting development means that ANPR's correspondence, foundational documents and selected memorabilia will be preserved in one central location.

Long considered to be a "ranger factory" where National Park Service rangers acquire and hone their skills, CSU is an ideal location for an ANPR collection. Such a collection also complements the university's extensive national parks collection and provides opportunities for students and researchers to delve deeper into NPS history, create interdisciplinary opportunities both within and outside CSU, and deepen the connections between the university, NPS and NPS rangers and retirees.

In order for the plan to proceed, ANPR members submitted association documentation and memorabilia to the Archive. Many ANPR governing documents are spread across the country and preserved by individual members. These papers need to be added to the ANPR archival materials that have already been collected.

"I'm optimistic that announcing the establishment of an ANPR permanent

collection at CSU will encourage our members to compile and submit their ANPR records," said ANPR representative Jonathan Shafer, who is assisting ANPR members in donating materials to the collection.

### A SPECIAL CONNECTION

The Agricultural and Natural Resources Archive already includes more than 100 collections, among them the National Park Service Employees Collection and records of the Colorado State Forestry Association. An ANPR collection further enhances the Archive and fits CSU's engagement mission.

As Colorado's land grant institution, CSU takes pride in its close, longtime relationship with NPS. Generations of naturalists, law enforcement professionals and interpretive rangers have earned degrees from the university. The Warner College of Natural Resources and the College of Liberal Arts collaborate with park units across the nation on projects ranging from ecosystem science to cultural resource management.

### PUBLIC LANDS HISTORY CENTER

The university's History Department will benefit directly from the donation. The department is home to the Public Lands

History Center, which works closely with NPS on a number of projects. It also includes several faculty members who work directly on initiatives within the national parks.

The center runs the Parks as Portals to Learning program, engaging high school through graduate students in a wide range of projects at Rocky Mountain National Park. In the past decade, CSU history faculty have worked with students on projects including an interpretive plan for Scotts Bluff National Monument, a historic resource study of Theodore Roosevelt National Park and a report on the history of segregation in Shenandoah National Park. The department's course on the history of the national parks remains very popular with college students. The addition of ANPR's records will greatly enhance CSU's curriculum in these and other areas.

The collection currently includes about four linear feet of material. The majority of materials are financial records, ANPR Board minutes, correspondence, policy and procedure documents, and ANPR newsletters. Many of the files document ANPR advocacy efforts focused on ranger employment issues, NPS staffing and budget allocations, and health insurance for seasonal rangers.

Archive librarians are interested in adding to the collection organizational papers,



Please contact Jonathan Shafer at [jshafer@anpr.org](mailto:jshafer@anpr.org) if you have any materials for the collection. Permanent transfer of ANPR records to CSU greatly benefits both organizations.

correspondence, memoranda, photographs and other primary sources of material associated with the national parks and ANPR.

ANPR is also requesting that copies of oral histories now held at the Mather Training Center be sent to CSU for the collection.

*Michael Childers is assistant professor of history at Colorado State University in Fort Collins.*

## WELCOME TO THE ANPR family

Here are the newest members of the Association of National Park Rangers (updated 11/10/19)

- *Michael Quigley, Arlington, VA*
- *Mark Pesi, Arnold, MD*
- *Eric Stafford, Bellingham, WA*
- *Rebecca Jacobs, Billings, MT*
- *Tom Ferranti, Buckeye, AZ*
- *Dustin Waters, Chandler, AZ*
- *Aaron Bellin, Chapel Hill, NC*
- *Nicole Koeltzow, Crossville, TN*
- *Beverly Breiser, Dayton, OH*
- *Casey Huegel, Dayton, OH*
- *Christopher Yancey, Dayton, OH*
- *Craig Howell, Dayton, OH*
- *Edward Roach, Dayton, OH*
- *Eric Blackford, Dayton, OH*
- *Gregg Smith, Dayton, OH*
- *Heidi Hansen, Dayton, OH*
- *Jewel Haris, Dayton, OH*
- *Kathleen Walters, Dayton, OH*
- *Lu Ann Hart, Dayton, OH*
- *Michael Cortner, Dayton, OH*
- *Necia Alexander, Dayton, OH*
- *Nicholas Georgeff, Dayton, OH*
- *Richard Ruchti, Dayton, OH*
- *Robert Petersen, Dayton, OH*
- *Robert Stemple, Dayton, OH*
- *Ryan Qualls, Dayton, OH*
- *Stephanie Acheson, Dayton, OH*
- *Tamara Moore, Dayton, OH*
- *Forrest Shafer, Estes Park, CO*
- *Jonathan MacGowan, Everett, WA*
- *Jasmine Turner, Jacksonville, FL*
- *Timothy Denby, Kent, WA*
- *Lauren Rice, Manorville, PA*
- *Fred Hilton, Mount Carmel, TN*
- *Colin Linnehan, North Attleboro, MA*
- *Natasha Moore-Flores, Oklahoma City, OK*
- *A Kamper, Pittsburgh, PA*
- *Carl Jones, Roseburg, OR*
- *Colleen Reif, Salina, KS*
- *Thomas Parker, Santa Barbara, CA*
- *Steven Dillman, Snohomish, WA*
- *Franice Sewell, Upper Marlboro, MD*
- *Katie Liming, Washington, DC*
- *Cullan Davis, West Chester, PA*
- *Thomas Parr*

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# Bringing the NPS uniform into the 21st century

By Ramie Lynch, WASO

For more than 100 years, our national park uniform has been the iconic symbol of our mission to preserve and protect our nation's natural and cultural resources for the enjoyment of present and future generations. Over time, the NPS uniform has become one of the most recognized uniforms in the world.

Our challenge today is to respect and maintain this historic image while bringing uniform fabrics and materials into the 21st century. The goal is to maintain a traditional look while incorporating the latest technology into our garments.

Last fiscal year, new uniforms made with the latest apparel technologies started rolling out to the field:

- The Apex jacket and Smartwool socks help regulate body temperature, are breathable and are designed to help wick moisture away from the body.
- Durability and mobility were incorporated into the new BDU trousers and Service trousers. These items are made out of ripstop fabrics that allow the garments to move with the body.
- New patterns were applied to the women's uniform. A new fit provides the style and comfort that women want.
- Shirts now have a more tapered fit, increased neck opening and longer length.
- Pants now have a lower waist, cool flex waistband, and shorter front and back rise.

## MORE CHANGES ARE COMING IN THIS FISCAL YEAR:

- All shirts will have a wrinkle-resistant finish.

- Dress shirts will have a 4.25-ounce polyester and cotton blend fabric with mechanical stretch and stretch side gusset panels for mobility and breathability.
- Field and work shirts will also be in a 4.25-ounce polyester and cotton blend and include performance mesh for both breathability and mobility. They will be made in a ripstop fabric with superior color retention, soil release and wickability.
- A lightweight shirt in a 2-ounce ripstop fabric includes UPF protection, roll-up sleeves, moisture wicking technology and a vented back for breathability.
- A windproof, water-resistant and breathable heavyweight sweater will be available in an acrylic and wool blend.

## OUR EMBLEMS HAVE ALSO BEEN UPDATED.

- The arrowhead patch will be shaded.
- The badge patches have been changed to match the size, shape and colors of the metal badges.
- A new flex-style badge patch will be affixed to the 2-ounce shirt.

Our employees are the greatest resource of the National Park Service. As stewards of our national parks, they deserve a uniform that lives up to the task. The new uniform roll-out will allow employees to wear the latest technologies in the garment industry while maintaining the iconic NPS look into the 21st century.

*Ramie Lynch is uniform program manager for the National Park Service.*

# The NPS Uniform Program

The National Park Service uniform helps shape public perceptions about America's national parks. The men and women who wear the uniform are recognized as symbols of excellence, resource stewardship and public service.

The green and gray, distinctive hat, arrowhead patch and images of sequoia cones help identify NPS employees as stewards of America's special places. Uniformed employees project pride, integrity, competence and approachability.

Wearing the uniform is a privilege. It imposes a great responsibility that is steeped in tradition. The American people have entrusted the NPS with their most treasured places. As a measure of that trust, employees must wear the uniform in such a way as to present a competent and confident image to the nation and to the world.

## THE GOALS OF THE NPS UNIFORM PROGRAM ARE TO:

- Project a distinct uniform image to park visitors and the American public
- Foster employee identification with the NPS and employee esprit de corps
- Provide employees with functional, durable and comfortable clothing which fosters employee health and safety
- Ensure the highest possible degree of consistency in uniform appearance commensurate with the diversity of tasks and climates

NPS has roughly 20,000 uniformed employees. Approximately 12,000 are permanent and 8,000 are seasonal employees.

The budget for the NPS uniform program is \$8.3 million. Funding comes from an assessment on the parks. At the end of each fiscal year, a report is generated that lists the amount of uniform allowances authorizations made by parks and offices. This report is given to the budget office to make the assessment. The funds collected are used to pay the invoices of the uniform orders.

The program is governed by the Servicewide Uniform Committee, which meets annually to review recommendations from the field on new or revised uniform items and revisions to policy. All garments that are worn as part of the NPS uniform, except personal protective equipment, are subject to review by the committee.

Committee membership consists of the seven regional uniform coordinators and advisory members representing ranger activities, interpretation, maintenance and resource management. The Servicewide Uniform program manager serves as committee chair.

The Uniform Program is managed through the U.S. Department of Interior multi-agency uniform contract. Its members include: the National Park Service, U.S. Park Police, U.S. Fish and Wildlife Service, Bureau of Land Management, Office of Surface Mining Reclamation and Enforcement, Bureau of Reclamation, Bureau of Safety and Environmental Enforcement, and U.S. Army Corp of Engineers.

Each month, contracting officer representatives of the members discuss issues and coordinate efforts in the management of the uniform contract. Their goal is to ensure the program runs smoothly for the average uniformed employee.

More than 65 apparel items are shared among the participants to take advantage of economies of scale.

Wear tests are used to evaluate new uniform items. Wear testing trials last for 30 days.

Wear testers are randomly selected. Employees who are selected for wear tests are asked to wear the uniform garment each day they are on duty for the entire duration of the wear test period. At the conclusion of the wear testing period, the employees are required to submit an evaluation of the uniform item within five business days.

Data collected from the wear test determines whether a tested item will become part of the uniform program. It is through this process we ensure that employees will be pleased with new items added to the program.



SHIRT BACK



OLD

NEW

OLD

NEW

# Pine Pigs

## There we were

By Butch Farabee

If you're old enough to remember the Vietnam War, free love and hippies, you surely recall the late 1960s. The nightly news often showed protesters shouting "pig!" at the police. Pig soon became the go-to pejorative for law enforcement.

As "pig!" was shouted coast-to-coast, your ever-friendly, green and gray wearing park ranger in the Smokey Bear flat hat became recognized as one of "them."

"I didn't know you could arrest me," was a common refrain in national parks. We park rangers, officers of the law since at least 1905, were now officially Pigs. Better yet, we were Pine Pigs. At that time every National Park Service and National Forest Service employee – in uniform or not, ranger or not – had crime-fighting authority.

Soon, something interesting happened. "Pig" became touted in police circles as standing for pride, integrity and guts.

Who coined Pine Pig? Although maybe in Yellowstone, it could have been any place where conservation and resource preservation are passionately spoken.

Those of us in Yellowstone and Yosemite in the early 1970s took great pride in being Pine Pigs. So much so that we wore t-shirts to prove it. How did the shirts come about? Keith Hoofnagle!

Hoofnagle is a terribly talented man, an Association of National Park Rangers member and Ranger Rendezvous attendee. He started as a seasonal fire control aide in Yellowstone in 1963. Over the next three decades he worked in five other areas, when park rangers enjoyed doing both protection and interpretation. Hoofnagle retired from the Alaska Regional Office in 1994 as a visual information specialist after 25 years of service.



"Olympians" Butch Farabee, Tim Setnicka, Rick Smith and Mark Forbes (left to right).

Hoofnagle is also an accomplished artist. Some ANPR members are familiar with his lovable, nonconforming, tell-it-like-it-is cartoon "Rangeroons!" Visualize a roly-poly cross between Casper the Friendly Ghost and a hip, sassy snowman. Rangeroons graced the interpreters periodical *In Touch* for seven years, as well as dozens of *Ranger* magazines.

In summer 1970, Hoofnagle was minding his Osborne fire finder in the Mount Washburn fire lookout when Scott Connelly, another Yellowstone seasonal, hiked up to pay a visit. Half-completed Rangeroon drawings were scattered about. The ever-entrepreneurial Connelly suggested Hoofnagle create a caricature of a Pine Pig. So began a legend.

Within weeks, Hoofnagle's lovable but goofy, gap-toothed Pine Pig was on a silk screen in Don Cowles' The Savage Shop West Yellowstone t-shirt shop.

The "ranger's" name tag says "P. Pig." He flashes a victory sign and sports a droopy flat hat and arrowhead-shaped shoulder patch. Ranger Pig has a triangle and balls tie-tack, an understated rebuke of one of then-NPS-Director George Hartzog's more ill-conceived ideas.



Hoofnagle's Pine Pigs caricature

Yellowstone rangers began sporting this endearing fabrication of Hoofnagle's roguish imagination. In fall 1971, several seasonal Yellowstone rangers were hired at Yosemite and took the cheeky character with them.

Soon family members were wearing the shirts, along with nurses in Yosemite's hospital. You saw them on rescues, at local parties, sporting events, Ranger

Rendezvous – and even the 11th Annual California State Police Olympics.

## THERE WE WERE

As it happened, I had conned three of my peers to join the Yosemite National Park Ranger Swim Team and compete at the California State Police Olympics in Santa Ana. It was July 30, 1977.

For the 200-yard medley relay, Rick Smith would start us off with backstroke,

Mark Forbes would swim breaststroke, and I would try butterfly. We pinned our hopes on Tim Setnicka, a high school All-American swimmer, to finish the last leg with freestyle.

Our second event would be a 200-yard freestyle relay. Nine men's swim teams were competing.

As we walked onto the pool deck wearing Pine Pigs tee-shirts, I was pleased, perhaps optimistic, maybe even a little cocky.

That is until the Los Angeles County Sheriff's Harbor Patrol Swim Team walked in.

They looked like starting college quarterbacks.

Fortunately, we didn't embarrass ourselves. We finished fifth in each race.

There we were, with the t-shirt to prove it.

*Butch Farabee is a retired National Park Service ranger and ANPR life member.*

## PROTECTION

# Slow is Fast

**D**o you ever feel rushed?

I do... all the time.

Whether on- or off-duty, I'm constantly rushing to meet some deadline or get to some event on time.

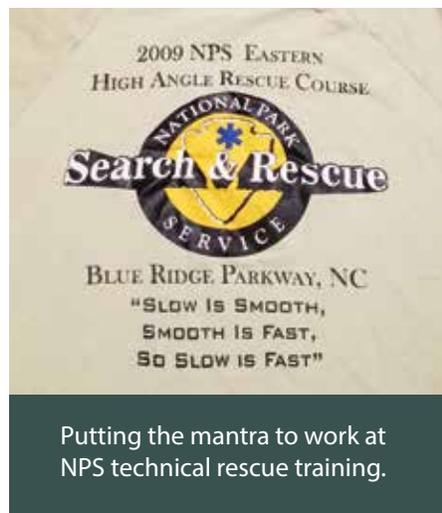
About time: There never seems to be enough of it to get things done. Life just seems busy, all the time.

All this hurry and rush tends to create too many opportunities for mistakes, accidents and mishaps. To avoid them, I conjure up crafty strategies to "save time." You know, so I won't have to be in such a hurry. Ironically, the strategies only cost me time when all is said and done.

I'm trying to get out the door and have two armloads of loot that I have to haul to my rig, plus coffee and keys. Oh, and I have two beastly dogs to coax out the door. Two trips would take much too long, I convince myself, so instead, I try to get it all done in one trip. It'll be much quicker, right?

Wrong.

I'm overloaded and can't see where I'm going. Inevitably, my shirt sleeve hangs up on the door handle. Or one of the mongrels bowls me over. Or I trip. Or spill my coffee on my clothes. Now I need to pick up what I've dropped, round up the dogs and maybe even change my shirt, wasting time and causing an even bigger hurry.



This little scenario seems ridiculous, yet I find myself repeating it. Unfortunately, becoming even more rushed has the potential to lead to a bigger mishap.

National Park Service Operational Leadership teaches the following, verbatim:

Human factors will always be the single greatest cause in accidents. At one level or another, virtually all accidents are directly attributable to three human factors:

1. Poor judgment
2. Inattention
3. Ineffective supervision

I believe there is a fourth factor: Rushing.

Think of it this way: A synonym for rushing is speeding. How many times is speed identified as a contributing factor in a terrible accident? A quick Google search

reveals that between a quarter to a third of all fatal motor vehicle crashes are due to excessive speed. Whatever waits at the end of the road isn't worth dying over.

The good news is that this vicious cycle can be interrupted by applying a simple mantra: Slow is smooth; smooth is fast; ergo slow is fast.

This applies to getting my sorry self to my truck every morning – and to practically any other task. We used it in my Army infantry platoon for nearly everything.

Regardless of the task, if I force myself to take a moment, think the situation through and take one step at a time, I'm less likely to make a mistake and thus more likely to complete the task efficiently.

I hammer this lesson home during technical rescue training. It applies as well to drawing a handgun from a holster as it does to initiating an IV line.

Try it. At your next opportunity to perform a task that requires a sequence of steps, especially if they have to be done quickly, try slowing down a bit, taking a methodical approach and keeping a level head about it.

You might be surprised to find out that, more often than not, slow really does end up being fast. Good luck to you.

That's it for now, I gotta blast: I have two armloads of loot to haul to my rig.

This time I'll do it in two trips.

— Kevin Moses  
South District Ranger  
Shenandoah National Park

## IN MEMORIAM

# Clyde Alison Maxey

Clyde Alison Maxey, known to all as Al, was born July 22, 1925 in Ada, Oklahoma. He grew up in Buckingham, Colorado, where he met Barbara Ann Giauque, his future wife. They were graduated from Colorado State University in 1948 with degrees in the natural sciences.

Maxey's career began in the U.S. Forest Service. After serving with the U.S. Navy in World War II, he joined the National Park Service. His first NPS permanent ranger position was at Aztec Ruins National Monument in Colorado.

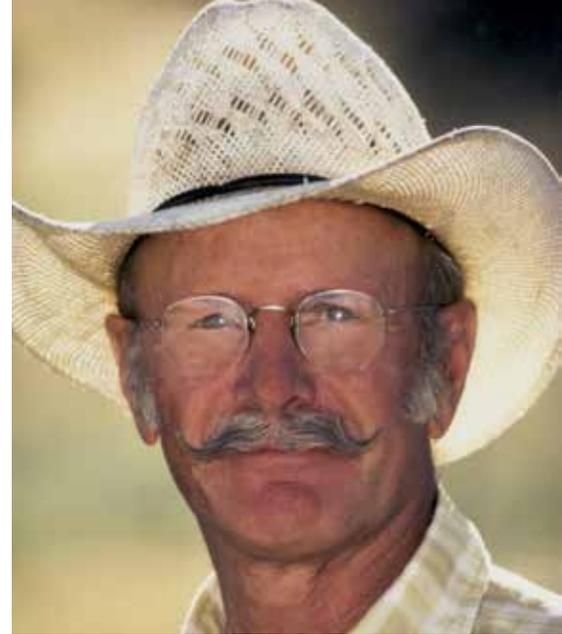
The couple moved to Grand Canyon National Park in Arizona, where Maxey alternated as a ranger on the south and north rims, winter to summer. In 1956, he

discovered the park superintendent poaching deer and reported him to the Arizona State Police. As his son Kirk tells the tale, "In a move many National Park Service veterans will recognize, the charges were dropped and Al was sent packing to West Yellowstone."

Maxey served as a Yellowstone area ranger in Moran Junction/Bufalo Forks, Grand Teton and Mammoth Hot Springs. He was also superintendent of Big Hole Battlefield National Monument in Montana from 1962 to 1964.

Education and training became a top priority for Maxey. In 1964 he was selected to lead the newly created Jobs Corps in Catoctin, Maryland, and later the training centers at Norman, Oklahoma; Harpers Ferry, Washington, D.C.; and the Lakewood Federal Center near Denver. He retired in 1980 to Fort Collins, Colorado.

Maxey passed away on July 26, 2018, leaving many to remember him, including his wife of 67 years, Barbara; five children; 14 grandchildren; 11 great-grandchildren



and countless friends. A memorial service was held in June 2019 at the family log cabin in Colorado, where a tree was planted in his memory. Kirk Maxey invites ANPR members to contact the family at [kirkmike157@gmail.com](mailto:kirkmike157@gmail.com).

— Kirk Maxey and Lisa Eckert

## 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!

(updated 11/10/19)

### 2nd Century Club

- Paul Anderson
- Lawrence Belli
- Warren Bielenberg
- Tony Bonanno
- Jim Brady
- Ramon Brende
- Paul Broyles
- Rod Broyles
- David Buccello
- Patricia Buccello
- Robert Butterfield
- Michael Caldwell
- William Carroll
- Bruce Collins
- Roberta D'Amico
- Joe Evans
- Mitch Fong
- Diane Garcia
- Erv Gasser
- Hal Grovert
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- Dick Knowlen

- Ron Konklin
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- Tomie Patrick Lee
- Joni Mae Makuuane-Jarrell
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- Larry May
- Sean McGuinness
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- Ed Rothfuss
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- Elizabeth Schaff
- Margaret Steigerwald
- Bryan Swift
- Mark Tanaka-Sanders
- Dale & Judy Thompson
- Victor Vieira

- Karen Wade
- Philip Ward
- Janice Wobbenhorst
- Tom Workman

### 3rd Century Club

- Erin Broadbent
- Carl Christensen
- Kathleen Clossin
- Bruce Edmonston
- Maureen Finnerty
- Larry Henderson
- Steve Holder
- Keith Hoofnagle
- Stephen M. Hurd
- Lisa Klinger
- Bob Krumenaker
- Dave Lattimore
- Dan Moses
- Melinda Moses
- Alden Nash
- Martin O'Toole
- Mike Pflaum
- William Quinn
- Teresa Shirakawa
- Ron Sprinkle
- Kathy Williams
- Phil Young

### 4th Century Club

- Cliff Chetwin
- Karen Gatewood
- Mark & Phyllis Harvey
- Mary Jeff Karraker
- Deborah Liggett
- Jay Liggett
- Scot McElveen
- David Roberts
- Jean Rodeck
- Rick Smith
- Barry Sullivan
- Nancy Wizner

### 5th Century Club

- Rebecca Harriett
- Dr. Russell Clay Harvey
- Robert Huggins
- Jonathan Lewis
- Bruce & Georjean McKeeman
- Rick Mossman
- Gilbert Soper
- Don Steiner

### 6th Century Club

- Vaughn Baker
- Gary Warshefski

### 7th Century Club

- Dennis Burnett & Ginny Rousseau
- Butch Farabee
- Gary Hartley

### 8th Century Club

- Scott Pfeninger

### 9th Century Club

- Rick Erisman

### 10th Century Club

- Deanne Adams & Tony Sisto
- Stacy Allen
- Dick Martin
- John Townsend

### 11th Century Club

- Edward Rizzotto

### 15th Century Club

- Don Chase

### 23rd Century Club

- Wendy Lauritzen

### 25th Century Club

- Bill Wade



# 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) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip+4 \_\_\_\_\_

Home phone \_\_\_\_\_ Personal e-mail address \_\_\_\_\_

*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: Annual memberships are valid for one year from your join/renewal date.

### ACTIVE MEMBERS

current & former NPS employees or volunteers

#### Seasonal/Intern/Volunteer

- Individual    \$45
- Joint    \$85

#### Permanent or Retiree

- Individual    \$75
- Joint    \$145

### ASSOCIATE MEMBERS

not an NPS employee or representative of another organization

- Sustaining    \$70
- Full-time Student    \$45

### LIBRARY / ASSOCIATE ORGANIZATION MEMBERSHIP

two copies of each issue of Ranger sent quarterly     \$100

Digital Gift Membership     \$20

*(please gift only a new member other than yourself, one year only)*

Name of person giving gift \_\_\_\_\_

**It costs ANPR \$45 a year to service a membership. If you are able to add an additional donation, please consider doing so. Thank you!**

*Membership dues in excess of \$45 a year may be tax deductible. Consult your tax adviser.*

### LIFE MEMBERS

(lump sum payment)

ACTIVE *(all NPS employees/retirees)*

- Individual    \$750
- Joint    \$1,500

ASSOCIATE *(other than NPS employees)*

- Individual    \$750
- Joint    \$1,500

**OR** life payments made be made in three installments over a three-year period.

If full payment isn't received by the third installment due date, the amount paid shall be applied at the current annual membership rates until exhausted. At that point the membership will be lapsed. Check here if you want to make payments in three installments \_\_\_\_\_.

## 4-LETTER CODE OF PARK / OFFICE WHERE YOU WORK

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

## PLEASE MARK YOUR JOB DISCIPLINE:

- Protection     Interpretation
- Administration     Resources
- Maintenance     Concessions
- Park Partner
- Other: \_\_\_\_\_

**RETURN MEMBERSHIP FORM AND CHECK PAYABLE TO ANPR TO:**  
Association of National Park Rangers  
P.O. Box 151432,  
Alexandria, VA 22315

**TO PAY BY CREDIT CARD**  
If you wish to pay by credit card please visit [anpr.org](http://anpr.org)

## SPECIAL SUPPORTERS

Contact the president or fundraising board member for details on special donations.

Check the website at <https://www.anpr.org/donate.php>

**TOTAL ENCLOSED:**



## Share your news with others!

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

## SEND NEWS TO:

Ann Dee Allen  
[aallen@anpr.org](mailto:aallen@anpr.org)

Name: \_\_\_\_\_

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

New Position (title & area): \_\_\_\_\_

Old Position (title & area): \_\_\_\_\_

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

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



**ASSOCIATION OF  
NATIONAL PARK RANGERS**

P.O. Box 151432 | Alexandria, VA 22315-9998

**FIND YOUR  
ANPR**

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