

The Journal of the Association of National Park Rangers

RANGER

Stewards for parks, visitors & each other

Now more than ever, 'We are your people'



Vol. 41, No. 2 | Spring 2025

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2025

Employee wellness at core of ANPR's mission

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ON THE COVER: Four uniformed Joshua Tree National Park law enforcement officers sit on a boulder among the desert landscape and Joshua trees. Budget cuts and firings by the Trump administration could change the way the summer tourist season looks.

NPS photo: Samantha Laarman



Saguardo National Park rangers monitor a protest at the East entrance of the park on March 1, 2025. Protesters across the country came out in force to show support for "America's Best Idea" in their parks. The crowd at Saguardo grew from 10 to more than 200 by day's end. Photo: Andy Hall

WHILE I STOOD WAVING A SIGN THAT SAID 'SUPPORT OUR NATIONAL PARKS,' someone in the crowd began chanting, "Save our parks! Save our parks!" It was infectious, and soon the crowd of at least 200 standing outside the visitor center at Saguardo National Park's east entrance became *one impressive, massive voice*.

Protests like these took place across the country on March 1, 2025, amid the current administration's dizzyingly fast and chaotic volley of firings across the federal workforce. Roughly 1,000 NPS employees on their probationary periods were fired with no cause on Feb. 14. The outrage this created across the country — from civil servants and civilians alike — has been overwhelming. It's been heartening, too; yet the destruction continues.

ANPR — as an organization whose primary focus is to represent the needs of NPS professionals — has been at the forefront of the fight against this random attack on America's Best Idea. Our executive director has been interviewed by no less than 75 news outlets. Our ANPR president has signed countless letters to the Secretary of the Interior, acting NPS director, and others, calling for reversal of these actions. Our board of directors has unanimously supported a fund to help displaced employees, sponsor rangers in need, and provide free subscriptions to those who've lost their jobs.

At our last board of directors meeting, we also approved our new strategic plan, with the overriding goal of employee wellness. Read more about it on pages 14-15. Now, more than ever, our fellow NPS professionals need that support. As we go into our six-week spring fundraiser, please consider a donation to help support these people. Details on this year's fundraiser can be found on pages 6-8.

Times may feel uncertain right now, and it's easy to be demoralized by every blow that comes the park service's way. But rangers are tough. And ANPR has weathered many a battle (Butch Farabee shares some of those battles, and accomplishments, on pages 10-12.) We won't be silenced. We invite you to join us to become *one impressive, massive voice*.

— Melissa DeVaughn
Ranger magazine 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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A time of sadness, uncertainty – and hope

President's message

– Rick Mossman

AS I WRITE THIS, MY HEART IS FILLED WITH SADNESS at the sudden passing of Bill Halainen (see article on pages 4-5). Bill and I went to Ranger Skills together and roomed together at numerous Rendezvous'. I considered him a great friend. We all are indebted to him for all the things he did for the National Park Service, rangers, and our own Association of National Park Rangers. I will miss him.



Also in these first few months of the year, we are all reeling from the sudden, chaotic, and nonsensical decisions being made by the new president of the United States. I encourage each of you to work within the bounds of our agency, and keep the NPS professionalism at a high level, while remembering the mission. It might be rough and at times exasperating, but we need to protect the most sacred and most-protected places of this country, be they natural areas, historical areas, recreational, or the cultural areas we are entrusted to protect per our mission. Remember, more than one author has said the national parks are America's best idea. The American public expects us to protect them and I believe the public will stand by us. If you need support of any type, please contact ANPR, and we will do what we can. As employees of the NPS, ANPR members and retirees, we have the utmost respect for you and will go to bat for you.

— Rick Mossman,
ANPR president

Letters to the editor

ANPR welcomes discourse among its members. Tell us what you think matters in the world of rangers, or send us feedback on the articles we feature.

Do you have an opinion you want to share? *Ranger* magazine welcomes all respectful input and feedback. Please limit letters to no more than 250 words, and send to mdevaughn@anpr.org.

Subscribe to our newsletter

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Bill Halainen: 'Mr. Morning Report'

ANPR mourns loss of beloved 'consummate professional'

Compiled by ANPR friends and loved ones

SO, THERE WE WERE ...one morning in the late '80s, when we saw a recently flattened Mallard duck, a former resident of the small pond in front of our offices in Main Interior. We gave it a name, and since the pond was NPS, Bill dummied up a 'straight-faced' Morning Report Incident, indicating a fatal hit-and-run, now being investigated by the U.S. Park Police. ... and that ain't no shit. (Andy Ringgold)

Bill lived within walking distance of Main Interior. Arriving every morning between 5 and 6 a.m., while most still slept, he began on his 'self-appointed' project--that today, is his legacy: The Morning Report. He'd start punching it out and he'd get that whole thing done and in everybody's hands about the time they'd come to work. (Dick Martin)

ARMED WITH DUAL DEGREES IN HISTORY AND JOURNALISM/English from the University of Massachusetts, Bill began his 33-year NPS career in 1974 as a seasonal park ranger, interpreting Custer Battlefield National Monument for two years. But, as the true historian he was, he'd quickly remind you: "No, it is now Little Big Horn National Battlefield Park." He then spent the following two years working at another one of his NPS loves, Mesa Verde National Park. "One of my life's great memories was roaming through the wild canyons of that park, poking into ruins the general public could not see and probably didn't even know existed."

Bill was a lover of history, especially the Civil War, I did too. Shortly after we retired, he offered to teach us (Rick Gale tagged along) the true origin of the Battle of Gettysburg. We spent three days, from Fredericksburg, through Brandy Station, on to Gettysburg. It was a great trip; we had the best tour guide possible. (Maureen Finnerty)

In 1978, Bill got his Permanent Status as a park dispatcher and protection ranger at Colonial National Historical Park. Then in two years, he moved to Minute Man National Historical Park, for five years. He said, "After ... two years, though ... I started looking for other opportunities. I sent a letter to Rick Gale (then editor of ANPR's Newsletter) and said, 'I see you're the editor of the Newsletter; I'd be happy to help.' A week later, Gale called: He said, 'Congratulations on your new position.'" At the end of 1984 and 18 Newsletters later, Bill changed the name to *Ranger*, which everyone smilingly admitted should have been the name all along. But it took Bill, however, with his clarity and insight to recognize this.

Bill went to WASO in 1985, ostensibly as the Service's Uniform Program Manager, overseeing a \$7 million contract, which provided uniforms to approximately 20,000 people." He held this position for nine years, from 1985 to 1994. In a 2013 ANPR Oral History interview with NPS historian Lu Ann Jones, Bill had this to offer: "I used to say that there were at least 20,000 people who were willing to tell you how to run the program and had no hesitation in calling you up to tell you. It was interesting. It was like walking around with a lightning rod in a thunderstorm most of the time." But his command of English and his enjoyment of editing (of all things), led to what he is really recognized for.

For nearly 30 years (1986-2014), "Mr. Morning Report," put out over 7,000 Morning Reports, with upwards of 25,000 incidents, setting the gold standard for communications' excellence in unbiased and comprehensive coverage of park service activities.

It was routinely read by the NPS director, on down. Thousands of NPS employees in the then 400 parks learned – often in near real-time – what was happening around the System: all manner of emergencies, deaths of employees, looming public relations issues, messages from the director. Pretty much everything that would be of interest and/or concern to all those dedicated to preserving the nation's parks and monuments, were in them.

For those of us a long way from WASO, The Morning Report was the way we kept track of what was happening in the NPS. It was the first thing I read at the beginning of every shift — absolutely useful. (Rick Smith)

The Secretary of the Interior's office was known to call down to Bill to see why their copy was a little late. It was consistently used by Congressional staffers on the Hill for briefing their bosses, the senators and congressmen who were making decisions about the National Park Service. There were literally no other communications like this within the Department of the Interior. It was an irreplaceable loss to the NPS and its employees, when it was officially ended. Although, it had a quick rebirth (much to the great pleasure of all of us), after his retirement in 2007; now a contractor for both the Morning Report and Inside NPS, with The Coalition of NPS Retirees (now The Coalition to Protect America's National Parks.)

While serving in the WASO Ranger Activities, Bill held the fort down, with his quiet, unassuming presence. Using his command of the English lexicon, he served as a "Professorial Den Mother to those of us making the Third Floor in Main Interior, 'our home away from home.' (Butch Farabee)

Walt Dabney, chief of the division, had a sign placed over the door to his and Bill's office. "What have you done for your parks today?" As we all did, Bill loved it, and literally made that his mantra, challenging fellow NPS-ers, as he was busily hurrying around the halls, proudly wearing his grey and green.

Bill's office was across the hall from mine ... in Ranger Activities Division. Every morning when I came in, he would be finalizing the Morning Report. I looked forward every morning to this ritual: Bill would put on his full Class-A dress uniform, spit-shined shoes, and head smartly out down the hall with hard copies of the Morning Report. He hand-delivered a copy to the director, and each of the associate directors. Next, to the assistant secretary for Fish and Wildlife and Parks, who requested their own copy; and eventually to the secretary's office. It soon became an anticipated ritual. He was a consummate professional. (Tony Sisto)

Bill edited *Ranger* magazine from 1982 to 1993, created and edited both the email and web-based versions of the Morning Report from 1986 to 2015, and also edited the Inside NPS, for the Coalition of NPS Retirees from 2002 to 2015.

In 1988, we moved to the D.C. area where he and Cathy lived. As editor of Ranger, he established a group of volunteers (the 'WAG'—Washington Area Group) and each quarter we gathered at their home for addressing and envelope-stuffing of 1,000 issues of Ranger. It was work filled with talk of ANPR and ranger concerns. It was an exceptional time for all of us. (Deanne Adams)

When Bill chose me to succeed him as Ranger editor in 1993, it opened up a fascinating world of national parks and park rangers. A Colorado resident, I already had hiked in many western iconic parks. There were dozens more to visit, and I embraced these new adventures many times with my family. At my first Rendezvous in Virginia Beach, Bill drove Gordon Miller and I to see Jamestown, Yorktown, and more. His interpretive expertise was legendary. Bill became a lifelong, cherished friend. (Teresa Ford)

However, possibly near rivaling his legendary career with The Morning Report and the editor of *Ranger*, is Bill's role in founding the International Ranger Federation (IRF), another one of his great loves.

In 1991, at the behest of then ANPR President Rick Gale, the two traveled to Great Britain and met with Gordon Miller, a gray-bearded senior warden with the English Association of Countryside Rangers; and Bob Reid, of the Scottish Countryside Ranger Association. Their meeting there resulted with the International Ranger Federation (IRF) coming to pass the following August. Bill can rightfully claim to be one of the three founders of what has become a global success. In 2024, the IRF consisted of more than 160 member organizations in nearly 90 countries. It involves thousands of rangers, game wardens and others, all dedicated to safeguarding the world's natural and cultural treasures. They are in nearly 90 countries; I am truly confident this is much to Bill's delight.

One of Bill's important but lesser-known 'darlings' was as the NPS grazing permit manager, which easily synced with his great love of history. Grazing in the West —read "highly coveted cattle leases" — is cutthroat and contentious. Wupatki National Monument, truly an epicenter of archaeology in Northern Arizona, began inventorying its cattle grazing leases on its extensive grasslands, long ignored since before Mission 66.

On our several trips to take stock (pun, maybe intended) of what we were getting into, we of course stayed in park housing. Sunset was magnificent. We would linger to full dark to see the Milky Way, one of life's true "bucket list," gifts. I will have those memories forever. (Ken Mabery)

Finally, in 1996, Bill returned to his first professional love and went back into the field. He and his wife, Cathy, moved to Pennsylvania, where he became the management assistant for Delaware Water



Bill Halainen (1947-2025)

Bill Halainen receiving ANPR's Harry Yount Lifetime Achievement Award in the winter of 2021. NPS photo: Jim Peaco



Gap National Recreation Area. Needless to say, he was delighted to again interact with the day-to-day complexities of park management, very often serving also as (...wait for it!), the Park's public information officer. As a true lover of nature and doing what rangers are supposed to do — RANGE — he often could be found roaming and scouting the area. Routinely stopping, he would interpret and talk to visitors, all the while in his treasured ranger flat hat and grey and green uniform.

In 2003 and in his spare time, Bill conceived the NPS Honor Guard, which now functions several times each year, for among other reasons — and sadly, way too often — at ranger funerals and memorial services. Then there are his awards and other accolades. The following is verbatim, taken from the Coalition to Protect America's National Parks,' last Morning Report, Aug. 31, 2015, submitted by Cam Sholly, Midwest regional director:

*Bill's great work and contributions have been recognized by many over the years. He is the recipient of countless awards including: Distinguished Service Award given by the Association of National Park Rangers; three Director's Performance Awards for development of service wide reporting systems and helping develop the service's first website in 1995; the Outstanding Service Award from the International Ranger Federation for his role in writing and publishing *The Thin Green Line*; the Department of the Interior's *Unsung Hero Award*, given for his sustained efforts in service communications in 1999; the Meritorious Service Award given in 2006 for his wide ranging career achievements; the President's Award from the Association of National Park Rangers in 2009; and most recently, the George B. Hartzog Award given by the Coalition of NPS Retirees in 2015.*

And then lastly, on Oct. 21, 2021, Bill received ANPR's Harry Yount Lifetime Achievement Award in Yellowstone National Park, presented by Paul Anderson, then president of ANPR and Cam Sholly, superintendent of Yellowstone. Standing right beside Bill, and also receiving the prestigious Harry Yount Award, was one of his ranger idols, Jack Morehead, another legendary "ranger's ranger."

Bill Halainen retired in 2007, after 37 years.

After he retired, I spent five days with he and Cathy; we visited the site of "THE Woodstock." For two hours, he recounted his three days there in 1969. With my mouth probably hanging open, he pulled two ticket stubs from his shirt pocket. And then, in his best hippie voice: 'If you remember Woodstock, you weren't there.' (Butch Farabee)

Bill died in a motor vehicle accident on Jan. 30, 2025, in Delaware Water Gap National Recreation Area. Rangers on patrol found him. He is survived by his wife, Cathy, and their two sons, Ethan and Daniel. More can be learned about this "selfless, humble, high performing, highly reliable, dedicated to the mission, and committed to excellence," ranger, at this website, <http://www.npshistory.com/morningreport/> ♦



Photo: NPS / Neal Herbert

These are our people

ANPR fundraising campaign supports employee wellness following unfair federal firings

By Melissa DeVaughn, Ranger magazine editor

WHEN ANPR HELD ITS ANNUAL RANGER Rendezvous in Rapid City, S.D., this past November, our Board of Directors spent countless hours discussing how we can better, and more actively, represent the needs of current NPS professionals. Employee job satisfaction is decreasing, and workloads are increasing. Housing and hiring are challenges. Transitioning from seasonal employment to permanent status is tedious and can take years. We wanted to come up with ways to help NPS employees balance their career and stay mentally, physically, and professionally motivated. Our goal was to re-write our strategic plan to more effectively achieve that goal. Our intentions also were two-fold: For ANPR to survive and thrive, we need increased membership and more engagement from those in the field today.

Our association membership is weighted heavily toward retirees, who stay active because they have the time and money to do so – and the social camaraderie is a big plus! ANPR recognizes that those just beginning their careers may not have such finances, and those in mid-career may not have the time to be actively engaged. But we want to better serve those currently in the workforce. We are one, united organization. Our retirees have one thing those in the current workforce don't: independence. Now, more than ever, ANPR's retirees can be your voice. The last month has proven devastating for thousands of NPS employees, many of them at the beginning of their careers, who have been unceremoniously fired without justification. It's the same for seasonals, who were offered a job only to then see it rescinded – in some cases even while they were on the way to that new job. Even with the whiplash reversal of that deci-

sion, it has not helped seasonal workers feel secure. Rest assured; your ANPR peers will do everything in their power to help. We are stronger together.

To fully understand what ANPR has accomplished in the past to better your work life right now, check out Butch Farabee's excellent, comprehensive article on pages 10-12. He scoured every issue of *Ranger* magazine to cherry-pick the biggest ways in which ANPR has made a difference to you. Better pay? ANPR was involved. Better retirement? ANPR helped. Fair classification of GS levels? ANPR was at the table. Some of the perks current NPS employees enjoy today are the direct result of the work ANPR did way back when, and is still doing today.

Meanwhile, we at ANPR encourage you to join the fold. These are challenging times, and your future may feel threatened. But ANPR will not back down. Our mission statement, developed well before the insanity of the recent firings, is ominously fitting for our current times:

The Association will support wellness for the employees of the National Park Service (NPS).

Help us help you. We cannot cow-tow to forces that neither understand nor appreciate the mission of the NPS – “to preserve unimpaired the natural and cultural resources and values of the National Park System for the enjoyment, education, and inspiration of this and future generations.”

Our fundraiser kicks off now through May 31, and we want to focus on employee wellness. One of the best ways to do that is to donate to our **Ranger Emergency Relief Fund**. This fund will provide limited assistance to any ANPR member who has suffered from the unfair displacements in employment that have taken place since the new administration took office. The fund also provides for assistance amid personal losses from wildland fire, hurricanes, and other natural disasters. There is an application process for recipients of this fund, and your donations will help those who are currently struggling.

THERE ARE OTHER WAYS TO HELP

- Donate a **gift membership** to a new career ranger to encourage them not to give up. We need stewards of our public lands and sacred places, and no amount of bullying by outside forces can change that resolve. Let a young ranger know they are not alone.
 - **Unrestricted cash donations** are always welcome. They help us carry out the ongoing business of the association on behalf of our members.
 - You can donate to “restricted” ANPR accounts. Donations to these accounts can be used only for the purposes of the accounts:
 - The **Bill Supernaugh Scholarship Fund**: provides money to support Supernaugh Scholars selected to attend and assist with Ranger Rendezvous’.
 - The **Rick Gale Fund**: provides money to carry out ANPR’s oral history interviews in cooperation with the NPS Division of History.
 - The **Rick Smith Honorary International Fund**: provides money to fund scholarships (from the US and Latin America) to attend the World Ranger Congresses and periodically to support fallen rangers and their families in Latin America.
 - The **Harry Yount Award Fund**: provides for the award bust and expenses for persons selected for Lifetime Achievement in “rangering.”
 - The **BOD Member Support Fund**: provides for limited reimbursement for expenses for attending official BOD meetings.
 - The **NPS Ranger Museum Fund**: provides for support for rehab and upgrading the exhibits in the Ranger Museum in Yellowstone NP.
- To donate, please go to <https://www.anpr.org/donate> and follow the prompts to select the amount you want to donate and the fund(s) to which you want to donate.

Thank you for your support and your generosity and remember donations may be tax-deductible to the extent allowed by law.

How can I help a struggling NPS professional now?

If what is happening to the National Park Service under this current administration makes you feel helpless, you are not alone.

But in reality, we as ANPR members are *not* helpless — especially retirees who have a voice, without fearing retribution.

Here are a few ways you can help a struggling NPR professional now.

1. Buy a \$20 digital gift membership for a currently displaced NPS professional. The link is located at <https://www.anpr.org/join/gift>
2. “Sponsor” a ranger: If you know someone who has been displaced within the NPS who you want to support, consider a \$150 donation to ANPR’s Ranger Emergency Relief Fund. Visit <https://www.anpr.org/donate> and designate the “Ranger Emergency Relief Fund.” In the comment section, include the full name and email of the ranger you are sponsoring and we will include a free gift subscription.
3. Consider a donation to the Supernaugh Fund to help us increase the number of first-time attendees at Rendezvous 48 this October. This is an opportunity for new-career NPS employees to meet those with experience.
4. Mentorship Program: ANPR offers a mentorship program to help pair new-career professionals with those who have years of experience. Traditionally, a newer professional reaches out to ANPR. But many of our younger professionals are just trying to survive their jobs right now, so reach out to them! Retirees should be prepared to provide some consolation and primarily listen to displaced rangers who will likely need a reassuring voice. Contact Rae Emerson, board member for education, at remerson@anpr.org, for more details.

ANPR SPRING FUNDRAISER

ANPR's tiered donor program helps fund variety of targeted programs

THE ASSOCIATION OF NATIONAL PARK RANGERS CONTINUES ITS POPULAR Donor Recognition List, which begins at a modest sea level height and climbs as high as North America's tallest peak, Denali (No, we don't call it McKinley). In 2024, membership support helped fund a generous \$28,000 donation to the Museum of the National Park Ranger in Yellowstone National Park, as well as countless Supernaugh Scholarships, which helped us bring three fantastic new employees to Ranger Rendezvous 47 in Rapid City, S.D. In total, we raised over \$52,000, thanks to the generous contributions from members and other donors.

This year, we'd like to accomplish even more, especially in today's climate of unpredictable job security, an ever-changing political landscape, and a shortage in the workforce. Our focus this year is to help today's NPS professionals thrive, despite the many setbacks being thrown at them.

So, if you want to climb to new heights, here is the breakdown of donation levels. We will publish our Donor Recognition List every quarter in *Ranger* magazine.

The top-level among the donor recognition list is, fittingly, the Denali Level, which recognizes donations of \$1,000 and more. All donations are appreciated.

- Liberty Bell (sea level) up to \$25,
- Little Rock Central High School (335 feet) \$25-\$49
- Appalachian Trail (3,000 feet average) \$50-\$99
- Devil's Tower (5,120 feet) \$100-\$249
- Cliff Palace (6,811 feet) \$250-\$499
- Half Dome (8,694 feet) \$500-\$749
- Mauna Loa (13,678 feet) \$750-\$999
- Denali Peak (20,310 feet) \$1,000 or more

We also have a monthly donation option called Old Faithful, for scheduled monthly donations of at least \$25 for a minimum of one year.

Another way to support ANPR is through a Life Membership (\$750) or Century Upgrade (\$125 for the first upgrade and \$250 for each one thereafter). These memberships go into ANPR's investment account.

Finally, consider a Legacy Contribution. Naming ANPR as a beneficiary in a will or insurance policy is a way to leave your legacy after you are gone. We are available to discuss options. ANPR is a nonprofit, 501(c)(3) corporation and all donations are deductible to the extent allowed by law. Email Jenn Cook, board member for fundraising, for more options, jcook@anpr.org.



Donor Recognition list

(Updated 3/10/2025)

Denali Peak \$1,000+

- Rebecca Harriett (*in memory of Bill Halainen*)
- William O'Donnell
- Cherry Payne & Robert Howard

Half Dome \$500-999

- David Lattimore
- John Case
- Rick Mossman (*in memory of Bill Halainen*)

Cliff Palace \$250-499

- Sue Consolo-Murphy
- Walt Dabney
- Mike Murray
- Julia Powell
- Bill Wade
- Nancy Wizner

Devil's Tower \$100-249

- Eric Bennett/Barbara Livieri
- Laura Bishop
- John Brown
- Holly Bundock
- William Carroll (*in memory of Bill Halainen*)
- Jerry Case
- Karen Cobb (*in memory of Jeff Cobb*)
- Marianne Duvendack
- Mark Gosink
- Thomas Griffiths (*in memory of Craig Johnson*)
- Brock Hedge
- Cynthia Holda
- Russ Jacobs
- Barb Livieri
- Marianne Luetmer
- Craig McClure
- Steven Moore
- Paul Olafson
- Joe Quiroz
- Andy Ringgold
- Ed Rizzotto (*in memory of Bill Halainen*)
- William Sanders
- Karen Snyder (*in honor of Crystal Muzik*)
- Melissa Warner (*in memory of Bill Halainen*)
- Nicolai Wohms

Old Faithful (monthly donations/ \$25+)

- Wendy Lauritzen
- Meg Weesner

Appalachian Trail \$50-99

- Greg Falk
- Mark Gosink
- Lee Mecum (*in honor of Lu Dodson*)

Little Rock Central High School \$25-49

- Jo-Anne Harris
- Ron Hill
- Chris Judson

Liberty Bell (cont.)

- Christie Clark
- Tom Davis
- Josh Flory
- Thomas Hone
- Brandon Pisani
- William Reid
- Stanton Salkin
- Noah Schmitt
- Sheridan Steele
- Lee Terzis

Liberty Bell Up to \$25

- Rachel Brown
- Scott Brown

A presidential experience

By Dan Moses

SO, THERE I WAS, A SEASONAL PARK RANGER IN SHENANDOAH National Park in my second season as a backcountry ranger and living in Massanutten Cabin at the Skyland Lodge. The recent passing of President Jimmy Carter brought back this memory of my interaction with the First Family in the summer of 1977.

The Carter family was visiting Shenandoah and staying at Camp Hoover, or Rapidan Camp, as it is commonly called. The camp consisted of a series of 13 cabins built by the Marine Corps for President Hoover in 1929 as a presidential retreat. You might say it was the precursor to Camp David. Along with the cabins, which all had electricity and running water, there was a fish trap constructed in the Rapidan River (really a creek), which ran very close to the cabins. The creek was regularly stocked with fish for the president and his guests. Various presidents have stayed there over the years.

I was one of the rangers assigned to the “Presidential” detail during President Carter’s stay. My assignment was to monitor a hiking trail a short distance from the main cabin near where the fish trap was built during the original camp construction. Ranger Dick Batman was the NPS caretaker for the camp, so was the Incident Commander for the rangers assigned to the detail. On Day 2, I was pulled aside by Ranger Batman. He told me President Carter had asked him to take his daughter, Amy, fishing. Ranger Batman had a plan he hoped would assure that Amy caught a trout. Since I was closest to the location of the fish trap in the creek, it required my assistance.

The fish trap was essentially a spot where the creek had been dammed to create a large pool of water near a big rock overhang. Ranger Batman gave me a bucket with some trout and told me to put the fish in the pool of water when he radioed me. Being a naïve seasonal ranger and wanting to do exactly as I was told, I waited for his call. When I got his call that he would be there with Amy later that morning I placed the fish in the pool of water and resumed my place on the trail near the big rock. In a couple hours I heard Ranger Batman and Amy coming down the trail. I was not in a location that I could observe what was taking place, but they were not there long before I heard what I would describe as a happy squeal from a 10-year-old girl.

Amazingly enough, Amy had indeed caught a fish. I guess the President had heard the noise from the cabin porch so he walked up the trail to investigate. After a brief conversation with Ranger Batman, he came over to shake my hand before returning to the cabin. In those days Secret Service protections were not so restrictive, as the Presidential party was allowed to move within the perimeter of the camp without escorts. Certainly, this was a highlight of my NPS career. RIP, President Carter. ♦

Dan’s NPS career spanned 32 years including Shenandoah NP, Yellowstone NP, Dinosaur NM, Padre Island NS, and North Cascades NP. Dan retired in 2005.



The main cabin of Rapidan Camp is a secluded retreat by the creek in Shenandoah National Park, where Dan Moses was lucky enough to interact with President Jimmy Carter. NPS photo

ANPR commemorates President Jimmy Carter’s conservation legacy

THE ASSOCIATION OF NATIONAL PARK RANGERS board of directors was saddened to learn of the passing of former president Jimmy Carter in January. Especially in light of President Carter’s significant conservation legacy, he truly earned the honor bestowed on him in 2016 to be named as an honorary park ranger.

“We send our deepest condolences to the Carter family and everyone experiencing grief following the former president’s passing,” Rick Mossman, ANPR president said. “We often say ‘there will never come an end to the good our first director, Stephen Mather, has done,’ and I know many rangers, especially those of us who worked at parks in Alaska, feel the same way about Jimmy Carter’s legacy.”

Alaska National Interest Lands Conservation Act

President Carter was responsible for taking action to conserve lands throughout the State of Alaska at a critical time in our nation’s history. In an era much defined by the need to identify additional domestic sources of fuel, President Carter’s administration took action to ensure that access to this vital natural resource would not compromise the natural and cultural patrimony of our final frontier. Carter’s bold, and contentious, decision to set aside tens of millions of acres of public land in national monuments, and his administration’s work toward passage of the law that became the Alaska National Interest Lands Conservation Act (ANILCA) resulted in the permanent protection of spectacular landscapes from the Arctic Ocean to the Bering Sea, to the panhandle of Alaska.



Photo: NPS / Neal Herbert

ANPR in action

How your association has helped shape your job

By Butch Farabee, ANPR life member



THE ASSOCIATION OF NATIONAL PARK RANGERS (ANPR) has scores of accomplishments of which to be proud. My 82-year-old brain will attempt to identify most of them, but I am also reminded of the 1960s TV series, “Mission Impossible”:

Good morning Mr. Phelps. Should you choose to accept this mission....” “Good morning Mr. Farabee....”

I went through 168 issues of ANPR’s principal publication, *Ranger* magazine (which I will refer to as RM throughout this piece), from January 1979 to February 2025, focusing on ANPR’s most notable accomplishments. I now have a two-foot-high stack of magazines, with a ‘zillion’ yellow “Sticky Notes,” in them. And the list is long!

ANPR is the only group representing all the rangers as well as all NPS employees, regardless of their job title. For nearly five decades, ANPR has wholeheartedly lived up to its Mission, written in 1977, which is:

“...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.”

Our greatest accomplishments? Now, this may get tricky. Every

quarter I, along with every other ANPR member, receives either a digital and/or hard copy RM. And just like my daily newspaper, I pick and choose what to peruse; some content registers, some does not. There are features, testimonies before Congress, action items, reviews, interviews with congressmen, employee surveys, in-memoriams, histories, board actions, member transfers / retirements, etc. You get the idea.

In skimming over 45 years’ worth of RMs in one fell swoop over several days, I was completely and totally blown away by the sheer magnitude of its contents in their entirety. This is the greatest gift/offering we can give to NPS employees. ANPR members, as well as much of the rest of the NPS, have reaped the rewards and benefits of ANPR’s many notable successes over the years. ANPR has often been accused of being strictly law enforcement or for “real rangers,” but that ain’t so! Just look at the record RM proves – extensive and broad involvement for/by all disciplines of the NPS.

This list of accomplishments is extensive and ever-evolving. I’ve identified 35 accomplishments but had to winnow the list to 10 for this print edition (to see the remaining 25 items, go to the members-only side of our website). To those new to their NPS careers, it may be a surprise to learn that some of the benefits you have today were accomplished largely by the work of ANPR and its band of supporters looking out for National Park Service professionals. To those wondering, “Why become an ANPR member?” look at this list (in no

“When we fire three volleys at a ranger’s funeral, we are telling the world that we have tended to our fallen brother or sister, and we are ready to go again.”

— Kevin Moses, *Ranger magazine*, Spring 2008

particular order) and see how ANPR might represent you today.

WE ARE A “VOICE” FOR ALL NPS EMPLOYEES

ANPR represents protection, conservation, preservation, administration, maintenance, resource management, and “everything in between.” Before ANPR came on the scene, communication within the ranks was limited to the grapevine, war stories swapped at training sessions and meetings, and similar haphazard and potentially inaccurate media. Moreover, rangers had no voice for making known their professional and personal concerns to either the agency or their fellows across the system. Because of ANPR, that situation has now changed completely.

RM provided a direct link between NPS and its employees during the dark days of COVID-19, as well as lengthy government shutdowns. It is an arena for reporting and airing highly controversial subjects like pending budget cuts, Congressional activities, reduction in size of park areas, or staffing.

For example, ANPR took an aggressive — and successful — position on the NPS’s Merit Promotion Plan, of which we all now benefit. I lost count of how many times the leadership of ANPR traveled to Washington and numerous other places, to advise, interact, visit, confer, deliberate, even cajole on a great many issues of mutual concern with groups, such as the NPCA, NPF, Sierra Club, Wilderness Society, and more. Untold numbers of newspapers and media outlets were befriended by the ANPR. These relationships matured over the years; soon, these entities were seeking input from the ANPR. All too often, these trips were on the members’ own dime.

This is particularly important for current NPS employees. ANPR provides a network of contacts in and out of the NPS who can help when they don’t know where to turn. ANPR has been on the “ground floor” of many issues and causes.

ANPR TACKLED THE 025/026

CLASSIFICATION SERIES AND RANGER CAREERS

In 1965, the Civil Service Commission directed all agencies to separate non-professional duties and skill requirements (026) from professional positions (025). But clearly delineating/defining exactly what rangers did throughout their careers was not easy. There was (and still is) an unclear, broad-spectrum involved. And all of it was muddled by alluding to a need for a college degree.

The NPS formed Field Operations Study Task Force (FOST) for this. The result was: 025 Park Ranger and Manager (professional) and 026 Park Technician (non-professional). Career ladders and advancements were at stake. Various re-organizations took place throughout the NPS, into the 1980s. Since ANPR had been championing for rangers for years, WASO’s senior management, including the chiefs of personnel and their staffs, sought ANPR’s counsel and input. With great effort by mostly all those with greatest at stake, the two Ranger Series, 025 and 026, were combined into just one, 025, helping all NPS employees keep paths to growth open.

During this time, professionalization of the ill-defined “Ranger Series” began. For nearly three decades, there were serious efforts

by the NPS Division of Ranger Activities, with a lot of influence by ANPR, to address this issue with the Office of Personnel Management (OPM). The Ranger Division hired ANPR Life Member Bill Sanders to lead this effort.

With Bill Sanders “leading the charge,” with notable guidance and motivation, “... ANPR played a major role in generating the momentum that eventually resulted in a special appropriation from Congress to make ranger Careers happen.” (RM, Summer 2014)

ANPR HAS RECORDED OPINIONS WITH QUESTIONNAIRES AND SURVEYS

There have been over a dozen ANPR member surveys / questionnaires over the years, of both seasonal and permanent employee. These questionnaires have helped ANPR best know where to direct their employee-support efforts. They’ve also been a good indicator of the times.

One of the earliest and certainly significant for its time was the survey on “Ranger Economic Hardships,” sent out to the 1,600 ANPR membership, the Fall of 1988. Eight months later, there was a very comprehensive, 10-page Final Report. It was widely distributed to appropriate stakeholders and was published in that Summer’s RM. The results of the report had major ramifications for rangers at that time, as well as for the next four decades. Another notable survey was the ANPR survey of its members on housing, resulting in The Ranger Fair Housing Act of 1991 that was pushed by several influential congressmen at the time.

ANPR’S COUNSEL SOUGHT ACROSS THE BOARD

Since at least the mid-1980s, ANPR’s advice, guidance, and input has been sought for such needs as helping with director’s orders; aiding staffers from key congresspeople and congressional committees, for the Americans for National Parks Campaign; the WASO reorganization; and outdoor equipment manufacturers. ANPR also provided input on the “21st Century Report,” and “75th Anniversary of the NPS Committee.”

Major associations repeatedly sought ANPR feedback, such as National Parks and Conservation Association (NPCA), National Park Foundation (NPF), Student Conservation Association (SCA), and the Sierra Club. In 2016, ANPR joined with other outdoor recreation and conservation organizations to support renewing the Land and Water Conservation Fund, which was then under attack. ANPR became a major player with congressional staffers, with a lot of crossover interactions.

So significant in conservation and preservation was the ANPR, that on Nov. 21, 1991, ANPR was presented the prestigious “Conservationist of the Year” award by the National Parks and Conservation Association (NPCA).

ANPR HAS TESTIFIED BEFORE CONGRESS

In these 168 RMs, I lost track — once again — of the many times ANPR was asked to testify before Congress. For example, in 2001,

‘Today we are not individual rangers from individual countries and individual parks. Today we are all rangers protecting one place: TERRA (Earth) NATIONAL PARK.’

— Rick Mossman, ANPR president, *Ranger magazine*, Fall 2023, paraphrasing what was said at the International Ranger Federation meeting in 2016

ANPR board member for Special Concerns, Scot McElveen, offered testimony on the National Parks Omnibus Management Act of 1998 on his own time and at his own expense and gave testimony as an Association member and not an NPS employee.

On April of 2007, Everglades Superintendent and ANPR member Dan Kimball, testified concerning climate change and lands administered by the Department of the Interior. In May 2010, ANPR was asked to speak on the topics of NPS workforce/employment recruitment, diversity, development, and training. ANPR Life Member and Executive Director Bill Wade has gone before Congress a number of times for causes related to the NPS and all rangers.

CONTRIBUTION TO NPS GUIDELINES (DIRECTOR'S ORDERS)

ANPR members, generally senior in their disciplines, provided major input—several totally written by them—on at least seven NPS Guidelines. After modifications and edits, they are now known as Director's Orders. These include Diving, EMS, Law Enforcement, Fire, Health & Fitness, Aviation, and Search and Rescue. There are probably a few more.

THE MUSEUM OF THE NATIONAL PARK RANGER

ANPR was instrumental in the creation of the impressive Museum of the National Park Ranger in Yellowstone National Park. It opened on the 75th anniversary of the NPS, Aug. 25 1991. The Association acted behind the scenes, promoting the raising of corporate funds, with such generous gifts as Continental Oil Co.'s \$250,000. ANPR continues supporting the Museum with an earmarked fund to help upgrade and add to the displays. ANPR also provides volunteers, mostly retirees, which staff it.

ENHANCED RETIREMENT (6C)

ANPR “went to war,” for its law enforcement and fire rangers in securing Enhanced Retirement, known as “6c.” The effort eventually was successful but not without a Herculean, years-long effort by the Association. In its early labor, ANPR President Rick Gale retained a Washington, D.C.-based law firm to fight for us. The firm developed tailored packets, including “hybrid packets (LE and Fire)” for rangers to submit to the Office of Personnel Management (OPM). ANPR successfully sued the OPM on our behalf. ANPR and the WASO Division of Ranger Activities deserve much credit. This is another one of ANPR's successes of which today's rangers, in both fire and law

enforcement, are likely unaware. This is how that extra money every month came to be.

EMPLOYEE RELIEF FUND

Beginning in 1992, after Hurricane Andrew devastated Southern Florida and destroyed employees' homes, ANPR “stepped up to the plate,” by raising money to help the victims. This support is ongoing, with the all-too many natural disasters we face today. In 2022, ANPR established a dedicated fund called the Natural Disaster Relief Fund, to help ANPR members affected by natural disasters. And at its Feb. 25, 2025, the Board extended the fund to cover man-made disasters such the current administration's unfair firings of National Park Service employees.

LOCALITY PAY AND SPECIAL CONSIDERATIONS

All NPS employees are economically challenged when stationed in geographical areas with inordinate high costs of living—such as San Francisco, New York City, and Philadelphia. ANPR fought long and hard with the NPS over this, asking for increased benefits. These employees now receive benefits which more adequately compensate them in serving the public. ♦

Butch Farabee is an ANPR life member, the first president of ANPR, and recipient of the 2000 Harry Yount Lifetime Achievement Award. We thank him for his efforts in collecting this data. See the full story on our member's side of the website.

NPS photo



Ocean waves for Ranger Rendezvous 48



Join us Oct. 14-18, 2025, in sunny Virginia Beach, Va.

A view of the beach from the Wyndham Hotel Oceanfront. Photo: Wyndham Hotel

PLANNING IS NOW UNDERWAY FOR **RANGER RENDEZVOUS 48**, which will be held Oct. 14-18, 2025, in Virginia Beach, Va. Join our community of conservation professionals for training, round-table discussions, and seminars on best practices to support staff who are constantly working to enhance productivity and efficiency in parks.

This conference will include work on conserved areas across the United States, and the organization is planning field trips to consult with staff from sites like Colonial National Historical Park and Yorktown Battlefield. We will share information about the program and invite proposals from presenters in 2025 as it develops.

THE VENUE

The event is scheduled to be held at the Wyndham Hotel, Oceanfront Virginia Beach. Learn more about the venue on their website: <https://www.wyndhamhotels.com/wyndham/virginia-beach/virginia/wyndham-virginia-beach-oceanfront/overview>

The Association of National Park Rangers Board of Directors selected this venue based on a competitive bid process that reduces costs for attendees. ANPR prioritizes selecting venues based on their proximity to national parks where staff can consult with attendees and demonstrate work practices in the field, the availability of efficient travel options, and to minimize overall cost to attendees. This location could also prove beneficial, as it is closer to larger popula-

tion centers, and we can perhaps attract a larger number of attendees who are willing to collaborate and network for the greater good of the National Park Service. Ranger Rendezvous 17 was held in Virginia Beach in 1993, and participants from that event more than 30 years ago still tell stories about it.

SUPERNAUGH SCHOLARSHIPS

First-time attendees can submit competitive applications to be selected as Supernaugh Scholars. Selectees gain a number of benefits including:

- Training opportunities
- Free registration
- Free hotel room
- Transportation subsidy

Look for information coming out soon. If you want to apply, and/or consider donating to support first-time attendee's participation at Ranger Rendezvous 48, select **Supernaugh Scholarship** on the Association of National Park Rangers donation page: <https://www.anpr.org/donate>

DONATIONS FOR RAFFLE AND AUCTION

If you have raffle or auction items to donate, we will greatly appreciate them. Please contact our Board Member for Fundraising, Jenn Cook, at jcook@anpr.org.

What we're doing ...

... and how we'll get there

Strategic Plan 2025



Employee
Wellness

"We are
your
people"



WHEN ANPR'S BOARD OF DIRECTORS MET DURING THE 2024 RANGER RENDEZVOUS IN RAPID CITY,

S.D., we collectively agreed on one thing: Our Strategic Plan needed to be more focused so each board member had defined goals for the year.

During those discussions, and subsequent meetings with our Board Member for Strategic Planning, Lauren DeGennaro, and monthly board meetings, a new Strategic Plan has been developed to help guide us into 2025 and beyond.

The theme for 2025: "We Are Your People"

The priorities for 2025:

- Employee Wellness – Support wellness for the employees of the National Park Service. This is a new and more focused theme that, unfortunately, is going to be even more important given the recent events since the Jan. 20, 2025 inauguration.
- Perpetuate – Sustain ANPR's operations so that they will continue to provide value to our members long into the future. This is an ongoing priority that cannot be neglected if ANPR is to sustain its future.

The entire strategic plan can be found by logging onto our members-only side of the website. Here are some highlights:

ANPR'S VISION:

The Association of National Park Rangers is 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.

Recognized and respected as truthful, energetic, non-partisan, and capable professionals, the Association functions as the pre-eminent organization looking out for, supporting, and advocating for the National Park Service workforce. The Association is a respected voice for the needs and concerns of the employees at all levels, working with agency leadership to improve the employment environment of these public servants that dedicate their professional lives, and often their entire lives, to the mission of the National Park Service. National park units are place-based icons of American heritage, and therefore the vast majority of the employees of the NPS must live where the parks are, often in remote, challenging, and expensive situations. The Association recognizes and articulates that for most NPS employees, the mission of the National Park System is the primary motivator, and without a dedicated workforce, the agency – and the American people – will fail at the mission. Nonetheless, as the workforce dwindles in size, as the bureaucratic processes get more burdensome, and as the cost of living surrounding many national parks skyrockets, working for the NPS no longer provides the quality of life that it once did, and the wellness of employees is rapidly declining. This is a growing crisis, and the Association raises the issues to agency leadership, kindred organizations, and others as an articulate and enthusiastic advocate for positive change and ambitious but feasible strategies that will help the agency, and its stewards succeed.



ANPR'S VALUES:

We are devoted to sustaining a vigorous and an effective National Park Service workforce. The commitment that we promote is rooted in the values that we as an organization represent. These values are:

- **Respect:** We show appreciation of others based on their abilities, qualities, and achievements.
- **Integrity:** We are committed to honesty, ethics, and doing the right thing, even when faced with challenges or temptations.
- **Empathy:** We will strive to understand, be aware of, be sensitive to, and vicariously experience the feelings, thoughts, and experience of others.
- **Inclusive:** We welcome and embrace the involvement of all employees in the National Park Service - regardless of their job classifications or areas of work – whom we deem to be "Rangers at Heart."
- **Professionalism** We will strive to consistently achieve high standards, in the work that we do and the way we behave.
- **Honest Communication:** We will strive to provide honest and forthright communication of issues, needs and information in all that we do.

GUIDING PRINCIPLES OF THE ASSOCIATION:

In carrying out our efforts to support the wellness of National Park Service employees, we will be guided by these principles:

- We will uncompromisingly defend the mission of the National Park Service.
- We will recognize that the National Park Service is the stewardship guardian of places that embody irreplaceable beauty, events and ideas that define the nation's character—those places that deserve the highest levels of reverence and protection—we will make affirmative, principled, factual arguments that call attention to what the nation cannot afford to lose—the heritage it has placed in trust for future generations.
- We will articulate and document case studies, the conditions under which National Park Service employees work, and where they are resident in the parks, the living conditions.
- We will focus on significant issues associated with living and working conditions, including, but not limited to: the hiring processes, supervision and leadership, mentoring, training and professional development, employee housing,

pay equity, diversity and inclusion, civility and respect.

- We recognize the budgets and staffing are important and we will work to show how these factors are affecting employee wellness.
- We recognize that not all challenges have simple solutions, and not all can be adequately addressed at once. The Association will strategically allocate its energy and resources to the issues its membership determines to be the places where it can make a significant difference.
- We will strive to work with the National Park Service and its leadership, and when we are critical, will always strive to be constructive and respectful.
- We will strive to model the kind of strong organization we seek the National Park Service to be, demonstrating through actions our commitment to diversity, inclusion, fairness, and civility.
- We will provide opportunities within the Association for members to develop skills and their own leadership capacity which will serve them well in their National Park Service careers and in their lives.
- We will be allies with like-minded organizations on issues of mutual concern.
- We will be neither a union nor a partisan organization.

JOIN OUR MISSION

ANPR, in an effort to be more responsive to our members, has created a new board position to help us achieve our goals. This position, called the Board Member for Membership Growth, will focus on “determining and implementing ways to retain current members and increase the number of new members, especially among current NPS employees.” The position is by appointment for the remainder of this year, and will be on the election ballot for next year. The person appointed would be eligible to run for the full three-year term beginning Jan. 1, 2026. If you are interested in working with a dedicated team of ANPR Board members on behalf of members of the Association, please forward a short (+/- 100 words) bio to Bill Wade at bwade@anpr.org. All members of the BOD are volunteers.



ANPR's Mission:

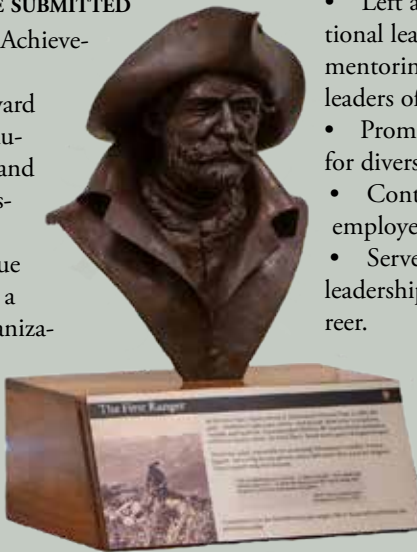
The Association
will support
wellness for
the employees
of the National
Park Service
(NPS).

Harry Yount Award: Call for nominations

A **ANPR IS ACCEPTING NOMINATIONS (CAN BE SUBMITTED** at any time) for the Harry Yount Lifetime Achievement Award.

The Harry Yount Lifetime Achievement Award pays tribute to those rangers who influence, educate, and mentor members of their profession and others; and whose contributions to their profession and the National Park Service have had a long-term impact – an impact that will continue to have a lasting influence on the profession as a whole and the National Park Service as an organization.

It is important to understand that for purposes of defining this award and making it inclusive of all NPS employees, the term “ranger” as used herein, includes all employees of the National Park Service (as is typical for the way all NPS employees are seen by the public).



- Left a lasting legacy through demonstrated exceptional leadership qualities in team building, training, mentoring, and inspiring other employees and future leaders of the NPS.
- Promoted inclusivity, accessibility, and outreach for diverse communities.
- Contributions continue to benefit national parks, employees, and visitors for future generations.
- Served as a role model by providing consistent leadership and expertise throughout their entire career.

SUPPORTING MATERIALS

- Letters of support from colleagues, partners, or community members.
- Prior recognitions, awards, or commendations reflecting career-long excellence.
- Documentation of specific achievements, and measurable impacts.
- Testimonials highlighting the nominee’s influence on others and their field.

WHO IS ELIGIBLE

Any National Park Service employee (“ranger”), in any occupational series, who has served a minimum of 20 years as an employee of the National Park Service.

NOMINATION AND SELECTION CRITERIA

Nomination must include:

- Name and contact information (address, phone and email) of person submitting the nomination.
- Name and contact information (address, phone and email) of the person being nominated.
- Summary of positions held that show a minimum of 20 years of service with the National Park Service

Nomination must include evidence of the following information about the person being nominated:

- Significant contributions to preserving natural, cultural, and historical resources.
- Leadership in implementing resource protection and/or visitor services programs.
- Played a pivotal role in fostering partnerships or advocating for park stewardship.
- Contributions to policy development or initiatives that positively impact the management of NPS areas.
- Initiated programs or efforts that enhanced visitor education, safety, and overall experience.
- Inspired visitors through innovative interpretation, storytelling, or community involvement.
- Demonstrated vision and adaptability in responding to emerging environmental or organizational issues.
- Introduced or championed innovative solutions to challenges in resource management, park operations, or public engagement.

AWARD FREQUENCY / OTHER CONSIDERATIONS

The award will be presented no more frequently than once each year and will be presented at the Association of National Park Rangers annual Ranger Rendezvous. It does not need to be awarded every year.

If a person is nominated and found eligible, but not selected, their nomination shall be “rolled over” to the next year, for a maximum of three times.

WHERE / WHEN TO SUBMIT A NOMINATION

Send to: President, Association of National Park Rangers, 12675 N. Sunrise Shadow Drive, Marana, AZ 85658; or by email to bwade@anpr.org.

Nominations can be submitted at any time.

A selection committee appointed by the ANPR President will review nominations and make recommendations to the ANPR Board of Directors.

Former winners of the award (in alphabetical order):

Jim Brady
Walter Dabney
Butch Farabee
Rick Gale
Bill Halainen
Dick Martin
Jack Morehead
Thelma Schrank
William Yazzie

INTERNATIONAL ISSUES

Claire Shields will be ANPR's new IRF liaison

By Meg Weesner, former International Liaison

CLAIRE SHIELDS HAS BEEN APPOINTED TO SERVE AS ANPR's international liaison. This position serves as the primary link between ANPR and the International Ranger Federation. The position has existed since the early 1990s when IRF was founded and is appointed by the ANPR president. International activities can include establishing a committee to work on issues of international rangers, collecting supplies and equipment to send to rangers in countries needing assistance, and proposing and completing projects relating to rangers protecting nature, heritage, and wildlife around the world.

Claire has been an active member of ANPR since joining the NPS in 2010. She was a member of the organizing committee for the 8th World Ranger Congress in Estes Park, Colo., in 2016. In 2019, she received a grant from ANPR's Rick Smith International Fund to attend the 9th World Ranger Congress in Nepal. Last October, Claire served as an ANPR delegate to the 10th World Ranger Congress in Hyères, France. Throughout her career, she has held various positions within NPS at the park, region, and WASO levels. Claire currently lives just outside Washington D.C., where she has been working for the Department of the Interior for the past two years.

Claire replaces Meg Weesner, who has served in the position for the last five years.



Claire Shields in southern France during the 2024 World Ranger Congress. Shields is joining ANPR as its newest international liaison, a non-voting position on the board. Photo: Meg Weesner

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INTERPRETATION

Relevance: A case for diversity, equity, inclusion

IN EXPLAINING THE CONCEPT OF NATIONAL parks to kids, my friend and former colleague Maria Beotegui would tell kids that her absolute favorite aspect of national parks is that new national parks are established as the fabric of the nation changes so that the national parks can reflect everyone.

There is much discussion around DEI of late. The letters stand for Diversity, Equity and Inclusion, but the acronym itself seems to have become a trigger for many. Sometimes I just want to ask “what part of DEI is it that most offends you? Is it the diversity part? The equity part? The inclusion?” Regardless of the answer, it seems to me that something is awry with disliking *any* of those parts.

In my experience as a ranger, the term RDI was more widely used, with the “R” standing for relevance. I continually strive to make the parks relevant to each individual who visits, because if the stories the park tells are not relevant, then people will not see the value in the places themselves being protected.

There have been 54 NPS units established this century, and 30 of those were established (either by Congress or Presidential Proclamation under the Antiquities Act) to tell stories of marginalized American citizens. They tell the stories of Black people being burned in a bus at Freedom Riders, of “separate but equal” education for Mexican Americans at Blackwell School, of Japanese Americans incarcerated in concentration camps at Amache because of their race, of some 230 Cheyenne and Arapaho women, children and elderly murdered in their sleep at Sand Creek, and of LGBTQIA+ people criminalized for living authentically at Stonewall. Except for the very newest, those units all have visitor centers, Unigrid brochures, websites, and educational programming. And those locations also have staff who wear the same uniform you and I wore, or continue to wear.

Personally though, the stories I find the most compelling are those of ordinary folks just living their lives in parks that were *not* established for any connection to diversity, equity or inclusion. When Yosemite ranger



One of Pullman National Historical Park’s most compelling stories is that of formerly enslaved men who provided service on luxury railcars, building generational wealth for their families.
Photo: Gary Bremen

Yenyen Chan speaks of how wilderness cook Tie Sing prepared fabulous camp meals for the Mather Mountain Party in 1915, everyone listening gets a subtle message of diversity. When a descendant of a Pullman Porter arrives at Pullman National Historical Park and hears how, despite low pay and the less-than-noble intentions of railcar manufacturer George Pullman, being a porter helped create a Black middle class, they get a message of equity. When a Vicksburg ranger speaks of how Albert Cashier (born Jennie Irene Hodgers) not only served in the Union Army during the Civil War, but continued living as a man for two-thirds of his life, they speak of inclusion. When I hear those stories, my understanding and appreciation for that park are enhanced, and

somebody else hearing those stories might just stand up a little taller as they recognize themselves in people of the past.

Ranger Maria would conclude her kids programs on national parks by looking out over the sea of bright, young, shining faces and pose the question, “Will one of *you* do something so great that the house that you live in right now becomes a national park?”

We should all feel that sense of connection and belonging in a nation that prides itself on being the “land of the free and the home of the brave.” National parks provide one very engaging vehicle for such relevance.

Gary Bremen has visited 287 of the 433 national park units, and strives to find relevance at each new park he visits.

Welcome to the ANPR family



Here are the newest members of the Association of National Park Rangers
(updated 3/10/2025)

- | | |
|------------------------|----------------------------|
| William Archard | <i>Nine Mile Falls, WA</i> |
| Dalton Bettis | <i>Minerva, OH</i> |
| Laura Gail Bishop | <i>Ocean Springs, MS</i> |
| Juanita Bonnfield | <i>Three Rivers, CA</i> |
| Mark Bragunier | <i>Big Pool, MD</i> |
| Scott Brown | <i>Moab, UT</i> |
| Rachel Brown | <i>Moab, UT</i> |
| Aleksander Chmura | <i>Yosemite, CA</i> |
| Bonnie Clarfield-Bylin | <i>Thousand Oaks, CA</i> |
| Carolyn Currin | <i>Frederick, MD</i> |
| Tom Davis | <i>Blacksburg, VA</i> |
| Tommy DiGiovannangelo | <i>Corpus Christi, TX</i> |
| William Duane | <i>Weymouth, MA</i> |
| Marianne Duvendack | <i>Swanton, OH</i> |
| Kristine Fister | <i>Fairbanks, AK</i> |
| Adam Fix | <i>Norfolk, VA</i> |
| Josh Flory | <i>Westerville, OH</i> |
| Joseph Gallegos | <i>Mariposa, CA</i> |
| Leah Gallo | <i>Grand Canyon, AZ</i> |
| Brian Gibbs | <i>Elkader, IA</i> |
| Emily Hansen | <i>Three Rivers, CA</i> |
| Rachel Heckerman | <i>Wanaque, NJ</i> |
| Ron Hill | <i>Hoodsport, WA</i> |
| Lise Hisakawa | <i>Fort Collins, CO</i> |
| Caitlin Holzum | <i>Terlingua, TX</i> |
| Thomas Hone | <i>Arlington, VA</i> |
| Catherine Hughes | <i>El Cerrito, CA</i> |
| John Jenks | <i>Arlington, VA</i> |
| Susan Kaufmann | <i>Cranford, NJ</i> |
| James Landahl | <i>Grand Canyon, AZ</i> |
| Rick LeFlore | <i>Davis, CA</i> |
| Jordan Lewis | <i>Bremerton, WA</i> |
| Jenna Lopez | <i>Martinsburg, WV</i> |
| Steve Lyon | <i>Yosemite, CA</i> |
| Kevin McCarthy | <i>Omaha, NE</i> |
| Richard Midgett | <i>Gardiner, MT</i> |

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 3/10/2025)

- Jonathan Shafer
- Gary Bremen
- Marianne Duvendack

- | | |
|----------------------|-----------------------------------|
| Kelly Morrissey | <i>Traverse City, MI</i> |
| Brent Nelson | <i>Grand Canyon, AZ</i> |
| Jesse Nelson | <i>Gift membership</i> |
| Felix Orellana | <i>Downey, CA</i> |
| Christopher Olijnyk | <i>Rocky Point, NY</i> |
| Natalie Peitsmeyer | <i>Pittsburg, KS</i> |
| Brandon Pisani | <i>Duncannon, PA</i> |
| Matthew Raineri | <i>Wadsworth, OH</i> |
| William Reid | <i>Manassas, VA</i> |
| Henry Rincavage | <i>Columbia Falls, MT</i> |
| Andy Ringgold | <i>Palmyra, VA</i> |
| Leah Rubin | <i>Baltimore, MD</i> |
| Mark Ruggiero | <i>Mariposa, CA</i> |
| John Schweikart | <i>Vicksburg, MS</i> |
| Edie Shean-Hammond | <i>Pottstown, PA</i> |
| Amber Smigiel | <i>Denali National Park, AK</i> |
| Kelsey Smithkin | <i>Saint Paul, MN</i> |
| Lori Swafford | <i>Leesburg, VA</i> |
| Vanessa Taylor | <i>Friday Harbor, WA</i> |
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| Laura Toledo | <i>Mountlake Terrace, WA</i> |
| Daniel Tonkin | <i>Bloomfield, NJ</i> |
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PROTECTION

Why protection vacancies are bad – Part 5

Editor’s Note: This is Part 5 of “Why protection ranger vacancies are bad,” a six-part series spanning several issues of Ranger magazine.

THE PRIMARY ASSERTION OF THIS SERIES IS THIS: ALLOWING protection ranger vacancies to go unfilled, even for a little while, is B-A-D. Vacancies mean that parks have fewer rangers onboard than they should, and that results in at least some — and oftentimes a lot of — critically important work not getting done.

Part 4 identified where rangers pick up the slack created when support positions are also left vacant, programs and functions that suffer when positions are allowed to lapse for lengthy periods of time, and how it all directly affects safety. Part 5 continues where Part 4 left off: steps rangers often take to help ourselves, and reveals what I call, “The Grand Paradox.”

WHAT DO RANGERS DO TO EASE THE STRESSES AND CHALLENGES CAUSED BY SHORT STAFFING?

We recruit, train, equip, and honor robust crews of volunteers who shoulder a huge portion of our EMS and SAR mission loads. These volunteer groups include: local rescue groups/squads, local EMS services, ski patrols, local volunteer fire departments, Explorer posts, Civil Air Patrol, caving grottoes, sheriff’s posses, and private citizen EMTs and paramedics. We shall continue to build these stellar teams of VIPs, however we cannot and should not rely too heavily on this far-from-guaranteed pool of resources.

Field rangers step up to lead seasonal staff to help supervisors who are spread too thinly manage out-of-control spans of control. We cannot formally call these GL-09 rangers supervisors, so instead we call them “leads.” This means we cannot pay them for the enormous added workload that comes with accepting these responsibilities, yet they do it regardless (the good supervisors at least nominate them for awards that communicate how much they’re valued).

Chief rangers and deputy chief rangers all over the Service help field rangers “cover” their districts to help curb the effects of short-staffing.

Given lapses in filled positions, we adapt, improvise, and overcome, exploring alternate patrol models and organizational charts to maximize “coverage,” operational effectiveness, and public safety. We maintain flexibility and open-mindedness, adapting to new schedules until we find the one that works best for the greater good.

We conduct excellent training to help rangers prepare for that “someday” deadly-force encounter that we all know can occur on any given day. Specifically, most of these trainings emphasize points that will help rangers “stay in the fight” for longer than ought to be expected simply because we know that our backup will often be a long way out. Most of these trainings are in-house free of charge or funded through grant money to pay the vendor. Examples of such trainings include:

- Advanced firearms training presented by in-park firearms and Use of Force (UoF) instructors — free to the home park.



Rangers take part in hoist rescue training with the U.S. Park Police in Shenandoah National Park, May 2024. Photo: Kevin Moses

- A “shoot screen” that presents rangers with scenarios during which they have to make use of force decisions, coordinated by in-park UoF instructors.
- Non-lethal training ammunition scenarios where rangers fire wax rounds at role players during UoF encounters, presented by in-park UoF instructors — free to the home park.
- Control tactics refreshers, including ground fighting, presented by in-park UoF and Control Tactics instructors — free to the home park.
- Surviving edged weapons — designed to help rangers survive a knife fight, complete with electronically charged, realistic, pain-inducing shock knives — presented by in-park UoF and Control Tactics instructors — free to the home park.
- TEMS (Tactical EMS) classes, which present rangers with realistic, bloody scenarios in which they must provide emergency medical care to gunshot wounds, knife wounds, etc. that our fellow rangers might suffer during a deadly-force encounter. Taught by in-park TEMS instructors — free to the home park.
- Gap analysis refreshers covering NPS Officer-Involved-Shootings (OIS) taught by in-park Gap Analysis instructors — free to the home park.
- MPACT sessions (Mental Preparation for Armed Confrontation Trainings) presented by nearby law enforcement officers who

have endured their own OIS incidents and survived to tell their stories. I have personally witnessed MPACT sessions led by state troopers, state park rangers, local police officers, sheriff's deputies, military combat veterans, state game wardens, SWAT team members, and two of our very own — an NPS ranger and a USPP officer. This training is some of the best available anywhere because it covers what it's like to be in a gun fight by people who have actually been in a gun fight!

- Mental health holds, emergency custody orders, and mental health first aid presented by representatives from state-sanctioned Crisis Intervention teams. This training provides rangers with step-by-step direction on how to handle persons suffering from mental illnesses — free to the home park.
- Countless other examples not listed here, but happening frequently all over the NPS by industrious, creative, resourceful rangers trying to “do more with less.”

THE GRAND PARADOX

Protection rangers are considered “essential” government employees, yet a full 25 percent of permanent protection ranger positions remains vacant, or lapsed, at some parks. How on earth can an agency call positions “essential” and allow them to remain unfilled for lengthy periods of time? We are begging someone to explain this grand paradox to us in terms that make sense. “We don't have the money” is unacceptable. We are respectfully asking leadership to please remedy this conundrum.

Protection rangers often go to work when most others are ordered to stay home. Recent examples of this include government shutdowns and the COVID-19 pandemic. Most employees are “released early” the day before major holidays, such as Christmas Eve, New Year's Eve, and the day before Thanksgiving, but protection rangers work a full shift on those days at many parks. We come to work when others don't, yet 25 percent of our protection staff often remains vacant.

Supervisors are asked to be available, on-duty, and on-scene as often as possible, yet some parks allow supervisory positions to



The Quaker Run fire in November 2023 in Shenandoah National Park required all hands on deck. Staffing shortages make this work even more dangerous. Photo: Kevin Moses

lapse for lengthy periods (I know one park that allowed a district ranger position to go vacant for almost five years). It's a lot more manageable to have a supervisory presence when a park has more supervisors.

When the administrative duties intended for three DRs are piled onto the shoulders of two DRs, that inevitably results in the two DRs being available to their staff less often and definitely in the field less often.

OUT-OF-CONTROL SPAN OF CONTROL

Fifteen field rangers for two district rangers means one DR supervises seven rangers and the other supervises eight. Add six seasonal rangers to each DR and that means for about half of the year, the DRs are supervising either 13 or 14 rangers. Too Many! Given all the administrative work that's piled onto the shoulders of the DRs, we simply cannot ask them to supervise 13 or 14 rangers. It's not reasonable, it's not safe, it's not acceptable, it's not OK.

To be utterly, unmistakably, crystal clear: District rangers are not lazy, nor do they shirk tasks or cower from challenges. Quite the opposite: They have astonishingly stout work ethics and embrace challenge as opportunity. They just know that they owe their employees their time and attention, and they cannot provide that to them when they're spread so thinly. Working *for* employees is a sacred duty that DRs cherish; they're just asking for enough DRs so they can “be there” for their troops.

MORALE

This needs to be a paramount concern. Morale is so vital, the U.S. Army lists the enemy's morale as a major factor to be considered when planning Operations Orders for any type of assault mission, ambush, raid, etc. The Army knows morale is important — let's follow their example.

Morale is directly connected to feeling valued and supported:
 Employees feeling valued, supported, and heard = High Morale
 Employees feeling not valued, not supported, not heard = Low Morale

Work/Life Balance becomes unevenly weighted toward work when we have fewer rangers among us because the same rangers answer all the callouts, it's tougher to approve leave and schedule requests, etc. when we have fewer rangers to do the work. This, too, has a negative affect on morale. Family and loved ones should almost always come before work.

A closing not on this installment of this broader piece — Leadership is a 4-letter word: C-A-R-E. Leaders must CARE about their troops. Caring means providing for the needs of the troops. Right now in the NPS, field rangers need more field rangers and enough district rangers to effectively lead them. Bottom line.

Please tune in next issue for the sixth and final part of this series, which will, I promise, conclude this sobering topic on a positive note.

— Kevin Moses
 Supervisory Ranger, Shenandoah National Park

CULTURAL RESOURCES

Lost causes and the rewriting of American history

“History will be kind to me for I intend to write it.”

- Attributed to Winston Churchill

IN THE RUN UP TO THE ELECTION OF 1860, JEFFERSON DAVIS declared that the “south is now confronted by a common foe.” That the undying opposition to slavery expressed by presidential candidate Abraham Lincoln and other members of the “black” Republican party made clear their intentions to not only prevent the spread of slavery, but to “attack the institution” then worth \$4 billion to the southern economy where it was.

Lincoln’s election, and the response of southern leaders like Mr. Davis to the election results, led directly to the secession of 11 states and the start of the American Civil War.

Each seceding state issued a declaration of sentiments explaining why they chose to leave the union. South Carolina claimed that northern states had denounced “as sinful the institution of slavery” thus threatening a centerpiece of the Palmetto State’s economy. Mississippi added that, “Our position [regarding secession] is thoroughly identified with the institution of slavery.” Alexander Stephens, the acting vice president of the Confederate States of America, noted in his cornerstone speech of March 21, 1861, that the southern Confederacy was founded on the principles that “slavery [and] subordination to the superior race...” was the natural, normal condition of people of African descent.

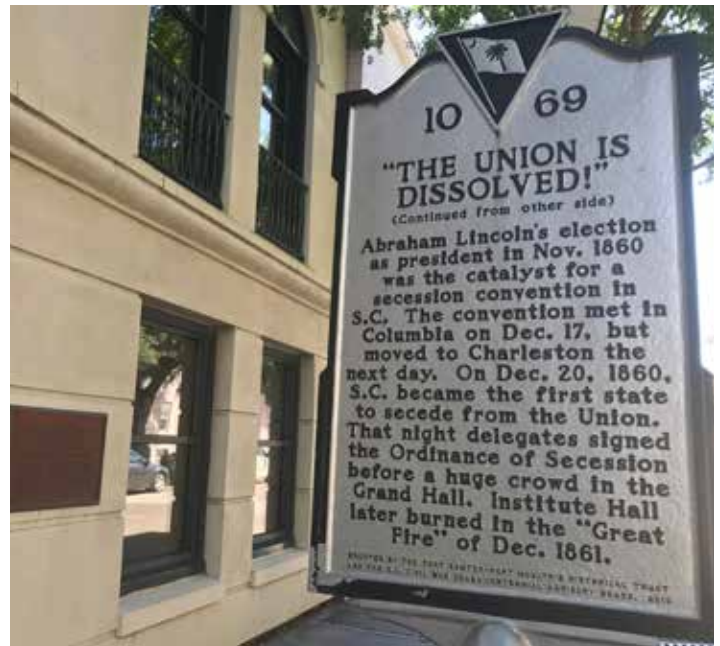
And so it went.

Then, after four bloody years of fighting that claimed the lives of 750,000 combatants, physically wrecked the southern states, and freed 4 million enslaved African Americans, the tune that Davis and other secessionists had been singing began to change. The former president of the southern Confederacy wrote a 1,200-page memoir in which he argued that slavery “was in no wise the cause of the conflict...”

Other apologists for secession like Edward Pollard extolled the virtues of the southern slave system and argued that the war was about state’s rights and a defense of southern virtues against northern aggression. The Lost Cause mythology arose from this rewriting of U.S. history. It obliterated for more than a century the actual causes of the Civil War and inaugurated a period of racial violence and a denial of due process and equal protection under the law for Black Americans that led historian Rayford Logan to describe the period between 1870 and 1930 as the “nadir of American race relations.”

On January 6th, as cameras recorded the action, a mob stormed the United States Capitol with the intention of overturning the results of a free and fair election. The confrontation injured more than 100 law enforcement officers, ultimately was responsible for five deaths, and would lead to the arrest of more than 1,200 people.

Efforts are now underway to recast January 6th as a non-violent, pro-democracy protest that, as Jefferson Davis might have said, was in “no wise” related to attempts to subvert an election. This should worry us all.



The narrative behind secession and then the Civil War following Abraham Lincoln’s election read one way and ended another. After four years of bloody battle, those who said they were fighting to keep slavery insisted the war was not about that at all. The story of the Jan. 6 Riots is eerily similar. Photo: Alan Spears

The last time this nation fell under the sway of a lost cause it was people (mostly African Americans) who suffered. Efforts to rewrite the history of January 6, 2021, could lead to wholesale undermining of our laws and our democratic traditions. Yes, both our history and our country may be on the line.

There may be little the National Park Service can do to prevent this from happening. But as the agency has led the nation to a more accurate understanding of the American Civil War by telling the truth about the causes of that conflict, so too might NPS take bold stands against the reckless rewriting of our shared national narrative. If not regarding the Capitol, then at sites such as Belmont Paul Women’s Equality, Sand Creek Massacre, and Emmett Till & Mamie Till-Mobley.

The National Park Service continues to reconnect us to parts of our national narrative that have been ignored, overlooked, or deliberately forgotten. This work remains critical and must continue. But it may now be time for the NPS to stand against the wholesale rewriting of American history to suit fallacious, ahistorical, and politically motivated whims. We the public need the National Park Service and its personnel at their truth-telling best. Now more than ever.

— Alan Spears
National Parks Conservation Association

Rick Smith receives prestigious international award

By Meg Weesner, International Liaison

LONGTIME MEMBER RICK SMITH HAS RECEIVED THE HIGHEST award of the International Ranger Federation. The IRF Gordon Miller Lifetime Achievement Award is given periodically to a ranger who has exemplified the highest level of accomplishments during a lifetime of work protecting nature, heritage, and wildlife.

The award was announced at the 10th World Ranger Congress held in October in Hyeres, France. ANPR President Rick Mossman accepted the award for Rick Smith. Then ANPR organized a gathering of rangers, colleagues, family members, and friends, and presented the award to Rick in Tucson in late December.

Rick served as the second president of ANPR and the second president of IRF, from 1997 to 2000. In addition to his many achievements working for the National Park Service, he made major contributions to training staff and protecting parks throughout Latin America. He is fluent in Spanish as a result of having served there in the Peace Corps. Over many years, Rick was invited to advise managers, train rangers, and support protection work in all countries in Latin America.

The IRF's Lifetime Achievement Award is named for the founder of the IRF – the late Gordon Miller, ranger and supervisor in Peaks National Park in England. He trained protected area staff throughout Europe and served as IRF's first president.



L-R, Butch Farabee, Rick Mossman, Meg Weesner, Jeff Ohlfs, Bill Wade, Rick Smith, "Weasel" Smith, Rob Arnberger, Elvira Arnberger, Mario Fraire, Paul Anderson, Walt Dabney, and Linda Campbell.

Photo: Kendra Balasz



The IRF Gordon Miller Lifetime Achievement Award consists of a framed certificate, a desk plaque, and a pair of handmade boots in Smith's size. The boots are made in South Africa to meet specifications given by African rangers for the perfect "ranger" boot. Photo: Meg Weesner

IN PRINT

Thrilling page turner features NPS investigator with a history

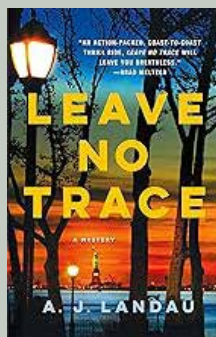
By Rick Smith

THE BACK COVER BLURBS OF "LEAVE NO TRACE" CALLS THE book a "gut-punch thriller," a "breathless thriller," and an "outstanding thriller." That was my reaction, too, after I read it — in almost one day; I had trouble putting it aside, because I wanted to know what would happen.

The main character is Michael Walker, a former ranger who lost his ranger wife and his foot in a shootout in Mount Rainier. Since his prosthesis prevents him from doing normal ranger work, he becomes part of the NPS's Investigative Services Branch. Unfortunately for him, his wife's father is the secretary of the Interior. He blames Michael for his daughter's death, and Michael is often on thin ice.

On his day off, Michael is awakened by a phone call from his boss and told to turn on the TV. What he sees is unbelievable. Someone has blown up the Statue of Liberty. The death and destruction are unrelenting. While on site, Michael runs into a young boy who asks, "Have you seen my parents?"

Further conversation reveals the boy had filmed a U.S. Park Police boat in the waters close to the statue, but the boy



"Leave No Trace," by A. J. Landau. 2024. Minotaur Books.

knew that it was an older model that the USPP no longer uses. Michael realizes that this is the first breakthrough in the case and has the boy put in protective custody.

The next target is Independence Hall. A disaster is narrowly averted there when the explosive device is found before it is detonated. No such luck with the Arch in St. Louis.

I am not going to reveal how this book ends. The pleasure for those of you who find it on Amazon or at your local library is too great for me to spoil.

I found the author's forward particularly interesting:

"To the exceptional individuals who make up the National Park Service, your dedication and commitment to ensure that the history and the preservation of over 400 hundred parks, monuments and historic sites do not vanish from the earth are appreciated more than words can express."

Besides being an IRF Gordon Miller Lifetime Achievement Award winner, Rick also contributes Ranger's quarterly book reviews.



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