

# RANGER

The Journal of the Association of National Park Rangers

Stewards for parks, visitors & each other

Vol. 29, No. 1 | Winter 2012-13

Enhancing the

**Green**

& Gray

RENDEZVOUS XXXV



Indian Wells, CA T 2012

Association of National Park Rangers

# 2012 PHOTOGRAPHY CONTEST



1<sup>ST</sup> PLACE “Morning Smoke of the Dragon Fire” — Grand Canyon, Warren Bielenberg, Maryville, Tennessee



2<sup>ND</sup> PLACE  
“Devils Garden Trail, Fins  
& Mountains” — Arches  
Bruce McKeeman  
Prescott, Arizona

ANPR members submitted 20 images for the annual photography competition. Rendezvous attendees cast votes for their favorite ones.

Winner of the Name That Park contest was Debbie Grace with eight correct answers. Plan ahead for the 2013 contest (location still under consideration), and find great images in a national or international park in the coming months.

See the inside back cover for three more images.





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

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

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

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

## Submissions

Prospective authors should contact the editor or editorial adviser before submitting articles. Editor, Teresa Ford, 25958 Genesee Trail Road, PMB 222, Golden, CO 80401, 303-526-1380; [fordedit@aol.com](mailto:fordedit@aol.com). Editorial adviser, Emily Thompson, 614-406-9400.

## Deadlines

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

## President's Message

As I sit in Tanzania listening to the sounds of the East African night, where I am attending the Seventh World Ranger Congress of the International Ranger Federation, my thoughts return to the great Ranger Rendezvous XXXV we just conducted in Southern California.

I wish to acknowledge every member who attended and thank you, on behalf of the entire membership, for your continued support of our Association and its annual Rendezvous. In addition, I express my personal appreciation to the many members, partners, presenters, exhibitors and trainers who graciously assisted ANPR with their time, talents and professionalism to conduct and present a provocative and meaningful Rendezvous.

On behalf of ANPR, I signed today (Nov. 8, 2012), along with IRF President Deanne Adams, a memorandum of understanding for ANPR to serve as host association for the Eighth World Ranger Congress scheduled for June 2016. Tomorrow afternoon, the final day of the Congress, I speak to the 250 delegates gathered from national parks around the world, introducing them to the proposed site of the Eighth WRC, the YMCA of the Rockies in Estes Park, Colorado. Rocky Mountain National Park will serve as host park for this professional gathering of global park employees. I will tell them we are honored by this great privilege and responsibility.

This journey to Africa to attend the Congress has been, for me, one of most significant

of life's events. Africa is a primal continent — the cradle of our species — and one of the last places on earth where ancient natural processes of life continuously unfold.

On a field trip to Ngorongoro Crater Conservation Area, I witnessed a rare example of the ever-present struggle for life between predator and prey as two lionesses successfully took down an old buffalo cow. It was a provocative example of the complex dynamics of life on earth and natural selection — illustrating the unmitigated brilliance of Charles Darwin. It also illustrates the foresight of past Americans who strived to establish the first national parks and later a National Park Service to steward them. It has become an example of public land conservation adopted by virtually all nations across our planet. It reflects the core values of sound environmental conservation and the reasoned, science-based land ethic, which Aldo Leopold so prominently gave birth to in our world. Ultimately, it reminds one of the many stewardship challenges confronting sustainable natural processes and species survival around the earth.

The international employees gathered here in Tanzania reflect the world family of park stewards. The common language is a dedication to protecting land resources, species, cultural sites and often themselves from numerous threats and challenges. They collectively possess a passion for their work and mission. It has been a privilege to join them here, as it was my honor to share the Rendezvous with fellow ANPR members. I extend warmest regards to every member as we start the planning process to host the Eighth World Ranger Congress in 2016. 

*Stacy D. Allen*



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Clockwise from top, a lone Joshua tree at the host park, Joshua Tree; palm debris stacks during the service project at Indian Palm Canyon; Gwen and Cathy Billington of VF Imagewear, ANPR's longtime Rendezvous supporter; Karin Messaros of Joshua Tree with Keith Hoofnagle; and Demmy Vigil of Mather Training Center leading a group discussion. Rendezvous photos by Patrick Hattaway & Teresa Ford unless otherwise noted

## California setting energizes Ranger Rendezvous

**M**ix an elegant, sunny venue with the loyalty of longtime attendees and the enthusiasm of newcomers — and you have a perfect storm for energy and innovation.

More than 100 ANPR members attended the 35th annual Rendezvous held from Oct. 28-Nov. 1 at the Miramonte Resort & Spa in Indian Wells, California. A theme of “Enhancing the Green & Gray” provided a focus to the sessions and keynote speeches.

Opening remarks from Mark Butler, superintendent of Joshua Tree, and Christine Lehnertz, regional director of the Pacific West Region, set the tone for the week.

“We must combine your passion for the parks with passion for employees. There’s no reason we can’t align these,” Lehnertz said.

Later, she added, “Help us embrace the future and see that change.”

Keynote speaker David Lamfrom of the National Parks Conservation Association, noted, “The threats and opportunities always

shape the world around us.” He encouraged the next generation to become engaged with their parks as “we step into turbulent waters.”

Author William Tweed spoke about the wilderness idea, national parks and changing demographics. “What’s in national parks that we’re going to fight to keep?” he asked. His newest book is titled *Uncertain Path: A Search for the Future of the National Parks*.

Demmy Vigil, training manager for visitor and resource protection at Mather Training Center, led a popular breakout session with job application tips, prospects for getting hired in challenging times, and mastering a personal career path once hired. She encouraged attendees to “do as much as you can to prepare yourself” for a specific job prospect.

“Look at the announcement and tailor your application to that specific job,” she said. “Do not lie on your résumé,” she cautioned, “but give yourself every single credit possible.”

The annual community service project, this time at the nearby Indian Palm Canyon

on lands of the Agua Caliente Tribe, attracted more than 40 participants. Workers helped clean up a drainage area of dense and downed California fan palm fronds. Afterward, the group hiked into the fan palm oasis, the largest in the country.

An all-day bus trip to Joshua Tree the next day included interpretation from ranger George Land and several short hikes.

Other Rendezvous programs focused on how to balance personal and professional aspects of your life in the NPS, and how to tell your stories through ANPR’s oral history project (see page 6).

The always-popular movie night featured various park films brought by Eric Epstein of Harpers Ferry Center. Included were ones from Mojave, Mammoth Cave, Theodore Roosevelt and Shiloh.

More Rendezvous activities and photos are featured in this issue of *Ranger*. A full photo album can be found on ANPR’s Facebook page: [www.facebook.com/parkrangers](http://www.facebook.com/parkrangers). 





Mark Butler, superintendent of Joshua Tree, and Christine Lehnertz, regional director of the Pacific West Region, share a light moment.



David Vela, former regional director of the Southeast Region, has moved to Washington, D.C.

## Relevance comes by telling lost stories

David Vela, new associate director for workforce management, concentrated on the relevancy theme and said it can be applied to communities across the country.

He asked if people knew that 20,000 Latinos fought in the Civil War, both for the Union and the Confederacy? “We need to tell these stories,” he said, and groups will begin to see the significance of important American events and issues.

Some 20,000 American Indians also fought in the Civil War. “They were fighting to stay free in the land that once was theirs alone,” he said.

He added, “We have the unique opportunity to make ourselves relevant to all communities around the country.” The little stories lost to history can have the most meaning to communities of people of color, he said. “They can find relevance in the Civil War because their people fought in it.”

Later, Vela addressed the topic of employee worth and said, “We have to do a better job of saying, ‘I need you. I value you.’ We are one family and we need to start acting like that.”



Left to right, Jin Prugsawan, Jamie Bertram, Amy Gilbert, Jeremy Kaufman and Renee Smith

## Youth in national parks

By Jeremy Kaufman

The last morning of the 35th Ranger Rendezvous turned to issues of youth and the National Park Service. Jin Prugsawan organized and moderated a lively panel discussion about young people’s role in the agency, and how to bring younger generations into national parks. I was a panel participant, alongside fellow board members Amy Gilbert and Jamie Bertram, and Supernaugh Scholarship winner Renee Smith.

Our stories were similar in some ways. Whether through family trips to national parks, inspirational teachers or fulfilling internship programs, we have been instilled with a drive to protect and preserve our national resources. We have learned to help visitors find their own meaningful connections to these places.

How can parks engage young people? How do we attract them to parks in the first place? For high school and university students, internships can be one of the best ways to get people involved. We discussed the importance of internships to learn what a Park Service career entails. Having young employees take a lead role in the outreach and mentoring of internship programs could benefit parks. A young face might better relate to a student’s experience and provide insights on the opportunities young people can find in the agency.

The discussion looked at the use of technology and social media. Perhaps the classic campfire programs of years past don’t resonate as strongly with young people today who are increasingly absorbed by technology. Parks are setting up Facebook and Twitter accounts as ways to reach people who don’t actually walk into the park. Parks also are using interactive and interpretive media for those who do make it inside park boundaries. An increasing challenge involves keeping youth engaged in parks when they simply don’t have connectivity to the outside world. How do we disengage visitors

from their reliance on technology once they enter the backcountry? These challenges face communities, not just parks.

ANPR has done well in bringing fresh energy and young participants to the organization as evidenced by the Rendezvous attendance. A highlight was seeing the enthusiasm of the 11 Supernaugh Scholarship winners, a passion they maintained throughout the week. The youth of ANPR will help guide the organization for years — a testament to the legacy of its founding members.

The discussion turned to examining the challenges facing young people to find and continue work with the NPS. The STEP and SCEP (student programs) provided opportunities for students to get a start in the Park Service, but these programs have been discontinued without a full understanding and implementation of the new Pathways program.

I received a great opportunity at Arlington House more than three years ago. Parks now are unable to hire students who, through volunteer or internship experience, have already proven their talents and abilities to serve as stewards. At Arlington House we were unable to hire two graduate students who excelled in their summer internships. Due to the discontinuation of STEP, we lost two talented individuals who would have worked and contributed throughout the fall.

Young people and seasonal employees face many hiring challenges. When a seasonal applies for an NPS job, there is no recognition of past NPS service in the initial application process. By restricting the potential of hard-working seasonal rangers to compete for stable careers, the NPS is losing talent.

The challenges young people face were revealed in the panelists’ own circumstances. Not one of us left the Rendezvous to return to a Park Service job. We find ourselves on the outside looking in. 

# State of the Association

*ANPR President Stacy D. Allen delivered his State of the Association address Oct. 29, 2012, at Ranger Rendezvous XXXV in Indian Wells, California.*

In early November 2010, at Ranger Rendezvous XXXIII, on the threshold of my assumption of the presidency of this Association, I spoke about the state of change in our lives and the dynamic environment we live and work in.

I advised my observations of fireflies in February and spotted whitetail deer fawns into November were evidence of significant change on earth. They reflect global shifts in weather and climate affecting all species on our wondrous planet.

Once again, I can report I still continue to observe fireflies in February, and as I departed Shiloh to come to this Rendezvous, spotted fawns were still visible on the park. Thus, as I noted in 2010, change is a constant for all matters on earth — even for an association like ANPR.

That presentation focused on managing an association in transition, stating that it is a common desire to want to “climb a mountain,” “slay a dragon” or “build a cathedral” in our productive endeavors, performing actions that impart lasting results. The qualifying factor in this desire to have meaningful impact on matters at hand is that we often enter periods when we are simply confronted with pulling our cart down the long trail — getting ahead with our mission one simple step at a time.

I felt that ANPR lay poised in such a period as we strived to be more relevant to the growing number of young and new employees in the National Park Service. We would see effective change, but it would take work and time to produce positive results.

In October 2011, at Ranger Rendezvous XXXIV, I discussed whether ANPR remained “pertinent to matters at hand.” There we talked about how ANPR, through its creation of a group health care insurance program for seasonal NPS employees and the success of ANPR’s effective employee mentoring program, the only professional mentoring program available to agency employees, illustrated our commitment to act on behalf of employees. I noted our ability to sponsor and actively conduct professional training beneficial to park employees and our agency in conjunction with our annual Ranger Rendezvous. In addition, I pointed to the partnership ANPR had developed with the NPS and the



**Stacy Allen on the trail at Joshua Tree**

Coalition of National Park Service retirees, to fund, develop and conduct an aggressive NPS employee oral history project. The goal is to capture the core values of experience among NPS retirees throughout the nation, and eventually those of current midlevel and long-term agency employees. The interviews conducted to build a history database to assist current and future employees better understand where we have been as a conservation agency, and derive “lessons learned” by from fellow employees who have successfully stewarded the national parks in our first century of service.

In this regard, ANPR remains pertinent to matters at hand, and a respected organization of professionals who choose to carry their stewardship activities beyond the boundaries of daily employment in our agency. The Association is recognized as a productive conservation partner in resolving the challenges confronting stewardship of our national parks in their second century of existence. Thus, our Association was invited to attend the “Summit on America’s National Parks” held last January in Washington, D.C. We joined more than 250 representative stewards, park partners, organizations and public conservation services who met for two days to engage in a serious dialogue on the needs of effective environmental stewardship in our time and engage issues that confront successful and measurable national park management in the second century. Much of the discussion involved how best to implement Director Jon

Jarvis’ Call to Action and ensure national parks and their inherent values to sustaining our quality of life on this planet, remain relevant to the people — and in particular — relevant to the lives of the youth of our nation and around the world. For these young people represent the generation poised to accept responsibility for park lands, the survival of species, and meet the challenges of conservation confronting by expanding human populations and a dynamic planet long associated with life altering climatic shifts.

In conjunction with challenges confronting employees, ANPR is actively engaged with sister NPS employee-centered organizations to successfully adapt to changes in our society that affect and impact employees of the National Park Service. How can employee-centered associations, like ANPR, the George Wright Society, the NPS Employee and Alumni Association, the Coalition of National Park Service Retirees and the Global Parks organization, work in partnership to sustain their active role in assisting employees engage the stewardship challenges of the future? In this respect, representatives from our five organizations, along with NPS Deputy Director Peggy O’Dell, met in Boston in June to discuss our shared interests and develop avenues for creating more responsive and effective partnerships that aid NPS employees perform their mission in the second century and enjoy safe, healthy, and productive lives. This active dialogue and sister association partnership illustrates that to perform effectively in meeting the diverse challenges confronting meaningful park stewardship now and in the future requires people working together to achieve common goals and values.

Presently, ANPR stands poised to accept one of the most profound professional responsibilities in our 35-year history. For next week, at the Seventh World Ranger Congress being held in Arusha, Tanzania, I will sign on our behalf a memorandum of understanding with the International Ranger Federation to host the Eighth World Ranger Congress in the United States. This simple action marks the first of numerous actions that will be required of our Association, to conduct an NPS centennial-year gathering of national park employees from around the world, which is both a rewarding and provocative professional conference for every delegate attending. Such an endeavor requires thoughtful planning, funding, partnerships and hard work. I am confident ANPR will succeed in this undertaking, and I am extremely proud to represent our Association in Tanzania, as we start the task of creating a



great program for 2016.

In this regard, ANPR remains extremely pertinent to matters at hand, in that our Association of 1,100 members remains a positive professional organization working to perform the demanding needs of environmental conservation and cultural resource preservation. The partnerships currently engaged are achieving measurable results. For this, we have the valued respect of our peers and the American public. Once again, here at Ranger Rendezvous XXXV, members have developed and are presenting professional training for the benefit of Service employees. Two dozen Park Service employees were able to attend and learn new skill sets in these courses: Performance-based Coaching, Technical Rescue and Climbing Skills. ANPR remains committed to employee development in our Service, and will continue to expend time, effort and funding to assist in providing meaningful training for employees.

Our basic group health care program, with its additional member employee vision, dental and life insurance options, now managed through Transamerica, continues to provide substantial health care benefits and peace of mind to nearly 200 people covered under both individual and family group package programs. Until a government-sponsored system is created to serve all seasonal employees, ANPR will continue to provide this program for employees and will continue to challenge government leaders to devise a system whereby all agency employees have access to affordable health care and life insurance coverage.

At this Rendezvous, ANPR, in partnership with the NPS and the Coalition of NPS Retirees, is conducting the first oral history interviews in our joint Oral History Project. Roughly a dozen NPS retirees will be interviewed this week by ANPR members and our partners from the WASO history program. In this endeavor we are indebted to Lu Ann Jones and our retired Association members for gathering here to record these professional experiences. This is just the first step in a long process, for these recorded interviews require transcription, and it is with converting them into an proper archive format, where ANPR will begin to expend the funds from our Rick Gale Memorial Fund designated to support this worthwhile NPS history project. Thus, through the investment of time, effort, funding and the vast work experience present within our membership, ANPR illustrates its dedication to supporting the professional needs and programs of our Service.

In my capacity as president, I serve with the youngest ANPR Board of Directors in

## **Our collective willingness to stay the course and embrace change is the state of our Association.**

the history of our organization. As we have conducted your business for the past year, I can confirm this Association remains financially strong, successfully taking in more revenue than we expend to conduct our business. The board is continually striving to incorporate best practices to improve both internal and external communications, exploring all possibilities for fundraising, and more importantly, working on projects and programs that materially enhance our Association's relevancy among young employees and volunteers — the future national park stewards and managers.

Chief among our goals for the past two ANPR administrations has been to reach out to young employees comprising our National Park Service. There is a pressing need to maintain an effective listening dialogue with youth and remain focused on their needs. In this regard, we continue to sponsor a number of youth targeted programs. Among these is the Bill Supernaugh Fund, which provides the funding to support attendance to Rendezvous by first-time attendees. These members for the most part are seasonal employees still searching for that first, all-important permanent job in the Service. The ability to attend Rendezvous permits these young people the opportunity to meet park managers, supervisors and potential mentors who can assist them with experience and advice. Virtually all depart Rendezvous linked with effective contacts from within our membership, the experienced employees, current and retired, in whom they can work with to develop job skills and achieve the goal of permanent employment.

Many still openly ask whether ANPR is relevant to youth. Our organization has entered a new era of incorporating social media in the manner in which we conduct business. We use Facebook, LinkedIn, email and our website to more effectively communicate. Yesterday board members agreed on the need to incorporate Twitter into our internal and external communications.

Current statistics support that nearly 60 percent of new members to our Association are either seasonal employees or volunteers. The vast majority of these new members are young people. Thus, as we continue to strive to remain relevant to youth in our endeavors, it does appear our message is being heard, and younger NPS employees and potential employees are finding common association with the mission and purpose of ANPR. We

can and must do more — but every member of our Association needs to take pride that a healthy dialogue is present with youth.

*Editor note: At this time Stacy Allen asked the 11 Supernaugh scholarship recipients to gather in front of the room. He also recognized Jean Supernaugh, Bill Supernaugh's widow, stating, "All these talented young people represent your and Bill's great legacy to ANPR."*

These 11 individuals represent your generosity to support this rewarding program. When asked for funds, you provided and we decided to spend it all this year and assist these young people attend our professional conference. These 11 join the growing number of other younger members of our organization as evidence this Association continues to remain relevant to their needs. These talented young people represent our legacy and our promise to youth — that we will listen, aid and support their professional needs. These young people are our future strength as an organization, illustrating ANPR productively engages and reflects meaningful change.

Our collective willingness to stay the course and embrace change is the state of our Association. We are a strong organization recognized by our partners as a proven ally in conservation, a strong body of professionals willing to engage change to enhance our ability to be relevant stewards for parks, visitors and each other. 

## **Supernaugh Scholarships allow 11 members to attend first gathering**

ANPR members donated generously to the scholarship fund named in the memory of longtime member Bill Supernaugh, and it was plenty to bring 11 recipients (from a pool of 21 applicants) to their first Rendezvous. Each awardee helped with tasks at the annual conference and pledged to stay involved with ANPR during the next year.

The recipients were:

Allison Barnes, interpretive ranger, Curecanti  
Irene Corrao, budget technician, Sequoia and Kings Canyon  
Gannon Frain, ranger, Rocky Mountain  
Anton Gabrielson, ranger, North Cascades  
Katlyn Grubb, ranger, Glen Canyon  
Jeannie Nguyen, ranger, Cabrillo  
Mike Powers, biological science technician, Yosemite  
Kate Sargeant, ranger, North Cascades  
Renee Smith, office automation clerk, Sequoia and Kings Canyon  
Seth Tinkham, park guide, White House  
Ben Walsh, volunteer, National Mall

## Preparing for our future by preserving our past

### ANPR's Oral History Project

By Lu Ann Jones and Alison Steiner

As audiences gathered to hear keynote speeches and conference attendees gabbed over glasses of wine, a small group of interviewers spent Ranger Rendezvous recording stories.

During the conference, 16 longtime National Park Service employees met one-on-one with professionally trained oral historians to tell tales — heroic, heartwarming and harrowing — of their time with the Service. Narrators covered a variety of topics, ranging from the diversification of the agency's workforce in the 1970s and '80s to the development of Ranger Careers in the early 1990s, and the NPS' response to disasters such as 9/11 and Hurricane Katrina.

By the end of the week, the historians not only had collected more than 35 hours of interviews but also had officially launched ANPR's Oral History Project.

The project joins a long tradition in the NPS of using interviews to preserve the agency's cultural and historical memory. Oral history has been an invaluable way to protect the history of individual parks, and the people and events those parks commemorate. Interviews have also safeguarded the collective memory and expertise of those who have shaped the Park Service over the years.

The individuals interviewed at the Rendezvous in 2012 helped create the modern Park Service. They joined the agency in the 1950s, '60s and '70s, and they occupied leadership positions during decades of great change. During their tenure, the NPS expanded significantly, the country adopted laws that challenged the Service's managers, and the demographics of the agency's workforce and its visitors underwent a sizable shift. Preserving and sharing these stories is one of the primary goals of ANPR's Oral History Project.

The Association's efforts advance the top priorities of NPS Director Jonathan Jarvis. The information collected during these interviews can be used immediately as part of workforce development and leadership succession. It is also vital to the long-term stewardship of the agency's history and the education of its early-career employees.

Ultimately, the wisdom that these oral histories capture can help the NPS adopt a more



Rendezvous attendee Steven Noh sent this message to Dan Messaros, district ranger at Joshua Tree, following the two-day technical rescue course during the Ranger Rendezvous:

"I'm writing to you, sir, to send along some very well-deserved feedback on the "Introduction to Technical Rescue" course put on by your Joshua Tree SAR Team on Oct. 27-28, 2012. I thought it was absolutely first rate. Your SAR team's professionalism, expertise and enthusiasm made for two productive days of phenomenal, high-quality training. Back in the day, I served as a member of a federal tactical team based in Los Angeles, and I know that training like the kind provided by your SAR team would've been a huge hit with the guys. Many thanks to SAR coordinator Kevin Buckley for his efforts, and kudos to his team, including Phil Spinelli, Dave Pylman, Steve Cole, Rom Bottorff, Mike Wilson and Bruce Squires. I'm also going to pass word to the folks at ANPR. If they don't already know, they should."

*Photo by Gannon Frain*





ANPR life members J.D. Swed and John Townsend, NPS retirees, participated in the oral interviews. Photo by Lu Ann Jones

innovative and relevant vision that matches the challenges of the 21st century.

As the NPS approaches its centennial, oral histories offer a way to commemorate the past with an eye toward the future. Now is the time to preserve the memories of those individuals who can tell the Park Service story from the inside out. And, more importantly, now is the time to use these stories to mentor a new generation of NPS leaders.

### Project Details

Individuals interviewed during Ranger Rendezvous: Butch Farabee, Frank Hastings, Bob Krumenaker, Mary Martin, Dick Martin, Scot McElveen, Bruce Reed, Edwin Rothfuss, Rick Smith, Barry Sullivan, J.D. Swed, Dale Thompson, John Townsend, Margaret Weesner, Lee Werst and Bill Wade.

Oral historians who participated in the project: Lu Ann Jones, Jeremy Kaufman, Brenna Lissoway, Hannah Nyala West and Alison Steiner.

All of the interviews were digitally recorded. ANPR plans to have them transcribed this winter and to archive them at Harpers Ferry Center. Money for this project comes from the Rick Gale Memorial Fund.

If you want to participate in the project, please contact Alison Steiner or Jeremy Kaufman at [anproralhistoryproject@gmail.com](mailto:anproralhistoryproject@gmail.com). If you want to contribute to the Rick Gale Fund, visit [www.anpr.org/donate.htm](http://www.anpr.org/donate.htm) or contact Teresa Ford, [fordedit@aol.com](mailto:fordedit@aol.com).

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First-time attendees at the Ranger Rendezvous pose with ANPR board members after the traditional newcomers breakfast on the Piazza at the Miramonte Resort in Indian Wells, Calif.

## First-time attendee shares Rendezvous experience

My love for the national parks began before I can even remember. I had one of those families who loaded up the kids in the car and traveled from park to park, be it by tent, pop-up camper or trailer. I always had an inquisitive nature and wanted to tackle that new trail or see what was over the next mountain crest.

My experiences with the park were only enhanced when I met my wife, Lisa, in college. Our first backpacking trip together was along the Appalachian Trail in North Carolina. Later I would propose to her along the AT at Max Patch Bald. We were married in Great Falls Park and honeymooned in Olympic and Crater Lake national parks. I would be hard pressed to remember the last trip we took that did not involve the national parks in some fashion.

My passion for the national parks led me to complete a master's in environmental resource policy at George Washington University. Volunteering came somewhat by accident. I was on a tour of the National Mall, and being a trivia buff, kept sharing my own facts. The rangers who were leading the tour made an offhand comment that if I kept doing that I should become a volunteer with them.

Two months later they had me in uniform, and for the last 3.5 years I have had the honor to volunteer at the National Mall and Memorial Parks in Washington, D.C. I have been able to hone my interpretive skills while designing my own talks and assisting with a number of large-scale events. I was humbled this past

July to receive the Volunteer's Choice Award for my efforts.

While working at National Mall I learned of the Association of National Park Rangers when Tim Moore told me he was attending the Ranger Rendezvous in Bend. I was able to participate in my first Ranger Rendezvous in Indian Wells, California, in October because of a Bill Supernaugh Memorial Scholarship. I want to thank Jean and ANPR for supporting this program as it was an amazing experience. The professional development and networking opportunities were a great asset to me as someone who is trying to break into the NPS world on a full-time basis. If it weren't for this scholarship program I wouldn't have been able to attend, so I hope people continue to support it for years to come.

I also came from the Rendezvous with a renewed energy and passion for the mission of both the NPS and ANPR. I met so many amazing, dedicated and passionate people that it makes me proud to play a small part in serving that mission. My hope is to become more active in ANPR, and I decided to run for the membership services board position. We need to do a better job reaching out to possible members, especially seasonals and volunteers. This is a largely untapped resource that could greatly enhance ANPR. Regardless of the election outcome, I'll do my best to enhance this organization, and I can't wait to see everyone again at the next Rendezvous. 🏕️

— Ben Walsh, Washington, D.C.

## ANPR RICK GALE PRESIDENT'S AWARD



**Alison Steiner** has received the ANPR Rick Gale President's Award (shown here with Stacy Allen) for outstanding service to ANPR. Her contributions have included working tirelessly to kick off ANPR's oral history project, recruiting new members throughout the year, helping with the website redesign, and organizing several presentations to strengthen the Rendezvous program.

An ANPR newcomer in 2010, Alison also serves on the board of directors. After working in the backcountry at Sequoia-Kings Canyon for eight seasons, she took a term position as assistant wilderness coordinator. She is completing a Ph.D. in environmental history at the University of California, Davis.

Congratulations, Alison, and thanks for giving your time and talent to ANPR. 🏔️

## MATHER AWARD

The National Parks Conservation Association has awarded **Pam Underhill**, superintendent of the Appalachian Trail, with the prestigious Stephen T. Mather Award.

She was recognized for her leadership in managing one of the Park Service's most unique resources — the granddaddy of all long-distance hiking trails that stretches 2,200 miles and through 14 states, between Maine and Georgia.

Underhill intends to retire from the NPS soon after more than 33 years of service.

NPCA's Craig Obey announced the award during the 35th Ranger Rendezvous, held in October in Indian Wells, California. Underhill wasn't present to receive the award, but Obey played a video of her accepting the award. It can be viewed at <http://www.nationalparkstraveler.com/2012/11/appalachian-national-scenic-trail-superintendent-honored-stephen-t-mather-award-npca10780>.

Underhill has protected the trail from incompatible threats, including transmission lines, windmill proposals, gravel mines, adjacent development and more.

She said, "Stand up for your parks; they're worth fighting for. They're worth standing up to our own agency and even the department if need be. They're even worth falling on your sword — or sometimes. Just try to choose wisely as to when you want to take that wound."

## Rendezvous exhibitors help support ANPR

- VF Imagewear
- Colorado Northwestern Community College, Seasonal Law Enforcement Training Program
- Chris Anderson, DJ & A, Engineers, Planners, Surveyors
- Parkland Books, Ed & Marge Rothfuss
- Joshua Tree National Park
- R.J. Thomas Manufacturing Co. Inc.
- Unicor Federal Prison Industries
- Bruce Reed, NPS collectible items



Colleen Derber hikes the Hidden Valley Nature Trail at Joshua Tree under cloudless skies.

## THANK YOU to Rendezvous volunteers

Program: Stacy Allen, Wendy Lauritzen, Alison Steiner, Teresa Ford

Site coordination: Jamie Bertram, Teresa Ford

Registration coordination: Jan Lemons

Registration workers: Jamie Bertram, Paula Alexander, Irene Corrao, Renee Smith

Training: Jan Lemons, Bill Wade, Demmy Vigil, Erika Jostad

Raffle: Jamie Bertram, Supernaugh scholarship recipients

Silent auction: Paula Alexander

Photography contest: Colleen Derber

Judge: Tim Moore; Bailiff: Mark Christiano

Exhibit coordination: Kendell Thompson and Dale Thompson

Merchandise: John Ott

Audio/visual support: Mark Christiano

Hospitality room: Nancy Ward

Photography: Patrick Hattaway, Teresa Ford

Service project coordination: Jeff Ohlfs

Printed program: Teresa Ford

Exhibitor reception: VF Imagewear

General Rendezvous sponsorship: R.J. Thomas Manufacturing Co. Inc.



Left to right, Kathy Williams, Erika Jostad and her son, and Wendy Lauritzen.



The Halloween party attracted some costume crazies. Left to right, third place went to cardboard kids, J.R. Arnold and Maria Carrillo, first place to retro ranger Jin Prugsawan and second place to Nancy Ward in a fat suit.

A Rendezvous photo album with more than 75 images is posted on Facebook: [www.facebook.com/parkrangers](http://www.facebook.com/parkrangers)





Under the baobab tree, Tanzania *Photo by Tony Sisto*

## World rangers gather in Tanzania



By Tony Sisto, International Affairs

The location seemed magical, in the midst of some of the world's premier natural and cultural conservation areas — Mount Kilimanjaro National Park, Ngorongoro Conservation Area, Serengeti National Park and Olduvai Gorge.

It was the setting of the Seventh World Ranger Congress of the International Ranger Federation held Nov. 4-10 in Arusha, Tanzania. Some 264 delegates from 40 countries attended.

ANPR was well represented by President Stacy Allen and 30 other ANPR members. ANPR also was the financial host and sponsor of two rangers, Tito Flores and Rebecca Mencos, from Guatemala. They worked hard during the congress and more than made up for their attendance and sponsorship.

The theme of the congress centered around the Healthy Parks – Healthy People concept begun in Parks Victoria, Australia, and since

adopted by the National Park Service and other protected area agencies around the world. The specific tie in this congress was “Working toward Healthy Parks, Dealing with Hungry People” to represent the dichotomies of the African experience of deep poverty and hunger surrounded by natural areas of rich resources and staggering beauty.

One goal of the organizing group, the PAMS Foundation, was to use it as a springboard to launch a Tanzanian Ranger Association. Several Tanzanian rangers attended, including the deputy director of Wildlife Tanzania. There was some movement toward support, but forming nonprofit, professional organizations in Tanzania requires government approval. Further, if tied to an international body such as IRF, it requires a higher level of approval. It will be difficult to form a Tanzanian association, but the beauty of these congresses is that field rangers became exposed to rangers from around the world doing similar work.

Several sessions dealt directly with increased

poaching of African wildlife, and the extreme dangers and difficulties of rangers working in conflict areas, such as the Democratic Republic of Congo and along the borders of neighboring states with parks and conservation areas.

A memorable and fun part of every congress is the welcoming of new ranger associations to the IRF in a formal ceremony to sign the membership forms. Both the new association representative and the sponsoring association representative meet and sign in front of the entire gathering.

Ten new member associations and two provisional members were inducted into the IRF: Swiss Ranger Association, Brazil Ranger Association, Croatia Ranger Association, French Ranger Association, South Australian Ranger Association, Northern Territories Parks and Wildlife Ranger Association, Australia, and North America, including PRAC – Park Ranger Association of California, BLM Law Enforcement Association, PLEA – Park Law Enforcement Association, and Alberta National





**Tent camp at the Serengeti National Park, Tanzania** *Photo by Tony Sisto*

Resource Officers Association, Canada.

The new provisional members are Kevin Murphy, Alaska State Park Rangers Association, and Osama Mohammed, Egypt.

Before the congress ended, ANPR president Stacy Allen gave a presentation about ANPR hosting the next World Ranger Congress in the United States in June 2016 to coincide with the 100th anniversary of the NPS. The primary location under consideration is the YMCA of the Rockies along Rocky Mountain National Park's eastern border near Estes Park, Colorado. The conference center has been contacted about

the possibility of hosting the congress. It is an excellent venue with a variety of lodging, multiple meeting facilities and onsite dining. In addition, it has direct trail and road access into Rocky Mountain, and is convenient to Denver International Airport with many direct international flights.

ANPR, working closely with the NPS and nongovernmental organizations, is eager to show the best of what we can offer in park management and international hospitality. Core teams are being formed to begin the planning, and contacts will be made with event planners and contractors for some aspects of the planning. Although the core planning team will be kept relatively small, ANPR will need many volunteers for specific tasks as time moves forward, culminating in a large need just before and during the congress. Anyone interested should contact Tony Sisto ([tsisto47@aol.com](mailto:tsisto47@aol.com)) or Stacy Allen ([sallenanpr@aol.com](mailto:sallenanpr@aol.com)).

Elections for the new IRF board were held at the end of the congress. Deanne Adams, president for the past three years, was succeeded as president by Sean Willmore, director of the Thin Green Line Foundation. ANPR member Meg Weesner was elected treasurer, and ANPR member Jeff Ohlfs was elected for another term as North American representative. When you see these members at a future Ranger Rendezvous or elsewhere during your travels, thank them for their hard work and commitment to rangers from around the world.

In the end, the congress flag was lowered



▲ **Delegates brought flags from their own countries to fly during the congress. ANPR president Stacy Allen and Krissie Clark, congress coordinator, prepare to lower flags at the conclusion.**

◀ **ANPR members Stacy Allen and Meg Weesner flank the two Guatemalan rangers, Cesar "Tito" Florez and Rebeca Mencos, who were supported by \$4,555 in donations from ANPR members, the Coalition of NPS Retirees and BLM rangers.**

*Photos provided by Meg Weesner*





Outgoing IRF president Deanne Adams welcome the Brazilian Ranger Association. Several ANPR members and others donated funds to help create the new association. *Photo by Tony Sisto*

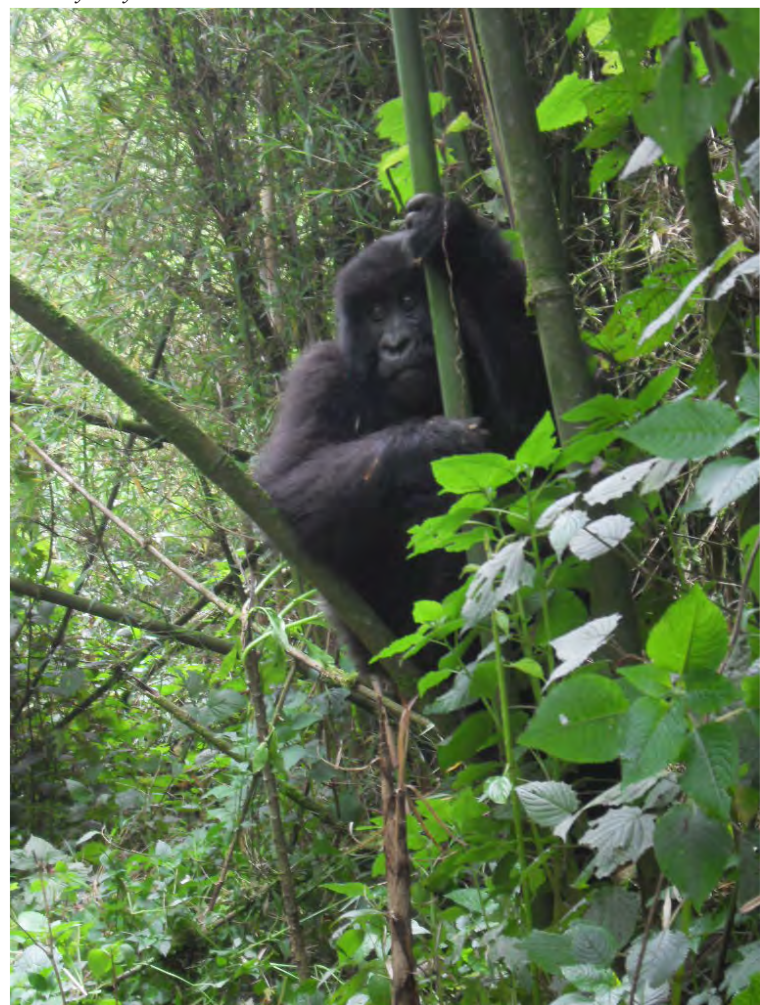


Swapping ranger paraphernalia from around the world is a fun part of every Congress. *Photo by Meg Weesner*



Congress delegates listen to a presentation. Simultaneous translation allowed Spanish-speaking delegates to participate fully. *Photo by Meg Weesner*

Watching a mountain gorilla family for about an hour from 20 feet away made for special and emotional memories during an excursion to Rwanda. *Photo by Tony Sisto*



and passed to ANPR's Stacy Allen in a traditional closing ceremony.

A group picture and a final dinner closed the congress, and people began packing for home or safaris to the nearby conservation areas. The triennial meeting had ended, but new friends and experiences will last a lifetime.

Many will return to the next congress in Colorado, along with new members. I hope that many of you can attend in 2016. Travel well. 



Eight delegates have attended all seven IRF congresses. Pictured from left are Aarno Tervonen, Finland; Meg Weesner, ANPR; Kristen Appel, Australia; Gordon Miller, England; Deb Ohlfs, ANPR; Colin Dilcock, England; and Jeff Ohlfs, ANPR. Not pictured: Bud Getty, California State Park Rangers Association.



# Over the Ledge

## Sequestration and the National Park Service

By Amy Gilbert

Following President Obama's re-election in November, the chatter in Washington quickly shifted to the looming "fiscal cliff" discussions between Congress and the White House.

At the end of 2011, as part of the Budget Control Act of 2011, Congress put into place the metaphoric ledge of government spending. The BCA's 12-member supercommittee failed to reach even a modest compromise with a balance of revenue increases and spending cuts that Democrats and Republicans could support. The compromise reached was to put a package in place that was the worst-case scenario for both parties — deep spending cuts across the government and steep tax hikes for all taxpayers, if agreement was not reached by the end of 2012.

Unless Obama and Congress, particularly the Republican majority in the House of Representatives, reach a new agreement on tackling the country's debt, the "fiscal cliff" or sequester will lead to large cuts in government departments, including the National Park Service.

Within the guidelines of the sequester, nondefense funding would see a cut of 8.2 percent. A cut of this size would lead to parks, visitor centers and campgrounds shutting down across the country, along with thousands of park staff losing their jobs.

To provide perspective, the NPS budget is 1/14th of 1 percent of the total U.S. budget. Making cuts to the NPS budget will do little, if anything, to help solve budget shortfalls in this country. As members of ANPR know, park units across the country already operate on a budget far below what it takes to maintain the

parks, or to grow necessary education, natural resource and diversity programs. In the last 15 years, the NPS has seen a 10-percent decrease

in its budget. This is the wrong direction and our elected of-

ficials cannot continue lying to the country that cutting the NPS budget does anything for deficit reduction.

The case for supporting national parks is simple. Each year, more than 300 million people visit national parks, which support 258,000 jobs and provide \$31 billion in economic activity. With \$31 billion dollars of revenue, the NPS provides more revenue for the American economy than many major U.S. companies, including General Mills (\$15 billion), Starbucks (\$12 billion) and Bed, Bath & Beyond (\$7 billion).

Not only does the American public support our national parks, national parks support the American public. Parks provide avenues for education and jobs, for pride and heritage. Because this Congress likely will take the decision down to the wire in December or even kick the can down the road in to 2013, we must use our voices as individuals and an organization to raise awareness about the importance of supporting our national parks. If an agreement is not reached in Washington and we go over the ledge, it will be far from a happy new year in national park units across the country. 

Amy Gilbert is ANPR's board member for special concerns.

### PERSPECTIVE

## The Professional Ranger

### Administration

**Two huge projects have been implemented and the world of Administration changes instantly** — By the time you read this, the National Park Service will have waded right into a sea of change involving the implementation of two gigantic programs. The first is the long-awaited new financial program, Financial and Business Management System, or FBMS. The NPS went live Nov. 9 with the program. The other program with implications on every NPS employee is the migration to Gmail on Nov. 26.

The magnitude of these events cannot be stressed enough. Replacing the 20-year-old Federal Financial System with FBMS directly affects all financial staff. It also introduces new users, such as those in facility maintenance, property, fleet and requisitioning, who must learn the new system from the beginning with a steep learning curve. Throughout the NPS, FBMS training is being offered to 5,000 employees. Some classes are instructor-led and some are computer-based training, but the hope is to have field staff being granted access to the system this spring.

To highlight the historic significance of this financial system conversion, here are some excerpts from a Nov. 9, 2012, memorandum from Bruce Shaeffer, NPS comptroller, to NPS employees regarding the go-live announcement:

"The Financial and Business Management System is one of the largest system implementation projects currently underway in the federal government and the largest ever to be pursued by DOI and NPS.

"When NPS converted to the Federal Financial System 20 years ago, the learning curve was steep. Similarly, converting to a system as complex as FBMS will not happen overnight. FBMS is fully integrated and reliant on current technologies, which are significant changes from FFS. Over the coming year, patience and flexibility as NPS adapts to the new system will be needed from all employees who work in the areas of finance, contracting and general services, financial assistance, and property/facilities and those receiving services from these entities.

"The transition will be tough and it may take months until we are completely operational and efficient. Once fully functional, FBMS will give us access to more reliable, timely and ultimately better financial data. Other bureaus

### ANPR NOMINATIONS & ELECTION

The annual ANPR election by electronic ballot began Nov. 29 for 30 days. New board members will be seated on Jan. 1, 2013.

Candidates:  
President-elect: Amy Gilbert and Erika Jostad  
Fundraising Activities: Seth Tinkham  
Membership Services: Gannon Frain and Ben Walsh

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within DOI have successfully implemented this system. As the National Park Service, we hold ourselves to high standards. I expect our organization to come together to not only meet but exceed the successes of those bureaus that have gone before us. Thank you to the many employees who have taken on the extra duties, worked the evenings and weekends, and provided the expertise to make NPS's deployment of FBMS a success."

The other major change is the migration to Gmail, part of Phase 1 of the department's Information Technology Transformation. This initiative is a multiyear effort that will change the way employees use computers, the Internet and applications. As you can expect, the news of this migration has folks busy consolidating years of email archives, folders and unruly inboxes in preparation for the migration. By the time you read this we should have migrated to Gmail, and Lotus Notes email will be a thing of the past.

With both of these significant programs being implemented within weeks of each other, the sea of change is upon us. I know the administrative and IT staff in the NPS must be ready to wade right in and offer support where we can. I have my waders ready (something I thought I didn't need working in a desert park!) □

— Michelle Torok, Saguaro

## Interpretation

**We need some *thrivedaptations!*** — Some of my favorite things to learn about and then interpret in parks are adaptations. I am endlessly amazed by the necessity of change and how that necessity either brings about evolution through adaptation or extinction.

Change, and the need to adapt to it, is not just a factor in the natural world, it also is the same for cultures. There is no escaping the fact that humans need to change and evolve through time or face the consequences. The recent presidential election provides direct evidence that we, as a nation, are changing. Specifically, the racial and cultural makeup of the United States is changing. This country is becoming more diverse and will soon cease to be a nation where whites make up a majority of the population.

This change has huge social/political implications. Many political observers agree that if the Republican Party doesn't adapt to this change it will soon be rendered irrelevant by a majority of the voting public. The Republican Party isn't alone in its need to adapt. There

are other groups and agencies where the need is just as urgent, including the National Park Service.

The NPS and those who visit the parks are just as white and monocultural as the Republican Party, which in turn leaves it just as vulnerable to the changing demographics of the nation. The word diversity gets thrown around a lot in management circles. There is a lot of good talk about the need to become an agency in which the demographics of its workforce and visitors more closely reflect the makeup of the nation. Unfortunately, the talk has come much faster than action.

To highlight this point, look at the most talked about emerging demographic: Latinos. My wife is from Mexico and fluent in English and Spanish, so visiting NPS units and understanding the interpretation of these sites is relatively easy. However, for *all* the members of her family who visit the parks, that is not the case; she needs to translate the information for them. For most first-generation immigrants to this country, not just Latinos, the language barrier is just as profound. Yet, a vast majority of the interpretive content that the NPS produces is not presented in multiple languages, and those presented in multiple languages often are done poorly.

The language issues are one of many that need to be addressed. There is also a perception problem. On Oct. 8, 2012, President Obama dedicated Cesar E. Chavez National Memorial, the 398th NPS unit and the first one honoring a Latino born later than the 1700s. It took 397 other units, nearly 100 years and a looming re-election bid to make it happen. Any wonder why some Latinos, including those who support Obama, were a little underwhelmed by the dedication?

There has been a lot of good discussion on this topic for a long time. There are even specific action items in the Call to Action that either directly or indirectly address some of these issues. The wheels of change are turning slowly, and adapting slowly to change often results in death. Look at the work political scientists have done about voter affiliation and you will see the kind of time crunch we are facing. If a person votes for the same political party for the first three elections they are eligible, the likelihood that they will vote for another party is less than 20 percent. If the Republican Party doesn't change the tide in the next presidential election, it might not win over Latinos who voted for Obama in the past two elections and the Democratic nominee in 2016.

The same principles of behavior can be

applied to visiting parks. If the current generation of Latinos and other minorities don't have positive experiences in the parks, we may never get that generation back. Nor will most of their children find value in the parks because their parents never found any reason to expose the parks to them. We need to solve these problems now.

When I worked as a seasonal ranger at Saguaro I created a program titled "Strange Plants." The theme was that the Sonoran Desert is filled with strange plants that have not only adapted to the desert in order to survive, they have adapted to thrive. I created a word, *thrivedaptations*, to best capture the idea.

The same is true for bringing diversity to the parks. If done right, this change will not only allow us to survive, it will allow us to thrive for another 100 years, or at least until the next big change comes around. □

— Josh Boles, Wright Brothers

## Protection

**Hurricane Sandy: The NPS Responds** — Not since Hurricane Katrina seven years ago has a storm packed a punch with the intensity of what we saw from Sandy. There have been other hurricanes: Rita right after Katrina; Gustav, Hannah and Ike in rapid succession in 2008, during which time the NPS sent an unprecedented strike team of johnboats "storm chasing" for three weeks; Isaac just a few months ago; and Irene in the same general path of Sandy just about a year ago.

None came close to "Superstorm Sandy," which, according to the Federal Emergency Management Agency, was responsible for 121 fatalities across 21 states and left more than 8.5 million customers without electrical power. As Sandy's landfall grew imminent, many meteorologists were calling her a Category 1 storm with Category 3 pressure, which they warned would cause a storm surge close to that of a Category 5.

In the middle of her fury were NPS sites. As Sandy swept her way northward just off the Eastern seaboard, then making that infamous left hook upon arriving at the Jersey Shore, 54 NPS parks lay in her potential path. It stretched from as far south as the Outer Banks, north to Cape Cod and inland to New River Gorge.

That translated to several thousand employees, family members, volunteers, concessions employees and partners whose possessions, homes and lives might be in peril. The NPS moved swiftly, working through its Shenandoah-based Emergency Incident Coordination Center to preposition resources, such as

incident management teams, special events and tactics teams, and search-and-rescue coordinators. Additionally, EICC had scores of other resources on alert, including boat operators, saw teams, additional law enforcement officers and EMTs.

Once Sandy moved on, the resources already in place and employees permanently stationed at the affected parks began the initial stages of post-storm assessments. The highest priorities were the lives and safety of people in the storm's path, followed by providing for basic needs of employees displaced by Sandy. This included at least 600 at the 15 New York and New Jersey area parks.

These priorities remained at the top of the list of incident objectives once the incident management team established command of response and recovery operations, based out of Fort Wadsworth on the Staten Island unit of Gateway.

Following incident command system principles, the team established 100 percent accountability of NPS employees and family members. It then provided temporary housing, heat and blankets, potable water, food, hygiene items, transportation, fuel and information.

The team added to its list of objectives: providing for the safety of incident responders (almost 1,400 detailed NPS employees at the time of this writing), emergency stabilization of resources, and damage assessments to include natural resources, cultural/historical resources and facilities.

Facility damages spanned a wide spectrum, including the overwash of roads, trails, boardwalks, boat docks and other infrastructure, inundation of buildings, knocked-out electrical power, downed utility and phone lines, damaged buildings and vehicles, and flooded sewage treatment and hazardous waste facilities.

It is difficult to get an accurate idea of the extent of the damage caused to natural resources due to Sandy's sheer devastating power. Thousands of trees were toppled, sand dunes flattened and hazardous materials washed into waterways. One of the more high-profile effects was a major near the Old Inlet on Fire Island breach large enough to go through by boat.

Cultural and historical resource damage was also significant. Cemeteries sustained damage, as did the Lighthouse Annex at Fire Island. More than half of the brick pavers at the Statue of Liberty's promenade were dislodged. A specialized museum emergency response team that inspected Ellis Island determined it could have been worse. The team found little or no damage to the cultural, museum and archival collections stored in the site's historic

Immigration Building.

Given the widespread nature — both geographic and functional — of the damage, coupled with a predicted Nor'easter, a presidential election and the planned New York marathon (subsequently canceled), the team and employees of affected parks had many challenges. They weren't alone, though. The incident command structure kicked in, EICC placed orders for resources, and a storm surge of help began arriving in waves.

Specialized NPS arborist and saw teams toiled for hours to remove hazardous trees; critical incident stress management teams assembled to listen to storm survivors; the Park Police helicopter, Eagle II, conducted aerial reconnaissance flights and dignitary escorts; resource advisers and liaison officers worked directly with the U.S. Geological Survey and the Coast Guard; hand crews placed thousands of sand bags and fed endless piles of debris into wood chippers; heavy equipment operators moved literally tons of other debris; and SETT members gave armed escort to fuel tankers.

Personnel from scores of other agencies — the U.S. Fish and Wildlife Service, Army Corps of Engineers, National Interagency Fire Center, U.S. Marshal's Service, Federal Highway Administration, the Army and Air Force National Guard, and Offices of Emergency Management from several states — offered their expertise and worked hand-in-hand with NPS folks to accomplish incident objectives. Many of the same extended their appreciation to the NPS for generously allowing them to stage resources (and debris) at Gateway's Floyd Bennett Field and Riis Landing units.

Volunteers poured into the area and provided free labor and donations. NPS employees throughout the country sent uniform donations, and the Employee & Alumni Association, working through Eastern National, distributed 42 gift cards of \$250 each to displaced employees.

It was heartbreaking to see the damage to NPS resources, but our resources will be rehabilitated.

What matters most, though, are the people. The best thing a detailed employee could do, was offer a handshake and simply ask, "How are *you* doing? How's your family? How's your home? How can we best help?"

This act of caring meant the world to them. □

— Kevin Moses  
Buffalo National River

## In Print

**Unleashing Colter's Hell: A National Park Thriller**, Sean Smith. Create Space, August 2012. ISBN: 13-978-1479109650, 313 pages. \$9.99, paperback, Amazon

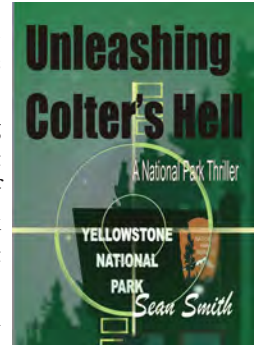
**Reviewed by Rick Smith**

Ever since 9/11, protection rangers from areas such as Olympic, Yellowstone and Big Bend have been sent to guard the icons of the National Park System — Mount Rushmore, the Statue of Liberty and others every time there is a perceived eminent threat to the nation's security.

What if the target was Yellowstone with its 2.25 million acres sitting on top of one of the most active thermal areas in the world? That is the premise of former Yellowstone ranger Sean Smith's book. Would it be possible to trigger a strong enough earthquake to cause the super volcano to erupt? And who would be mad enough to try it and where would they get the trigger? And where does the owner of Yellowstone's major concessioner fit in?

These are just some of the questions that face Yellowstone ranger Grayson Cole and his reluctant partner, rookie FBI agent Diane Harris, as they unravel an intriguing set of circumstances that occur in the mother park. I say that Harris is reluctant because she thinks being sent on this assignment is like what another generation of NPS employees used to say about being sent to Tuzigoot if they screwed up. (It wasn't true, of course, as Tuzigoot is a fascinating site. I think it was the name that generated the saying.) But as the coincidences pile up, Harris begins to see, as does Cole, that this is no peaceful walk in the park, but a deadly serious situation.

I am not going to say much more about the plot as I don't want to spoil it for the readers of *Ranger* who may wish to purchase the book. I enjoyed the book, although the parts that dealt with the Washington political inside scene dragged a bit for me. However, when the scene switched to Yellowstone, the pace of the book picked up. Cole talks and acts like a ranger and Harris is just enough of a city person to counterbalance Cole's experience in





the park. Their encounter with a grizzly while in the backcountry seemed real to me.

I hope *Ranger* readers will buy this book. It entertained me for the week it took me to read it. □

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

**Cairns: Messengers in Stone**, David B. Williams. The Mountaineers Books, Seattle, 2012. ISBN: 978-1-59485-681-6, 158 pages, \$15.95, paperback

**Reviewed by Peter Stekel**

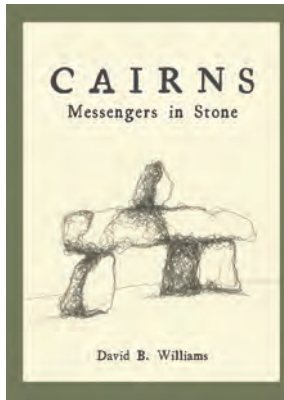
If you're like me, then either as part of your job or while out hiking by yourself I bet you have either destroyed cairns (a.k.a. "ducks") or wanted to. These trail markers are terribly destructive in desert places when cryptobiological soil crusts are disturbed or destroyed by visitors moving rocks. The soils are also impacted when duck trails direct people to walk on these highly sensitive substrates.

Wilderness crosscountry routes in the

mountains are often marked by cairns constructed by well-meaning hikers. The problem is, the cairns tend to be in obvious, easy-to-follow places; the hikers are usually too busy route-finding to build cairns elsewhere. Added to that, do you really want to follow somebody else's route? What makes you think it could be better than yours?

These piles of rock are the subject of *Cairns: Messengers in Stone*, a new book by David Williams. It's a stimulating mix of natural history, hard science and anthropological lore, wrapped up in a writing style filled with awe and wonder. The first thing you realize from the very beginning of this great book is that cairns are more than a way to find your way across the landscape.

Cairns are built all over the world, and their uses extend beyond delineating trails and guiding hikers. They serve to mark graves, boundaries or hunting grounds. They are used as altars or shrines and even as art projects. Cairns also function as habitat for plants, insects, birds and animals. For thousands of years cairns have helped connect people to the landscape they



live within. In fact, the oldest known cairns are 9,000 years old and can be found in Rocky Mountain National Park.

Williams is a geologist and former interpretive ranger for Arches. His love and knowledge of the subject shines through every page of *Cairns*. But Williams isn't some staid, old, 19th-century gent in tweeds and a deerstalker, teasing out the mysteries of pre-Cambrian fossils while puffing contempla-

tively on his meerschaum. He's a writer with several other books on geology under his belt and an educator with the Burke Museum in Seattle. This background combines to make *Cairns* not only a deeply insightful book but an entertaining read. For instance, Williams begins his book with a quote from an African explorer of some note: David Livingstone. Geologists and natural historians will quickly get the pun.

Traveling the globe in search of cairn stories, Williams stops in Iceland to explore the area around Pingvellir where the world's first parliament was held around AD 930 and continued in that spot until 1798. Then, he makes a side excursion — along a trail marked by cairns — to one of the few places on Earth where the boundary between two tectonic plates lies at the surface. In this place it is possible to easily walk between Europe and North America. Cairns, then, not only mark trails; they mark history and geography.

Williams has a way with words and phrases that allow readers to dive into the subject and appreciate his geological perspective. While discussing the different types of rocks used to construct cairns, Williams describes igneous rocks as "forged in the bowels of Vulcan's smithy," granting they and their volcanic origins make these "the rocks that get the headlines, that shut down air travel, and star in movies best branded as disaster porn." He believes marble possesses a "rarified pedigree" and suggests that what "marble" really means is, "We can afford the best."

An obvious characteristic about cairns is their shape. They are always either conical or pyramidal. Geology provides the one and only necessary explanation. Rocks are either round (think: river cobbles) or jagged, sharp and angular. They are never square, rectangular, brick-like, or with regular sizes and features — not even when the rock is layered sandstone. Oh, sure, you might find a few red bricks around the Colorado Plateau but good

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luck finding a whole *brickyard* of rocks all the same size!

The size and shape of rocks determine the size and shape of cairns. As Williams writes, "Any cairn built of water-beaten rocks will have a relatively low angle of repose because the rounded rocks will slide past each other. Their lack of roughness can't counter the pull of gravity," and the resultant shape is conical.

Stacking the multitudinous sizes and shapes of other noncobbled rocks requires building a large base to support the tall structure of a cairn, and this leads to a pyramid. Rock walls don't fall into this category because they are supported by mortar or a framework of some kind.

Three or so stacked rocks seen alongside trails define the final, general shape of cairns. Hikers like to call these "ducks" because the top rock often resembles a duck's head with its bill pointing the way. Or, so they say.

Why people build cairns is a question that might occupy hundreds of books and thousands of philosophers. Perhaps it has something to do with representing a junction between the inanimate and the animate, between geology and people. Cairns have always been built to do more than mark the way. The oldest visible structures in many parts of western Europe, and especially in Scotland, are huge burial

pits. Basically, these are tombs made of rock and earth, overtopped by many smaller rocks. Within the pits are internal chambers accessed by a passageway topped by the dome of stones. One such chambered burial pit and cairn was built around 2300 BCE and is the three-cairn complex of Balnuaran of Clava some five miles east of Inverness.

What is amazing about these burial cairns in Scotland is how they were designed not only to house the dead but to accentuate the natural landscape. Some have colored rock that reflect and intensify the reds of a setting sun. Many of the cairns are oriented to only catch the sun in midwinter, illuminating the chambers within, making them a sort of calendar for the seasons.

One of the more significant stories about cairns that Williams tells revolves around the mystery and disappearance of Sir John Franklin's 1845 Polar Expedition. Many years and many people, along with huge sums of money, were devoted to searching for Sir John, his two ships and the 133-man crew. Each search expedition built huge cairns to mark their way — cairns that subsequently confused later expeditions and, ironically, hid the cairns built by Franklin and crew to mark *their* way.

Franklin and his men belonged to a long

line of British explorers who marked their way across the globe with piles of stones. If the sun never set on the British empire it was also true that a cairn was always in sight of that setting sun.

The tradition of summit cairns is a long and old one. Sir Richard Burton built a cairn at the summit of Mount Cameroon in 1862 to announce that he was the first on top because "to be first in such matters is everything, to be second, nothing." Mountain summit cairns still announce the same thing. There is something wonderful to get on top of a peak, one that you know has been climbed many times, to find a fresh summit register with no names in it. It means, "I am first!"

Williams isn't the only one to make the connection about the seriousness and artlike qualities of rocks. For that we have Christopher Marlowe who wrote in the late 16th century, "And we will sit upon the rocks/Seeing the shepherds feed their flocks/By shallow rivers, to whose falls/Melodious birds sing madrigals." Williams is another in a long line of poets and scientists who recognize there are stories in stone.

Get this book. Read it to your children. Take it on hikes in the Sierra, Cascades, Pyrenees, Alps, Rocky Mountains and Himalaya. You will be pleased and delighted, entertained and



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educated. The basic story David Williams has to offer is that little piles of stone used to mark our pathways through life are not a simple subject. They are really rather complex. By the time you finish *Cairns: Messengers in Stone* you will come to realize there is more to a pile of rocks than meets the eye. Much more. □

*Peter Stekel is the author of Final Flight: The Mystery of a WWII Plane Crash and The Frozen Airmen In The High Sierra. He is an occasional contributor to Ranger.*

**A Guiding Life: Living, Fishing and Hunting the American Dream,** Mark Shepard with Phil Fragasso. Erewhon Press, 2012. ISBN-10: 0615664016, 230 pages. \$13, paperback

**I**n *A Guiding Life: Living, Fishing and Hunting the American Dream*, author Mark Shepard is called part Ernest Hemingway, part Grizzly Adams, part down-home philosopher and 100 percent American. His story of near-death experiences, hunting adventures, tournament fishing competitions, family bonds and an overarching love for the outdoors will entertain, inform and inspire both outdoorsmen and urban homebodies.

Shepard's career includes stints as a commercial fisherman (beginning at age 14), farmer, steelworker, bartender, bodyguard, professional bass fisherman, lure designer and master fishing guide. His writing reflects his work ethic, sense of humor, and love of people and animals. □

## ANPR Reports

### Kudos List

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

|                   |                  |
|-------------------|------------------|
| Carey Goldstein   | Charles Beall    |
| Jeffrey Reardon   | Leah Duran       |
| Ryan Janway       | Jonathan Rhodes  |
| Leslie Dyre       | Kathy Grant      |
| Benjamin Chowen   | Rebecca Harriett |
| Dianne Wulff      | Colleen Derber   |
| Victoria Allen    | Jeanette Meleen  |
| Maggie Wittenberg | Judy Jennings    |
| Brian Tennesen    |                  |

### Shop online for ANPR logo items

Logo merchandise is now online: link to the shopping cart from the ANPR website: [www.anpr.org](http://www.anpr.org). Show your pride in ANPR.

ANPR hasn't chosen a location for the next Rendezvous. Watch for an update early in 2013.



### Share your views

Do you have a comment on a particular topic featured in this issue? Or about anything related to national parks? Send your views to *Ranger*: [fordedit@aol.com](mailto:fordedit@aol.com) or to the address on the back cover. Your views count! Send them.

### Hat or no hat?

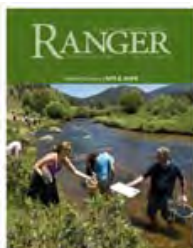
I was heartened to see ANPR President Stacy Allen, wearing his Stetson in the President's Message photo but disappointed to note a bare-headed, horse-mounted ranger from Buffalo National River (*Ranger*, Fall 2012, page 5) modeling "traditional ranger skills."

I am a retired field ranger and graduate of Albright Training Center where we learned the hat was a significant, identifying part of the uniform. Visiting parks today, I have often observed rangers in the front country not wearing a Stetson or in the backcountry without a designated ball cap. This lack of recognizable uniform makes it difficult to distinguish rangers from other park staff. Consequently, how does the average visitor know whom to contact for typical ranger services?

Has anyone else made this observation and does anyone else care?

George Bowen  
Hoodsport, Washington

Give a year-end gift to an exemplary employee. Give an ANPR membership! Details on page 20.



## Life Century Club Members

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

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

### 2nd Century Club

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| Lawrence Belli    | Mary Laxton         |
| Tony Bonanno      | Tomie Patrick Lee   |
| Jim Brady         | John Mangimeli      |
| Paul Broyles      | Colleen Mastrangelo |
| Rod Broyles       | Jack Morehead       |
| David Buccello    | Rick Mossman        |
| Patricia Buccello | Aniceto Olais       |
| Michael Caldwell  | Tim Oliverius       |
| William Carroll   | Bundy Phillips      |
| Cliff Chetwin     | Bill Pierce         |
| Bruce Collins     | Tom Richter         |
| Bruce Edmonston   | Bryan Swift         |
| A.J. Ferguson     | Mark Tanaka-Sanders |
| Mitch Fong        | Dale & Judy         |
| Hal Grovert       | Thompson            |
| Dr. Russell Clay  | Victor Vieira       |
| Harvey            | Karen Wade          |
| James Hummel      | Philip Ward         |
| Craig Johnson     | Kathy Williams      |
| Margaret Johnston | Janice Wobbenhorst  |
| Ron Konklin       | Phil Young          |
| Bob Krumenaker    |                     |

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| Dennis Burnett   | Jonathan Lewis   |
| & Ginny Rousseau | Dan Moses        |
| Carl Christensen | William Quinn    |
| Kathleen Clossin | Edward Rizzotto  |
| Maureen Finnerty | Teresa Shirakawa |
| Rebecca Harriett | Barry Sullivan   |
| Steve Holder     | John Townsend    |
| Mary Karraker    |                  |

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| Scot McElveen   |                  |

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### 6th Century Club

Dick Martin

### 9th Century Club

Wendy Lauritzen  
Bill Wade

### 10th Century Club

Stacy Allen

## All in the Family

Send your news to Teresa Ford, *Ranger* editor: [fordedit@aol.com](mailto:fordedit@aol.com) or 25958 Genesee Trail Road, PMB 222, Golden, CO 80401. You also can send All in the Family news and update contact information at ANPR's website: [www.anpr.org](http://www.anpr.org). Go to **Member Services**.

**Steve Chaney** retired as the superintendent of Redwood on Sept. 3, 2012, with 37 years of service. He and his wife **Gail** are building a retirement home in Pagosa Springs, Colo.

**Jim Bowman**, retired Oct. 31, 2012, after 35 years with the NPS. He served the last 12 years as chief ranger at Great Sand Dunes. He began his NPS career as a seasonal at Theodore Roosevelt NP. After college graduation he attended the BIA Police Academy. He worked as a seasonal law enforcement ranger the summer of 1979 at Wind Cave and that winter at Bighorn Canyon. To gain permanent status, he took a distribution clerk position with the U.S.

Postal Service, and after five months returned as a permanent protection ranger to Bighorn Canyon. He next moved to Glen Canyon and worked as the Escalante subdistrict ranger from 1987 to 2000. He continues to reside in Monte Vista, Colorado, with his wife, son and two daughters. Plans include home fix-up projects, church involvement, family history research, riding his bicycle, taking some online courses, and maybe finding a part-time job. He can be reached at [jandabowman@msn.com](mailto:jandabowman@msn.com).

**Christopher Smith** and **Stephanie Steinhorst** were among seven regional winners of the 2012 Freeman Tilden Awards to recognize creative and original contributions toward a project/program in interpretation or education. Chris, from the Anchorage Interagency Visitor Center, was the driving force behind the creation of the Interactive GIS Portal to Alaska's Parks and Public Lands. This kiosk provides maps and information to assist visitors with trip planning. Stephanie, from Andersonville NHS, led the park's first Historical Interpreter

Apprentice Program. The youth engagement and outreach program immersed local high school students in the history and operation of the park.

**Rica Dyas** has moved from human resources specialist with the Southeast Region East SHRO in the Outer Banks of North Carolina to the human resources officer in the Southeast Region West SHRO in Tupelo, Mississippi.

**Daniel J. Jacobs** retired Sept. 4, 2012, as chief of the natural resource management and visitor protection division at Pecos following a 31-year federal career. He began his federal career as a seasonal forestry technician for the San Juan National Forest in southwestern Colorado. His NPS career began in 1981 as a seasonal ranger at Death Valley. He worked additional summer seasons at Mesa Verde, Mount Rainier, Bryce Canyon, Shenandoah, the Old Post Office Tower in Washington, D.C., and Cape Hatteras. He also worked as a professional ski instructor between seasonal park ranger positions. Dan accepted a permanent ranger job at San Juan NHS, then worked at Fort Laramie, Crater Lake and Pecos National. His duties included law enforcement, emergency medical services, search and rescue, wildland and structural fire, and natural resources management. Dan and **Dee Renee** now live in Port Angeles, Washington, where they are spending time with her father and her menagerie of critters. He can be reached at [djjacobs1@juno.com](mailto:djjacobs1@juno.com).

**Rick Jones**, an interpretive planner at Harpers Ferry Center, retired Oct. 2 after 34 years with land management agencies. His first assignment as a ranger was at Saguaro in 1978, followed by four years of seasonal work between Saguaro and Lava Beds. He also worked as an interpreter, firefighter and backcountry ranger. In 1982 Rick had the fortune to be kicked out of his seasonal job at Lava Beds by a new permanent ranger coming from St. Louis. Two years later he and that ranger, Cindy Ott, were married, and they pursued a dual-career path for more than 30 years. Rick gained permanent status via the clerk-typist route, and the couple was offered their first dual-career move to Harry S Truman NHS. Other positions have included the Forest Service as a timber pre-sale crew member and firefighter on the Sacramento Hotshots crew. He also worked at El Morro, Cibola National Forest and El Malpais National Conservation Area for the BLM. When Cindy began teaching at FLETC, Rick worked at Fort Frederica. The couple moved to Glen Canyon and Rick held interpretive

## Welcome (or welcome back) to the ANPR family!

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

Anna Arsic ..... Moab, UT  
Holly Baker ..... Springdale, UT  
Allison Barnes ..... Borrego Springs, CA  
Edward Bayron ..... DPO, AP  
Christopher Beaver ..... Madison, WI  
Linda Bennett ..... Greenbelt, MD  
Renee Benson ..... Philadelphia, PA  
Christopher Bentley ..... Mineral, CA  
Yvette Bly ..... Greenville, PA  
Greg Broadhurst ..... Athens, OH  
Aaron Camire ..... East Falmouth, MA  
Jaclyn Carpenter ..... Burlington, WA  
Maria Carrillo ..... Placentia, CA  
Joshua Contois ..... Spring Hill, FL  
Wade Crimbring ..... Georgetown, TX  
Bob Cummings ..... West Des Moines, IA  
John DeMuth ..... Brecksville, OH  
Elizabeth Dietzen ..... Baltimore, MD  
David Dyre ..... Fairfax, VA  
Laura Fawcett ..... Tulelake, CA  
Andrew Fitzpatrick ..... Borrego Springs, CA  
Jeffrey Fradley ..... Tustin, CA  
Gannon Frain ..... Erie, CO  
Larry & Jeri Frederick ..... Estes Park, CO  
Anton Gabrielson ..... Austin, TX  
Elizabeth Gershman ..... St. Louis, MO  
Mary Opal Gomez ..... El Paso, TX  
Jessica Gonzalez ..... Brooklyn, NY  
Nathaniel Gosselin ..... Omaha, NE  
Katlyn Grubb ..... Medford, OR  
Jason Halin ..... Quincy, MA  
Robbie Hannawacker ..... Chiriaco Summit, CA  
Clayton Hanson ..... Sedro Woolley, WA  
Katie Mary Ann Harrison ..... Asheville, NC  
Evan Hayduk ..... Woodinville, WA  
Sean Hitchcock ..... Waianae, HI  
Allan Jaworki ..... Alamogordo, NM  
Lu Ann Jones ..... Alexandria, VA

Justin Klein ..... Ventura, CA  
Lauren Kopplin ..... Austin, TX  
George Land ..... Twentynine Palms, CA  
Kara Lewandowski ..... Accident, MD  
Theodore Linville ..... Kernersville, NC  
Brenna Lissoway ..... Yosemite CA  
John Lynch ..... Barnstable, MA  
Denise Machado ..... Shenandoah, VA  
Tori Marshall ..... Joshua Tree, CA  
Jana Friesen McCabe  
& Sean McCabe ..... Yosemite, CA  
Karin Messaros ..... Yucca Valley, CA  
Aaron Millhench ..... Houston, TX  
Jennifer Motley ..... Womelsdorf, PA  
Jeannie Nguyen ..... San Diego, CA  
Steven Noh ..... Irvine, CA  
Hannah Nyala West ..... Twentynine Palms, CA  
Gordon Olson ..... Boulder City, NV  
Justin Olson ..... Commerce City, CO  
Mike Powers ..... San Diego, CA  
Jamie Richards ..... Joshua Tree, CA  
Josh Rude ..... Boulder Creek, CA  
Patrick Santelli ..... St. Paul, MN  
Daniel Schaible ..... Mount Rainier, MD  
Tiffany Small ..... Heber, UT  
Lucinda Stafford ..... Page, AZ  
Jean Supernaugh ..... Clancy, MT  
Kathleen Talley ..... Jacksonville, FL  
Robin & Stephen  
Thomas ..... Shepherdstown, WV  
Artemisia Turiya ..... New Brighton, PA  
Amanda & J.D. Upedgraff ..... Exeter, CA  
Carla Walden ..... Ducktown, TN  
Deborah Merchant Webber ..... Bar Harbor, ME  
Carolyn Wells ..... Reno, NV  
Sharon Welsh ..... Hobart, IN  
Kris Westrum ..... Moab, UT



management positions, including an extended role as acting chief and details to Glacier Bay and Curecanti. Later he became one of several national interpretive planners with Harpers Ferry Center in a “remote worker” position that allowed him to once again live with his wife. In retirement Rick can be reached via at [icsinstructor57@yahoo.com](mailto:icsinstructor57@yahoo.com).

**Dianna McKeage** is now working as a permanent visitor use assistant at Curecanti.

**Liz Roberts** has transferred from the position of human resources officer at Lassen Volcanic to chief of administration at Petroglyph in Albuquerque, New Mexico.

**Gary Vequist**, associate regional director for natural resources stewardship and science for Midwest Region, retired Nov. 3, 2012. His first position was as a seasonal ranger-

naturalist at Old Faithful in Yellowstone in 1970. The next year, as a seasonal interpreter at Mammoth Hot Springs in Yellowstone, he met his future wife, **Sandy**. He then worked seasonally at Everglades while Sandy worked the fire tower lookout. They married in May 1972 and returned to seasonal positions at Yellowstone, then to the Everglades and in 1974 as interpreters at Great Smoky Mountains. Gary later worked as a permanent ranger for the U.S. Army Corps of Engineers, then returned to the NPS as an intake ranger position at Fire Island. Other workplaces included Death Valley, Glacier Bay, the Alaska Regional Office, Carlsbad Caverns and the Midwest Regional Office. In retirement he plans to promote his book, *Wildlife Watching in National Parks*, and work on a second book. He splits his time between a home in Oregon, and with Sandy still working at Grand Teton. □

## Personal Finance

**Steps to paying off your debt** — This time we take look at specific steps in a system based on simple math. It deals with a term known as compound interest.

Compound interest working against you (debt) will take your money and prevent personal freedom from debt. When you pay compound interest you make others wealthy.

Compound interest working for you (investments) will create personal freedom from debt. When you earn compound interest you make yourself wealthy.

When we invest in our debt we use a positive approach for our money to help eliminate our debt. We have grown up in a world where everyone has debt, whether it is from a credit card, auto loan or mortgage. Most of us haven't looked at debt as a problem, and even if we have it doesn't apply to us. Statistics show a growing amount of debt and a shrinking amount of traditional savings and investing.

Investing in your debt has nothing to do with the stock market ups and downs. Most of us who invest in our debt can show a 25 percent to 40 percent return on our investment. This is because we are investing in ourselves and not someone else.

Many people are skeptical and make remarks such as these: “There’s no way I can get out of debt on my current income,” “It’s impossible to pay off a 30-year mortgage in five to eight years,” “You can’t achieve financial success without OPM (other people’s money).”

Here is an overview of the debt-investing process:

**Step 1:** Pay off your smallest debt as fast as you can.

**Step 2:** Take the money you had been using to pay your smallest debt and add this money to the payment you are making on the second-smallest debt.

**Step 3:** When the second debt is paid off, take the payment money from the first and second debts, and add it to the payment money you are making on the third smallest debt.

**Step 4:** Continue this process until all debts are paid, much faster than you could imagine.

This is simple common sense. If you follow this debt investing process, you will eliminate all of your consumer debt (credit cards, car loans, student loans and more) in about one to three years. If you then take the money you had been paying on consumer debt and add it to your 30-year mortgage payment, you could pay it off in another four to seven years.

**Focused:** means focused on debt until your debt is eliminated. Focused also means concentrating on one debt at a time; continuing to use the same total amount of money you had been spending on monthly debt payments, even as some of the debts are paid off.

When most people pay off a debt, they usually create another debt and use the payment for that debt. To become debt free, you must first **stop creating new debt**.

You should buy only those things that you need and can afford to buy with cash. Take any extra money you have each month and use it to invest in your debt.

The more you invest in your debt each month, the faster you will eliminate your debt and achieve true financial freedom.

Continue to use the money you are now wasting on debt, by simply redirecting it, in



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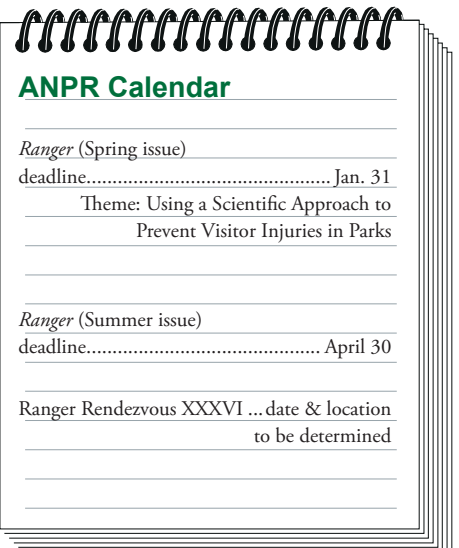
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Josh Boles, WRBR  
Kevin Moses, BUFF  
Sue Consolo Murphy, GRTE

Protection  
Resource Management



order to optimize your payments and get out of debt as soon as possible.

The above information was gleaned from *Invest In Your Debt, Fourth Edition*, IYD Inc.

— Bruce Reed, [anprbruce@yahoo.com](mailto:anprbruce@yahoo.com)

# MEMBERSHIP APPLICATION — Association of National Park Rangers

☐ New Member(s)      ☐ Renewing Member(s)      Date \_\_\_\_\_

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

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

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

Address \_\_\_\_\_ Home phone \_\_\_\_\_

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

## Type of Membership (check one)

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

### Active Members

current & former NPS employees or volunteers

|                             | Individual                    | Joint                          |
|-----------------------------|-------------------------------|--------------------------------|
| • Seasonal/Intern/Volunteer | <input type="checkbox"/> \$45 | <input type="checkbox"/> \$85  |
| • Permanent or Retiree      | <input type="checkbox"/> \$75 | <input type="checkbox"/> \$145 |

### Associate Members

not an NPS employee or representative of another organization

|                     |                               |
|---------------------|-------------------------------|
| • Sustaining        | <input type="checkbox"/> \$70 |
| • Full-time Student | <input type="checkbox"/> \$45 |

### Life Members (lump sum payment)

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

Individual ☐ \$2,500      Individual ☐ \$2,500

Joint ☐ \$3,000      Joint ☐ \$3,000

OR life payments made be made in three installments over a three-year period. Rates are \$850 per year for individual or \$1,025 for joint. 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 \_\_\_\_\_.

### Gift Membership

☐ \$35 (please gift only a new member other than yourself, one year only)

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

### Library / Associate Organization Membership

(two copies of each issue of *Ranger* sent quarterly) ☐ \$100

**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!**

☐ \$10      ☐ \$25      ☐ \$50      ☐ \$100      ☐ Other \_\_\_\_\_

TOTAL ENCLOSED: \_\_\_\_\_

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



## Share your news with others!

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

Name \_\_\_\_\_

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

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

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

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Please mark your job discipline:

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Contact the president or fundraising board member for details on special donations. Check the website at [www.anpr.org/donate-ack.htm](http://www.anpr.org/donate-ack.htm)

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

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### Send news to:

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# 2012 PHOTOGRAPHY CONTEST



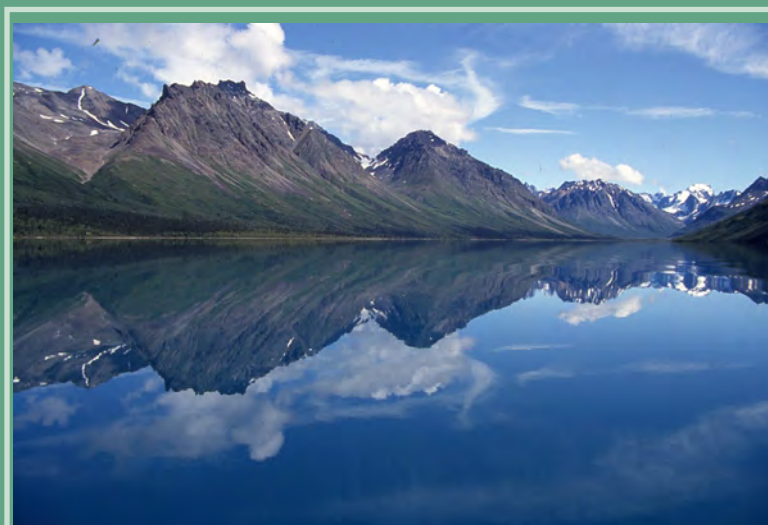
3<sup>RD</sup> PLACE "Reflection of Sacrifice" — Vietnam Wall Memorial, National Mall, Ben Walsh, Washington, D.C.

## 4<sup>th</sup> PLACE (tie)

"Golden Spike" — Golden Spike, John Ott, Layton, Utah



"Twin Lakes" — Lake Clark, Clair Roberts, Albuquerque, N.M.





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#### *Fundraising Activities*

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#### *Internal Communications*

Jeremy Kaufman, Arlington House  
(203) 809-2546 • [dragonb543@hotmail.com](mailto:dragonb543@hotmail.com)

#### *Membership Services*

Liam Strain, Manhattan Sites  
(646) 707-0475 • [shoreranger@yahoo.com](mailto:shoreranger@yahoo.com)

#### *Professional Issues*

Jessica Korhut, Bighorn Canyon  
(307) 272-2118 • [ranger\\_korhut@yahoo.com](mailto:ranger_korhut@yahoo.com)

#### *Seasonal Perspectives*

Jason Allen, Yellowstone  
(406) 381-7535 • [rangerjallen@gmail.com](mailto:rangerjallen@gmail.com)

#### *Special Concerns*

Amy Gilbert, United Nations Foundation  
(703) 731-4268 • [amyngilbert@gmail.com](mailto:amyngilbert@gmail.com)

#### *Strategic Planning*

Alison Steiner, Sequoia & Kings Canyon  
(203) 675-6646 • [rangeralison@gmail.com](mailto:rangeralison@gmail.com)

#### *Past President*

Scot McElveen, Retired  
[ANPRScotM@aol.com](mailto:ANPRScotM@aol.com)

### Task Group Leaders

#### *International Affairs*

Tony Sisto, Retired  
(510) 633-1282 • [tsisto47@aol.com](mailto:tsisto47@aol.com)

#### *Ranger Editorial Adviser*

Emily Thompson  
(614) 406-9400 • [EmilyThompson1113@gmail.com](mailto:EmilyThompson1113@gmail.com)

### Business Operations

#### *ANPR Business Address*

25958 Genesee Trail Road, PMB 222, Golden, CO 80401  
Teresa Ford, Membership Services Director

#### *Ranger Editor, ANPR Website Coordinator*

Teresa Ford  
25958 Genesee Trail Road, PMB 222, Golden, CO 80401  
Office & fax • (303) 526-1380 • [fordedit@aol.com](mailto:fordedit@aol.com)

#### *Financial Operations*

Jamie Bertram  
(317) 508-9519 • [jbertram\\_anpr@hotmail.com](mailto:jbertram_anpr@hotmail.com)



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