



# The Rendezvous

*The Newsletter of the Rocky Mountain Forest Service Association*

*Volume 5 - Number 3*

## 2018 Reunion in Asheville

*by Tom Thompson*

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*"The official newsletter of the Rocky Mountain Forest Service Association, the Rocky Mountaineers." Editions are published Fall, Winter, and Spring and posted on-line.*

Over sixty Rocky Mountaineers (including spouses) recently attended the 2018 Forest Service

National Association of Forest Service Retirees. This was the eighth reunion since the first one in Glenwood Springs in 1991.



*Carl Schenck's office at the Cradle of Forestry*

Reunion in Asheville, North Carolina. The "Reunion at the Cradle" started on Monday, September 24 with an evening welcome social sponsored by the

There were nearly 450 retirees in attendance and the week went fast with no significant impacts felt from the recent hurricane that came through the state the week before. On Monday the National Museum held its annual meeting and representatives from all Regional associations also met to compare successes and challenges. Rocky Mountaineer Chair, Sharon Friedman participated in this session.

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*Patty and Pat Lynch were present and accounted for in Asheville*

The opening session of the reunion started off with the Eastern Band of Cherokee Color Guard flag ceremony. Bibi Gaston, a great grandniece of Gifford Pinchot addressed the gathering with thoughts about the beginnings of forestry and the Forest Service.

Chase Pickering, who is a great, great

grandson of George Vanderbilt gave a wonderful overview of the early days of the Vanderbilt Estate and Jamie Lewis, from the Forest History Society, showed the newly released film "America's First Forest". There were field trips to various locations, including the Biltmore Estate, the Pisgah National Forest, and the Cradle of Forestry, all day Wednesday. For many, this was their first chance to visit the Cradle and tour the site where

Carl Schenck taught the first foresters in the United States. There was a wonderful trail through the site that allowed us to visit original buildings and learn about the Cradle.

The Thursday session featured presentations by Forest Service leaders from the Southern Station, the Southern Region, Forest Supervisors in the area, and an address by the then Interim, now, Chief of the Forest Service, Vicki Christiansen. Following the banquet on Thursday evening a group of "clogging" dancers performed and invited brave retirees to join in the fun.

It was a great week with friends. There were many reunions within the reunion. Asheville provided many interesting and delightful places to explore, dine, and visit. It was the first reunion in the eastern United States and the Southern Retirees did a great job of putting the reunion on. Both NAFSR and the National Museum of Forest Service History held meetings during the reunion and both Secretary of Agriculture Sonny Perdue and Under Secretary Jim Hubbard attended part of the meeting.

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Membership & Others - P.O. Box 270462, Fort Collins, CO 80527

## Hello From the Chair



*Sharon Friedman - chair of the Rocky Mountaineers*

At the Asheville Reunion in September, the heads of the Regional Retirees Associations met and talked about what we are doing and our challenges, including getting more retirees to join. One topic of discussion was that each retiree should receive a

list of retiree organizations, so at least they are aware that we exist. I found it kind of funny that with the centralization of administration over the past (20?) years that some people had been getting this information in their retirement packages, and others not. Meanwhile some retirees' organizations were being told "we aren't allowed to do this" by the Forest Service.

The retiree organizations are going to write a letter on this, and one of the regional representatives asked it as a question after the Interim Chief, Vicki Christiansen, gave her talk at the Reunion. So I think we have all the pieces in place to address that question, and we'll just have to keep after it.

I wish I could have recorded her talk.. In fact, maybe Chiefs should have an annual report of what's on their minds, specifically for retirees, once a year and post it so we can all see what's going on and understand the agency's current successes and challenges. It's not surprising that she emphasized efforts against workplace sexual harassment and bullying. All the retirees I spoke with were very impressed by, and supportive of her.

A couple of things struck me at the recent Asheville Reunion. I guess I never had heard articulated that we (organizations across the country like the Rocky Mountaineers) are social and helpful to the agency, NAFSR is policy, and the National Museum of Forest Service History is, well, about history and retirees are a part of history. The way that Kent Connaughton, current head of the R-6 Old Smokeys, talked about it, the retiree organizations are there to socialize and support the FS. Previously various retirees in R-6 had given current employees a hard time by calling out current approaches and policies in public. Many of us remember that management training (can't remember the name now) that told us to "affirm in public, counsel in private."

Before Kent articulated it, I guess I had never thought of the way all the groups (social organizations like the Rocky Mountaineers, NAFSR and NMFSH) are part of a whole with opportunities for service, engagement and enjoyment in each group adding up to more than the sum of the parts.

All of the retiree organizations that met in Asheville had trouble attracting retirees to join, especially the newer one. It's worth thinking about, even for us. A friend mentioned she had not felt welcomed as an African American when she got a message saying that the Region 8 newsletter was called the Dixie Ranger. At first, before I read the history of the term "Dixie," I just didn't get it. And it made me wonder whether there are ways that even the Mountaineers may be not as welcoming as we could be to new recruits. It's something to consider, anyway. Please mail any thoughts you have on any of these topics or others about the Mountaineers to me at [terraveritas@gmail.com](mailto:terraveritas@gmail.com).

# Membership, Finance and Travel Reports

## Membership

Membership in the Rocky Mountaineers is holding steady at 440 members. We suspended 8 members for non-payment of dues this year. New members that have joined us over the last few months –

- Jo An Steele – Ft. Collins, CO
- Mary Ann Sierz – Douglas, WY

- Sandy Rounds – Clifton, CO
- Judy Knaub – Windsor, CO
- Bob Cain – Indian Hills, CO
- Jacqueline Buchanan – Lakewood, CO

**Help us recruit new members. It is easy to join – just go to our website and click on the membership link. New members will receive complimentary dues for the rest of 2018 and all of 2019.**

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## Finance

The Board approved donations of \$500 each to two families in need, the Welker family and the Vogel family.

We will begin collecting 2019 dues starting in November. Members may want to pay your dues or make a donation before the end of the year for tax purposes.

The Rocky Mountaineers is a 501 (c)(3) non-profit organization.

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## Where to Now?

The 2019 Rocky Mountaineers trip to England, Scotland and Wales is sold out, so we are thinking ahead to our international trip in 2020. Where you would like to go?

Our current list includes 5 options –

1. Costa Rica
2. Scandinavia which includes Denmark, Norway and Sweden
3. China and Tibet

4. Canadian Maritimes which includes Nova Scotia, New Brunswick and Prince Edward Island

5. Dalmatian Coast which includes Croatia, Montenegro, Albania and Greece

Go to our website for all the details and prices.

If you want to go somewhere not on this list, send it along.

Send your votes in an email to [rmountaineers@gmail.com](mailto:rmountaineers@gmail.com) by October 27.



## Thanks

Rocky Mountaineers  
Box 270462  
Fort Collins, CO 80527

*Ranger Mike Welker is on the Townsend Ranger District, Helena-Lewis and Clark National Forest in Montana. Mike previously served as the Wildlife Program Manager on the Pike & San Isabel NFs. Mike's wife, Susan, suffers from severe early on-set Alzheimers and lives at a full-care facility in Butte, MT. They have two sons, Gabriel (15) and Daniel (12). Mike is now a new Ranger, single parent and caring for Susan's needs. He shared his sincere and deep appreciation for the Rocky Mountaineers' donation in this thank-you*

Dear Susan:

I received your letter and the check from the Rocky Mountain Forest Service Association. When I saw the letter, I wondered what this could be. Needless to say, I was filled with gratitude, appreciation, and emotion when I read the letter and looked at the check. I am not sure that I can adequately express in words how much your generosity and kind thoughts mean to my family.

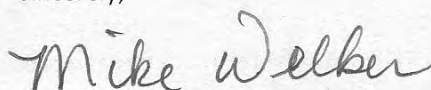
As you know, this has been a difficult time for me and our two boys Gabriel (15) and Daniel (11). When my wife Susan's health quickly and unexpectedly began to deteriorate, the range of emotions (pain, sadness, loneliness, guilt, anxiety, and uncertainty) was nearly too much to handle. Alzheimer's (early-onset in Susan's case) is a horrible disease that presents great challenges for the afflicted individual and the immediate family. With no family close, and being new in the Townsend community, there was no social support and it was nearly impossible for me to provide the level of care that Susan needed and deserved. In short, I was completely overwhelmed. I can remember saying to Bill (my Forest Supervisor), "I have never felt so alone". Bill's response was "you are not alone" and that has certainly been borne out over the past two months.

The thoughts, prayers, cards, food, check-in calls (much needed adult conversation), advice, donations and more from Forest Service employees, showed that I was surrounded by a tremendous group of compassionate and caring co-workers. Add to that the kind thoughts and support from the Rocky Mountaineers, and it evident that the "ever-connected Forest Service Family" is alive and well. The outpouring of support from the entire Forest Service Family has allowed me to provide more special care for Susan and helped my family through an extremely difficult time. It has also made a big impression on my two boys—the fact that people you work with, and some that you have never met, care enough to call, send cards, and provide other means of support. They were deeply impressed, which is amazing for a teenager and a "tweenie".

My wife is comfortably settled now in the long-term care unit in Butte, MT. More challenges remain, but thanks to the Rocky Mountaineers and others in our Forest Service Family, my family has been able to navigate through a difficult time. Please express my thanks to all the members of the Rocky Mountain Forest Service Association – this is a tremendous thing that you have done for us and we are forever grateful. I am very fortunate to be a U.S. Forest Service employee, surrounded by a compassionate and caring family of past and present agency employees.

I will "pay it forward" someday.

Sincerely,



Mike Welker

## Sprentall Gets Nod for Chair-Elect



Bob Prenatal

The Board of the Rocky Mountaineers has recently nominated Bob Sprentall for Chair-Elect for 2019. Below is his statement of consideration for Chair-Elect.

Voting for Chair-Elect will be sent soon in an email directly to you as a member.

*I am honored to say that I spent my entire 34 year Forest Service career in Region Two outside my seasonal time on the Fremont National Forest in Region 6. Starting out as a Range Conservationist on the Holy Cross Ranger District, White River National Forest and then serving on the Routt National Forest, Nebraska National Forest and Grasslands, then finishing as the District Ranger on the Douglas Ranger District, Medicine Bow/ Routt National Forest and Thunder Basin National Grassland. I also had the privilege to work on the San Juan National Forest, the Black Hills National Forest and even in the Regional Office. My biggest accomplishment was as the Team Leader for the Northern Great Plains Management Plans Revision which coordinated the development of three National Grassland Plans and one Forest Plan. At the present time my spouse, Gail, and I*

*split our time between Ridgway, CO and Hot Springs, SD so we can downhill ski in the winter and then spend the summer close to our family in Chadron, NE. I am very proud of my career and accomplishments with the Forest Service. I would like to continue to work with individuals I have associated with and respect. It is also an opportunity to promote the mission and goals of the Rocky Mountaineers as a valuable asset.*

## Denver Retirees Meet and Eat



*Ed Ryberg, Andy Kratz, Melanie Woolever, Susan Gray, Tommy John, and company enjoying lively conversation before lunch at Jose O'Shea's on October 10.*

The Denver area retirees meet about once a month. We gathered for the annual summer picnic on August 15 at the Arbor House at Maple Grove Park. Attendance was less than normal due to the proximity to the Annual Gathering, but we still had about 30 retirees attend. About 30 retirees enjoyed Denver's first snow this season while grabbing lunch at Jose O'Shea's on October 10.

## Newly Retired

*Direct from the official U.S. Forest Service Retired Personnel in Region 2.*

**AIKEN, ROBERT C**

Regional Office

**ALPE, MICHAEL J**

Medicine Bow-Routt NF

**ANDERSON, BRENDA J**

Regional Office

**ATCHLEY, KEVIN W**

Nebraska NF

**BAKER, BEVERLY**

Arapaho & Roosevelt NFs

**BELLAH, RALPH S**

Pike and San Isabel NFs

**BOND, ANN H**

San Juan NF

**BONTRAGER, WYMAN**

**E**

White River NF

**BOOTH, MARK D**

Bighorn NF

**BROMBERGER,**

**DOUGLAS B**

Pike and San Isabel NFs

**BROOKS, ROBIN J**

Medicine Bow-Routt NF

**CHAMBERS, CARL A**

Arapaho & Roosevelt NFs

**COLBY, KEVIN T**

Arapaho & Roosevelt NFs

**COLLINS, DARCI R**

Black Hills NF

**CRESPIN, PAUL M**

Pike and San Isabel NFs

**DEUELL, LINDA S**

Medicine Bow-Routt NF

**DICKMAN, MONTE L**

Nebraska NF

**DORAN, KATIE L**

GMUG NFs

**DOUGLAS, SUSAN**

**PRISCILLA**

Bighorn NF

**DUVALL, RONALD**

**JAMES**

San Juan NF

**EARNEY, KIM E**

Nebraska NF

**FIELD, JEFFREY D**

GMUG NFs

**FOREMAN, CHRIS B**

GMUG NFs

**FOX, CHERYL J**

Black Hills NF

**FRENCH, CRAIG**

San Juan NF

**FUNKA, THOMAS C**

Medicine Bow-Routt NF

**GHORMLEY, RANDAL W**

Rio Grande NF

**GOMEZ, DENISE M**

Rio Grande NF

**GROSS, DENNIS E**

Shoshone NF

**GUSTAFSON,**

**MARIBETH KOTTMAN**

Regional Office

**HAYS, MARY**

**ELIZABETH**

Regional Office

**HENTSCHEL, STEVEN**

**A**

San Juan NF

**HITCHELL, ANNETT**

San Juan NF

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## Newly Retired

**HULL, PAMELA ANNE**  
Arapaho & Roosevelt NFs

**JANIK, CYNTHIA A**  
GMUG NFs

**KENEALY, MICHAEL E**  
White River NF

**KOLLER, ROBERT L**  
Regional Office

**KRUSE, CAROL**  
Arapaho & Roosevelt NFs

**KUNZ, JO ELLYN**  
Regional Office

**LANHAM, LINDA K**  
GMUG NFs

**LANS, PAUL G**  
Nebraska NF

**MARTIN, MARK L**  
Arapaho & Roosevelt NFs

**MCCOY, PATRICK A**  
San Juan NF

**MCGINN, DIANA L**  
Rio Grande NF

**METZGER, RICKY B**  
Shoshone NF

**MUSCLOW, HEATHER J**  
San Juan NF

**REDDEN, HOWARD  
DUANE**  
Regional Office

**REINSCHMIDT,  
REGINA A**  
GMUG NFs

**REYHER, DEANNA J**  
Black Hills NF

**ROBINSON, EARL  
STEPHEN**  
Rio Grande NF

**RODRIGUEZ, RUDOLPH  
D**  
Pike and San Isabel NFs

**ROUNDS, SANDRA L**  
GMUG NFs

**SCHNEIDER, JOHN C**  
Medicine Bow-Routt NF

**SIMMONS, JOHN K**  
Arapaho & Roosevelt NFs

**STULC, DEBBRA J**  
Regional Office

**SURBER, MICHAEL S**  
GMUG NFs

**THOMAS,  
CHRISTOPHER W**  
Bighorn NF

**VON ALLMAN, MARK W**  
Arapaho & Roosevelt NFs

**VUKELICH, JOSEPH P**  
Shoshone NF

**WAUGH, KENDALL T**  
White River NF

**WEIERBACH, NEAL P**  
Pike and San Isabel NFs

**WERTZ, MARLA M**  
Medicine Bow-Routt NF

**WILSON, DONNA O**  
Bighorn NF

**WORRALL, JAMES J**  
Regional Office

**YEAROUT, DEBRAM**  
Medicine Bow-Routt NF



## Regional Forester Update



*Brian Ferebee  
Regional Forester  
Rocky Mountain Region*

Dear Rocky Mountaineers,

I want to share an update on some very important work we are doing across the Rocky Mountain Region. Throughout my recent visits to fire camps, community meetings, and stakeholder meetings, one thing is clear – we need to share stewardship to put more of our landscapes on a path toward resiliency through active management. At the foundation of these much-needed implementations and future outcomes is the critical need to continue to make headway in Environmental Analysis and Decision Making (EADM).

Nationally, [multiple activities are underway](#) to improve efficiency, minimize capacity drains, and provide improved customer service, while being good neighbors.

Across the Region, we are firmly on a path of streamlining and improving efficiencies in planning. For example:

- We are implementing our 10 in 20 Initiative, a region-wide effort to complete 10 Farm Bill Categorical Exclusions (CE) in 20 weeks.
- We completed 60% more forest health CEs in FY18 compared to previous years.
- We are maximizing the use of expedited NEPA procedures provided through the Healthy Forest Restoration Act (HFRA), Farm Bill, and 2018 Omnibus Bill.
- In FY18, we completed two HFRA decisions that approved over 400,000 acres of restoration treatments.
- We are working to improve the closure order process and timeline – an issue many units had to deal with this summer.
- We are taking a hard look at existing regional supplements.
- We hosted an EADM Regional Partner Roundtable in March to collect diverse partner feedback to inform EADM processes at local, regional, and national scales.

Regarding the last bullet, the National Forest Foundation (NFF) worked closely with us to plan, coordinate, and facilitate the roundtables. The NFF prepared a [summary report](#) that captures themes related to challenges and barriers, desired outcomes, strategies and solutions within the Region.

While we may still have many steps to take toward fundamentally changing the way we do business, I am proud of the journey thus far in the Region. I would like to thank our Rocky Mountain Region EADM Cadre: Jacqueline Buchanan, Scott Fitzwilliams, Scott Armentrout, Martha Williamson, Frank Romero, Dan Svingen, Jenna Sloan, Steve Lohr, Mark Lambert, Sara Brinton, Chris Tipton, and Trey Schillie. Their work and leadership is assisting us in showing up differently around this work. The EADM [website](#) has more information for the Rocky Mountaineers and our stakeholders.

Thank you for your continued interests and perspectives toward making our desired future conditions possible. The Rocky Mountaineers are valued stakeholders, and I appreciate your commitment to the Forest Service and its legacy.

Brian

# Who's on First?

*Hey retirees...you know that last cocktail party you attended and you looked across the room and thought that you might know that person...or they were somehow familiar...or they just had that family-friendly Forest Service look about them? Well they might have been one of the bosses in good old Region 2. So we've attempted to help you with that awkward social struggle and introduce you - by picture - with convenient clip and save - to your Rocky Mountain Region Leadership Team.*



*These photos current as of August 2018.*

## Executives

### Regional Forester (RF)



Brian Ferebee

### Deputy Regional Forester (DRF)



Jacquie Buchanan

### Deputy Regional Forester (DRF)



Tammy Whittington

### Chief of Staff



Terri Gates

### Executive Assistant

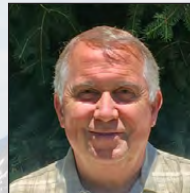


Elayne Boyce

## BUILDING A BETTER WORKPLACE

We will not tolerate behavior that makes our colleagues or the people in the communities we serve unsafe in any way, including harassment, bullying, assault, or retaliation.

## Directors



Ron Schilz  
Acquisition  
Management (AQM)



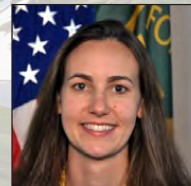
Kathy Sutphen  
Acting, Budget (RBO)



Mary DeAguiro  
Engineering (ENG)



Valerie Baca  
External Affairs (EA)



Jenna Sloan  
Planning (PLAN)



E. Lynn Burkett  
Recreation, Lands, Minerals  
and Volunteers (RLMV)



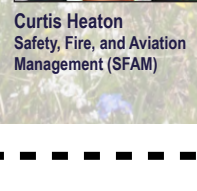
Debbie Milner  
Acting, Resource  
Information (RI)



Steve Lohr  
Renewable Resources  
(RR)



Jason Lawhon  
State & Private Forestry and  
Tribal Relations (SPF & T)



Curtis Heaton  
Safety, Fire, and Aviation  
Management (SFAM)

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## Deputy Directors



**Shane LaValley**  
Acquisition  
Management (AQM)



**Doug Wise**  
Engineering (ENG)



**Jason Robertson**  
Recreation, Lands, Minerals  
and Volunteers (RLMV)



**James McMahill**  
Safety, Fire, and Aviation  
Management (SFAM)



**Sylvia Clark Bierman**  
Renewable Resources (RR)

## Additional Team Members



**Ricardo Martinez**  
Acting, Civil Rights (CR)



**Brian McKinney**  
Acting, Human Resources  
Officer (HR)



**Kent Delbon**  
Special Agent in Charge



**Gerard Sandoval**  
NFFE Representative

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## Forest Supervisors



**Monte Williams**  
Arapaho & Roosevelt  
National Forests and  
Pawnee National  
Grassland (ARP)



**Andrew Johnson**  
Bighorn National Forest  
(BNF)



**Mark Van Every**  
Black Hills National Forest  
(BHNH)



**Scott Armentrout**  
Grand Mesa, Uncom-  
pahgre, and Gunnison  
National Forests (GMUG)



**Russ Bacon**  
Medicine-Bow Routt  
National Forests and  
Thunder Basin National  
Grassland (MBRTB)



**Jack Isaacs**  
Nebraska National Forests and  
Grasslands (NE NFs & NGs)



**Erin Connelly**  
Pike & San Isabel National  
Forests and Cimarron &  
Comanche National  
Grasslands (PSICC)



**Dan Dallas**  
Rio Grande National  
Forest (RGNF)



**Kara Chadwick**  
San Juan National Forest  
(SJNF)



**Lisa Timchak**  
Shoshone National Forest  
(SNF)



**Scott Fitzwilliams**  
White River National  
Forest (WRNF)

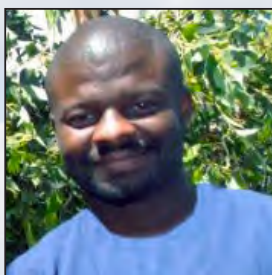


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## Deputy Forest Supervisors



**Terry Baker**  
Arapaho & Roosevelt  
National Forests and  
Pawnee National  
Grassland (ARP)



**Todd Pechota**  
Acting, Black Hills National  
Forest (BHNH)



**Chad Stewart**  
Grand Mesa,  
Uncompahgre, and  
Gunnison National  
Forests (GMUG)



**Carolyn Upton**  
Medicine-Bow Routt  
National Forests and  
Thunder Basin National  
Grassland (MBR&TB)



**David Condit**  
Pike & San Isabel National  
Forests and Cimarron &  
Comanche National  
Grasslands (PSICC)



**Tom Malecek**  
Rio Grande NF (RGNF)

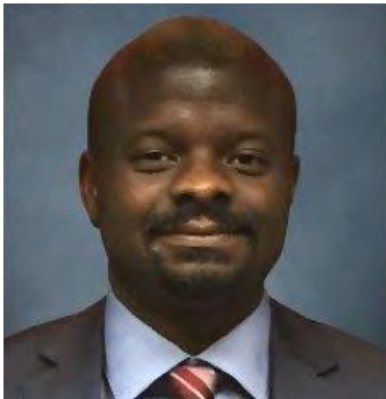


**Lisa Stoeffler**  
White River National  
Forest (WRNF)

***“Where conflicting interests  
must be reconciled, the question  
shall always be answered from  
the standpoint of the greatest  
good of the greatest number in  
the long run.” -Gifford Pinchot***



## Forest Service Leader To SAF



*TERRY BAKER, CEO OF SAF*

Terry Baker has just recently been named as the Chief Executive Officer of the Society of American Foresters. He leaves his position as Deputy Forest Supervisor on the Arapaho-

Roosevelt N. F. to take on this new role at the Society. He is a passionate and long-time SAF member, a seasoned leader, and a powerful advocate for forestry. His entire career has been intertwined with SAF (since 2002); in fact, Terry credits SAF with helping to develop him as a professional and he is paying it forward by mentoring students and young professionals.

Baker has a reputation for being a leader who values relationships, a leader who listens, and a leader who takes action. He has experience in building partnerships and strategic alliances to leverage outcomes and is expanding relationships

with key partners and stakeholders to strengthen SAF's voice and advance the profession as well as the members.

He has been involved in a number of external communication efforts to raise the profile of forestry and foresters. He was filmed for Colorado's segment of America's Forests with Chuck Leavell and interviewed for Tom Davidson's young leader's podcast series. Terry is working with Tom to develop a Leadership in Nature podcast series that focused on professionals of color.

Terry has worked for the USDA Forest Service as a forester, supervisory forester, District Ranger, and Deputy Forest Supervisor, in Florida, Oregon, Nebraska, Arizona, and Colorado, respectively. He has a Master of Forestry from Yale University (2007), a Bachelor of Science in Forest Resources and Conservation from the University of Florida (2004), and a Bachelor of Arts in Agricultural Sciences from Florida A&M University (2004).

Baker believes that SAF has a powerful role to play in helping the public understand the valuable role that forestry professionals play in the sustainability of our nation's forests, our local communities, and state's economies.

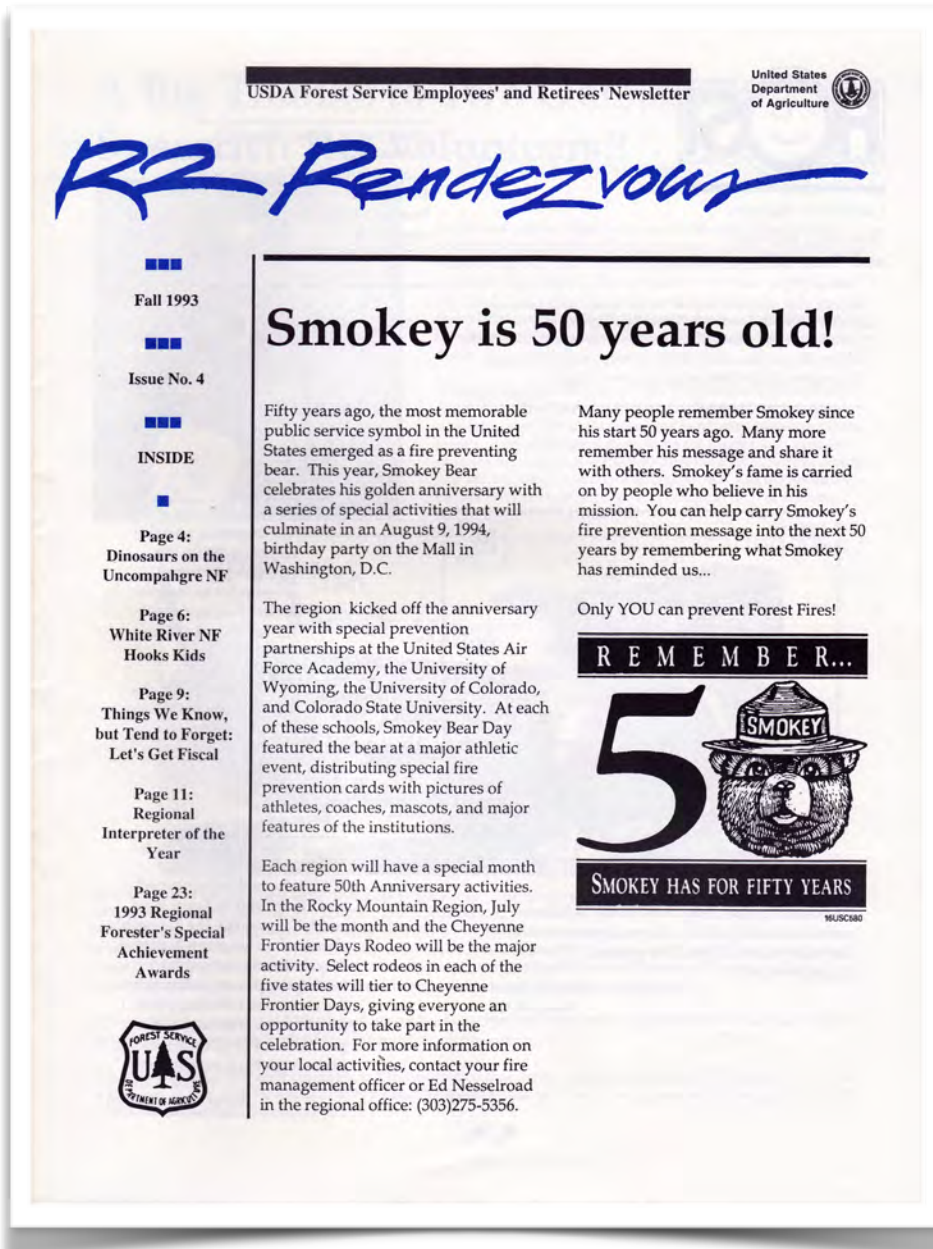




# Rendezvous - Twenty-Five Years Ago

*As seen in the Rendezvous*

There was lots of news in the Fall, 1993 edition of the R-2 Rendezvous, exactly a quarter of a century ago.



- Smokey Bear was about to turn 50 and lots of celebrations were planned.
- The Medicine Bow NF won an award for their float in the Jubilee Days Parade in Laramie, Wyoming.
- The EDRO - Employee Dispute Resolution Office - was premiered in Denver to assist Regions 1, 2, 3, 4 and a host of other offices.
- Kirsten Heerdt was named the Regional Interpreter of the Year for her work on the AMTRAK railroad from Denver to Glenwood Springs.
- Andre Coisman from the Regional Geomtronics Unit announced the beginning of a large Standard Map Revision.
- The White River NF hosted over 400 participants at their Kids Fishing Days.
- Six employees were honored with the 1993 Regional Forester's Special Achievement Awards.
  - ◆ Denise Tomlin
  - ◆ Jay Wahrender
  - ◆ Karl Sideris
  - ◆ Brenda Schultz
  - ◆ Harry Riffel
  - ◆ Larry Mullen

## 2018 Rocky Mountaineer Gathering at Chief Hosa Lodge



*Patty Limerick, Director of the Center of the American West at CU.*

Nearly a hundred Rocky Mountaineers met at the Chief Hosa Lodge just west of Denver on July 31, 2018 for the annual rendezvous. Chief Hosa Lodge is owned by the City of Denver and was an outstanding place for our

group. It is a historic rock structure that was built just a hundred years ago and has a remarkable rich history. It is a great facility and even though it is right off Interstate 70, very few of us had ever been to it.

Chief Hosa was a Southern Arapaho chief of the 19<sup>th</sup> century. Hosa (Oh-has-tee) means “young raven” and Chief Hosa commonly known as Chief Little Raven. Chief Hosa was born around 1810 and was a progressive leader who sought peace among neighboring tribes and did all he could to guide his people peacefully during difficult times of the mid-1800’s. A street in Denver’s Riverfront Park between 15<sup>th</sup> and 20<sup>th</sup> Is named Little Raven Street to honor him.

Those who attended this Gathering had a great barbecue lunch and plenty of time for fellowship. The conversation and visiting on the porch under the pines with views of the mountains in the distance could have gone on for hours. Patty Limerick, Director of the Center of American West at the University of Colorado, in her luncheon talk shared a number of observations about what she had learned from her Forest Service connections over the past twenty or so

years and shared a few thoughts about the challenges of bringing a divided populace together in today’s world. Lisa Tate, who is the Executive Director of the National Museum of Forest Service History, gave a short program that highlighted the changes, activities, and accomplishments of the Museum in the past couple years.

Rocky Mountaineer Chair, Sharon Friedman, gave a short briefing and update of our organization and the activities we are sponsoring. There were lots of



*Jim Thinnies and Tom Thompson (L-R) get counsel from Andy Kratz.*

memories shared and several folks who had not seen each other for many, many years were able to reconnect. It was a very special day.

On the Monday before the Gathering, about fifty Rocky Mountaineers enjoyed a “meet and greet” social at the Homestead Golf Course in Lakewood. About a dozen golfers had spent a very enjoyable afternoon on the course and no matter what the skill level, everyone enjoyed this great course: rough, water, and all.

This year’s gathering was a great success and the only disappointment was that more folks didn’t take advantage of the opportunity to participant in a great luncheon and share memories with Forest Service friends. Maybe next year in Wyoming...



## San Juan Lunch Group



### Attendees for San Juan NF Retirees Picnic – Sept. 20, 2018

*Left to right:*

*Katherine Foster, Mike Burke, Jim Shephardson, Mike Murphy, Jim White, Gary Jones, Kathy Jones, Mike Johnson, Laurie Ball, Brad Morrison, Mark Ball, Ann Shephardson (kneeling), Mark Stiles, Bob Sieger, Al Green, Ted LaMay, John Mumma, Pat LaMay, Sandy Campbell, Bob Newlin, Tom Rennick, Lee Campbell, Biff Stransky, Georgena Rennick, Tess Stransky, Jan Newlin, Brenda Rice, Shelley Frye, Annette Hitchell (kneeling), Nona Dale, Dave Crawford, Bob Frye, and Laura Stransky.*

*(Seven people not pictured.)*

## Black Hills Meeting



*About one cord of Black Hills area retirees*

About one cord of Black Hills area retirees bundled up for a luncheon gathering on October 9 in Custer. It was a great time to catch up and also learn about some of the latest news from Public Affairs Officer Scott Jacobson and Deputy Forest Supervisor Jerry Krueger. A few highlights: The Vestal Project, a large fuels reduction project surrounding Custer and a national recipient of two Chiefs Award, will be featured in a video. South Dakota Public Broadcasting is also producing a feature on Black Hills forestry, pretty much about forest life after the bugs. The Forest poured resources, mainly across the West, to manage and corral many large and small fires - a few crews rarely saw home.

# Hubbard Sworn in as USDA Under-Secretary

## Also honored as Distinguished Alumni at CSU



*Jim Hubbard*

On Wednesday, September 5, 2018 Jim Hubbard was sworn in as the Under Secretary for Natural Resources and the Environment for the Department of Agriculture. Hubbard carries a wealth of experience in land management agencies, having served 35 years with the Colorado Forest Service, including as Colorado State Forester for 20 years. He then served as director of the Office of Wildland Fire

Coordination for the U.S. Department of the Interior before becoming U. S. Forest Service Deputy Chief for State and Private Forestry in 2006, a position he held until retiring in 2016. Jim is a 1969 graduate of Colorado State University with a degree in Forest Management.

He will be honored as a Distinguished Alumni at the University on October 11, 2018. This recognition is for alumni who distinguish themselves professionally, brought honor to the University and made significant contribution through their time or philanthropy to the University or their communities.



## NAFSR Report

*by Tom L. Thompson, Rocky Mountain Region NAFSR representative*

It has been an extremely busy period over the last few months for our organization. During our meeting with the Secretary of Agriculture which was reported on in our spring edition, we were asked to provide him with our ideas and suggestions on several different reform efforts to strengthen the Forest Service. Since then, we have worked on this effort and have provided the Secretary with a report that identifies some of the issues facing the Forest Service and suggestions that we believe would help the organization. At the Reunion in Asheville the NAFSR Board was able to meet personally with the Secretary and discuss our suggestions and our commitment to help the Agency simplify processes and become more effective. Undersecretary Hubbard and Interim Chief Vickie Christiansen both joined in this meeting. Among the broad topic areas we focused on were: Forest Service Culture, Council of

Environmental Quality/NEPA reform, Environmental Assessment and Decision Making, and Endangered Species Act reform. Copies of our letter to the Secretary and the accompanying report "*Sustaining the Forest Service: Revitalizing the Culture and Streamlining Processes*" can be found on our website at [www.nafsr.org](http://www.nafsr.org).

NAFSR sponsored a welcoming social at the Reunion and also joined the Museum in presenting the Leisz Leadership Award to Doug Leisz who probably more than anyone else is responsible for the founding of the NAFSR. Tom Thompson, representing the NMFSA, and Al West, representing NAFSR, presented the award in person in August in California and a video of that presentation was shown at the Reunion. A summary of that presentation can also be found on our website.



# National Museum of Forest Service History



The National Museum of Forest Service History held our Annual Meeting at the Asheville Reunion on September 24, 2018. Over a hundred folks were on hand for a presentation by Dave Stack on the amazing collection that the Museum holds. We were joined by newly confirmed USDA Secretary Jim Hubbard. During the reunion, Executive Director Lisa Tate

Museum presented Doug Leisz with a newly established joint award that will be known as the Leisz Leadership Award. Doug retired as Associate Chief in 1983 and has been one of the most enthusiastic supporters of the Museum for many years. The Award was presented to Doug on August 14<sup>th</sup> in Placerville, CA and acknowledged with a short video at the Reunion. Bob Spivey, who lives in Green Bay, WI was presented with a bronze sculpture of a rider on a mule to recognize his long time support and contribution to the Museum.



*Presentation of the Leisz Leadership Award by Al West on the left, Doug Leisz and Tom Thompson on the right.*

gave a presentation on the Museum and we also presented a number of awards, including three Historical Restoration Awards, a Curator Award, and the Gary G. Brown Founders Award. The Founders Award was given to Dave Stack who as a volunteer has been a leading force in the Museum as Executive Director for over thirteen years and who most recently has taken on the task of cataloguing the entire collection of over fifty thousand items. Along with the National Association of Forest Service Retirees, the

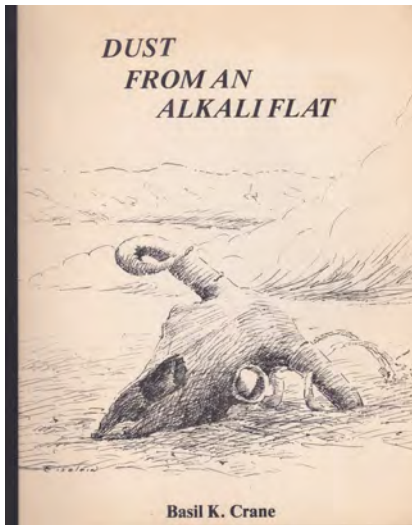
The Museum recently conducted our second teacher's workshop in Montana. The workshop was done with the support of the Library of Congress and we had teachers from all across the country come to learn about the Forest Service programs and support of Native Americans. The Museum is planning several "Evening with Teddy" events in the upcoming months in Montana and Arizona and hope that these sessions will enlighten and inspire continued support for our efforts to protect and use the history of the Forest Service to tell the story of America's conservation legacy. Our latest virtual exhibit tells the story of the first timber sale on the

Forest Reserves in Case 1 in the Black Hills and can be seen on our website at [www.forestservicemuseum.org](http://www.forestservicemuseum.org).

We need support from Forest Service retirees and employees and invite you to show your support for our work by becoming a member.

# Dust From An Alkali Flat

*An excerpt from a book by Basil Crane - 1981*



I was a forest ranger on the Toiyabe National Forest in central Nevada for about a decade, starting in 1938. I began at the Pottis Ranger Station in Monitor Valley, moved to the Reese River Ranger Station in the Reese River Valley and

then to the station in Tonopah.

I spent the early years of my life on a farm in southeastern Idaho in the town of Mink Creek. When people ask 'where the hell is Mink Creek?', we usually tell them it is just over the ridge from Bear Hollow.

In those days farms were run with horsepower on the hoof, and everyone rode horses, but I was by no means a cowboy. I almost had to become one before I got out of Nevada.

I arrived in Nevada after a stint in the Paris, Idaho Civilian Conservation Corps Camp, and serving of time at Utah State Agricultural College to get a degree in forestry. I soon learned that being a forest ranger in that country involved a lot of things that were not included in the forestry school curriculum. I still remember my first ride with the spring round-up crew down on the desert. The weather was cold, even if it was the middle of May. There was frost at night and a cold wind. I and a couple of cowboys spent a night at a ranch and had our bedrolls spread out on the board floor of the kitchen.

Just before daylight, the crusty old rancher, with only his pants pulled on over his long-johns, came padding into the kitchen to start a fire in the wood

stove. Waving a big butcher knife around, before starting to cut kindling wood with it, he muttered, "damn Government man. I ought to cut his throat while he's asleep!"

Being new on the job, I did not know that he and his neighbor had a perpetual feud going over grazing permits on the National Forest and blamed the Forest Service for their troubles. Both I and the cowboys heard him.

I was sure it was just talk, and not knowing what else to do, did nothing; but snuggled down in my warm bed roll to enjoy a few more minutes of rest and the solid comfort that came from feeling my head resting on a forty-five in the pocket of the chaps I was using for a pillow.

My predecessor had borrowed a horse from this ranch and gone straight from the ranch to the hospital. The horse bucked him off and kicked him in the face before he hit the ground. I knew I was not cowboy enough to start borrowing ranch horses.

I brought my own

This is before the days of Personnel Officers and Personnel Management Programs in the Forest Service. A job was a job and they were hard to come by. By some quirk of fate or nature, I learned to like the country and the people and sort of merged with the local ecology.

About this time, book clubs were rather popular and one of the Book-of-the-Month Club's selections was Walt Whitman's "Leaves of Grass". Being somewhat of a botanist that title stuck in my mind at times as I rode in the dust behind a herd of cattle in those desert valleys, I was sure that a book about that country would never have such a title, but could very properly be entitled, "Dust from an Alkali Flat." So -- although it may not make sense to anyone but me -- here is some Dust from an Alkali Flat.

*(continued on Page 21)*



(continued from Page 20)

If I were writing fiction I would change a few things about the characters in these stories and dress up the action somewhat, but I am just telling it like it was.

The story started when my kids, who were either too young to remember or not yet born with these things were going on asked me what I did when I was a forest ranger. I found that I told them was

not what they expected from a forest ranger. I am certain it was far from what most people think a forest ranger's life is like, and to be sure this was not the typical forest ranger job.

But this is the way it was, then and there, as I saw it. I wish you could enjoy reading it as much as I did living it.



*Basil graduated from the Utah State University School of Forestry in 1935. He was offered and accepted a position following graduation with the U.S. Forest Service which lasted 38 years. His forte centered around facilitating relationships between the Forest Service and local cattlemen and ranchers. During his tenure with the Forest Service he spent time working in Nevada, Utah and Colorado. After retirement from the Forest Service he spent considerable time caring for his parents, gardening and writing. His writing accomplishments include publication of three books; **Dust from an Alkali Flat** about his adventures in Nevada, **Up the Creek** – stories of Mink Creek, and **Everyone has a Story** – stories from and about the characters in his life.*

*Basil Keller Crane passed away Feb. 15, 2007, at his home in Logan, Utah.*

## Aces is the Places

Here's some information about a new program in the Forest Service, the Agriculture Conservation Experienced Services (ACES) Program. The ACES Program provides an opportunity for retirees to come back and work with the Forest Service and share their knowledge and passion in their area of expertise.

Through the ACES Program, experienced workers, age 55 and over, assist the Forest Services on conservation-related projects. ACES enrollees can work to support a variety of Forest Service programs, including Forest Management, Engineering, Ecosystem Management Coordination, Lands, Recreation, Biological Sciences, and other Natural Resource programs. Other programs like Job Corps and Research are also able to use ACES enrollees in certain situations. In addition, ACES enrollees may provide mentoring to new career employees.

ACES is administered through 2 non-profit partners, The National Older Worker Career Center and Senior Service America, Inc. For retired

federal employees, there is no waiting period after retirement before a qualified retired employee is eligible to become an ACES enrollee. Because ACES enrollees are employees of the non-profit organizations, not the Forest Service, wages do not impact existing federal retirement annuity income.

### Partner Contact information:

National Older Worker Career Center (NOWCC)

Website: <https://www.nowcc.org/aces-program-fs/>

Kathleen Branch, [kbranch@nowcc.org](mailto:kbranch@nowcc.org), 703-558-4227

Barbara Canada, [bcanada@nowcc.org](mailto:bcanada@nowcc.org), 703-558-4213

### Senior Service America, Inc. (SSAI)

Website: <http://www.seniorserviceamerica.org/our-programs/the-fs-aces-program/>

John Smith, [jsmith@ssa-i.org](mailto:jsmith@ssa-i.org), 301-578-8828

## Shoshone National Forest - 1956



*The Shoshone National Forest offers superb scenery and endless recreational opportunities! The Shoshone National Forest was set aside in 1891 as part of the Yellowstone Timberland Reserve, making the Shoshone the first national forest in the United States. It consists of some 2.4 million acres of varied terrain ranging from sagebrush flats to rugged mountains. The higher mountains are snow-clad most of the year. Immense areas of exposed rock are interspersed with meadows and forests. With Yellowstone National Park on its western border, the Shoshone encompasses the area from the Montana state line south to Lander, Wyoming, and includes portions of the Absaroka, Wind River, and Beartooth Mountains.*



### **September 2018**

Shoshone National Forest Supervisor's Office  
Cody, Wyoming

Clarks Fork, Greybull, and Wapiti Ranger  
Districts  
Cody, Wyoming

Washakie Ranger District  
Lander, Wyoming

Wind River Ranger District  
Dubois, Wyoming

## What's Funny?

*Thanks to Reddit for the pun-too-far list of tree related quips.*

**A lumberjack went in to a magic forest to cut a tree. Upon arrival, he started to swing his axe at the tree, when it shouted, "Wait! I'm a talking tree!"**

**The lumberjack grinned, "And you will dialogue!"**

- 
- I was board until I heard this joke.
  - Me too, I was just lumbering through my morning.
  - I just saw this thread and axed myself if it wood be worth logging. The answer was yes.
  - Especially these branching comments. Leaves me satisfied forest of the day.
  - I'd like to conifer with you... Is it pine if we spruce things up a bit?
  - Like the saps we all are...
  - I mean, it's always fun to branch out.
  - What fir? I'd let it stand.
  - I'm rooting for more.
  - Time for me to leave.
  - Let me axe you something.
  - Woodn't it be nice to make puns about something other than trees?
  - Yew would think that.
  - I was thinking of a clever comment, but I'm stumped.
  - You would have to be barking mad.
  - I suspect the lumberjack then went back to his uncleaned home and saw dust.
  - I hate when people start these pun threads. It's such a pine in the ash.
  - Seemed kinda sappy to me, but I'll write it on one of my sticky notes!
  - Wood you like to hear another?
  - Oak man!
  - Could you knot?
  - Can't think of a tree pun. I'm stumped.
  - Can't root for you mate.
  - Wooden it be nice if the lumberjack didn't have an axe to grind?
  - The lumberjack later ran for office on an independent plank.
  - After this joke I logged off.
  - Unless you logged back in.
  - After that I wood too!
  - Such a beech.
  - He should have axed him nicely.
  - I feel chipper after reading this.
  - Leaf me out of this.
  - You all can leaf now.
  - Oaky?
  - I wood not be so sure to hate on this joke. I think they nailed it.
  - They should have axed me if this was funny.
  - I met a stalking tree on the dating app timber.
  - My dog barked after reading this joke.

# How to Get Millennials into Government

*By Kris Tremaine and Jeffrey Neal - ICF Consultants*

Millennials remain one of the most socially-minded generations of Americas. Still, their presence in government - an institution that at its core is designed to promote the general welfare - lags far behind the private sector. Critically, millennials comprise less than 10 percent of information technology employees in the government, according to the Office of Personnel Management's FedScope data. They note that more than one-third of the federal government's IT workers are age 55 or older. In fact, more federal tech workers are over age 60 than are under 35, governmentwide. For the public sector to move into the digital age, agencies must recruit and retain young tech talent by recognizing what millennials want in a workplace.

Most millennials go to work for the private sector and avoid the government's antiquated systems and rigid hierarchy. But there's no better generation to help lead agencies' shift to digitization than the one with both savvy technological capabilities and the passion for social good. Agencies can court millennials for public service by taking these critical steps:

**Focus on meaningful opportunities.** Not every project needs to be (or can be) a mission to Mars, but that doesn't mean other initiatives and developments shouldn't be inspiring. Millennials believe in using technology to change the world. Agencies with inspiring missions, like the National Park Service, NASA, the Centers for Disease Control, the National Oceanic and Atmospheric Administration and the National Institutes of Health, should focus their recruitment messaging on the unique opportunities they offer. Other agencies can market how they protect the nation, serve disadvantaged people, and protect the environment.

**Create hiring authorities targeted to recent college grads.** America's millennials seek mission-driven employers that offer purpose-driven career opportunities with geographic flexibility. Arguably, there is no company or organization more mission-driven than the government and none that is in as many countries, states and localities. But public sector opportunities aren't always made visible to recent grads like private sector and consultancy jobs are. In the same way the CIO Council coordinated hiring fairs where people could interview and be offered employment on the spot, agencies should more

regularly make themselves present to engage with millennials through internship programs, career fairs, and leadership seminars. New recruitment efforts should complement current programs for military veterans and draw from their best practices.

**Facilitate open communication.** While agencies often work in silos, millennials are keen on design thinking. It's important to strategically bring the right people from all facets of a project together in a room to produce the best result, regardless of organizational structure. In doing so, agencies are creating diverse skill sets at the office level that will lead to new conversations, solutions, and approaches to the challenges at hand. Creating the appropriate physical space for such collaboration is a good first step.

**Preserve and create perks that address millennials' concerns.** From student loan repayment programs to casual dress codes, the public sector is already offering many of the perks millennials are seeking—they just don't know it. Agencies must be bold in communicating their diverse (and often unknown) employee benefits, like recruitment bonuses and retention incentives. And new perks don't have to break the bank. Creating office community spaces, offering leadership development opportunities, and encouraging staff to pursue extracurricular activities are all micro changes that make a big impact.

To help lead America's public sector modernization, the government needs young, eager people to contribute at every level. Agency recruitment, training, professional development, and retention programs need to be revamped for the demands of today's increasingly millennial workforce. We're approaching a critical moment when baby boomers will retire en masse, but generation X is far too small to fill these gaps alone.

Younger people want to gain experience, do work that improves the world, and enjoy themselves along the way. The government can be a place for young professionals to do all three. Millennials will make up the core of the nation's workforce for the next several decades. They are well-suited to bring their tech familiarity and social awareness to government agencies. To get there, the public sector needs to modernize thinking around recruiting and retention efforts.



# A Tribute to My Mom

## Editor's Note:

Lynne Schure reached out to the *Rendezvous* to personally write a Tribute to her Mom. Lynne felt that our Remembrance of her Mom, in the *Rendezvous* Spring Edition (page 31) of 2017, which was written without her knowledge, was incorrect and disrespectful.

Written by Lynne Schure,

Daughter of Loretta Eve Richardson Schure

**Loretta Eve (Richardson) Schure** passed on April 3, 2017 at age 80. Loretta was delivered by her grandmother at midnight on New Year's Eve 1937; hence, her middle name "Eve." Loretta's mother, at age 4, came to America with her parents from Hungaria and helped them learn English. The Richardson State Park in Eugene, OR is named after Loretta's grandfather who walked the Oregon Trail. "Retta" and her



Loretta's retirement photo



Loretta as a toddler with her family at Lime Kiln Hill, Colorado

3 siblings were raised by their parents, Mary (Strobl Martini) and Nelson Miles Richardson Lane on a farm, and in a log cabin, in Meeker, CO. Loretta loved her cat Mariann, her dog Buster, and her horse Frisky whom she rode to school. Growing up, she



Loretta as a little girl

won a week to Bible Camp, lived in CA her junior year of high school, and, back in CO she lived in town (with her sister-law's parents) to participate in afterschool activities such as choir and enjoying milkshakes with friends. Loretta moved to Denver and graduated from Central Business College, then

went to work for an insurance agency. She roomed with four friends. They called themselves "The Big Five." They made matching outfits that they wore to the 16<sup>th</sup> Street Mall, Elitch Gardens, and dances.



Loretta with her horse Frisky

At 23, she married in Denver and honeymooned at Old Faithful Lodge in WY.

Loretta, a wonderful stay-at-home mom, raised her children with homegrown food, home sewn clothes, and family pets. She encouraged arts and crafts, extracurricular activities, and camping trips, along



Loretta's children Greg and Lynne when younger

with teaching them to preserve natural resources. In her childhood, she witnessed a cow being mistreated, so she taught her children to nurse lost animals back to health and to find them good homes. At age 11, Loretta's beloved son, Greg, who holds a Junior Olympic track record, was killed in a mini bike/motorcycle accident.

Loretta attended and was asked to return to grief resolution classes to help other parents.

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*Loretta in high school at her family's home in Little Beaver, Colorado*

When she sought a divorce, as a protective mom and a domestic violence survivor, she became her daughter Lynne's "Hero."

With faith, Loretta typed her fastest when she applied with the Forest Service and started at the Regional Office in Human Resources, then, Fire, Aviation, and Safety where she went on day

trips and details. As a single mom, this job provided stability. Loretta was so proud to pull maps in order to help fight fires. She, also, worked another job at night, so Lynne could obtain a BS/MS at CSU in Civil Engineering and work at the Bureau of Reclamation as a Professional Engineer.

After retirement at age 56, and, as a breast cancer survivor, Loretta became Kaiser certified in retail to fit women with prosthesis.

She loved being physically active, being outdoors in nature, and, a part of the community.

Loretta and Lynne joined the

CO Mountain Club and became certified in A, B, and C hikes, and in survival skills. At age 67, she became a proud stay-at-home grandma to Stephanie for 1 year. Loretta lived in her townhome in Lakewood, CO, for 30 years and served on the board of directors, played bridge for 18 years, took water aerobic classes, bowled on the Forest Service Bowling League, went to Forest Service Retiree's luncheons, summer picnics, and Christmas gatherings where she loved to watch the Fiddlin' Foresters. She loved to read, dance, garden as

therapy, garage sale, collect antique glassware, and, travel through Europe. Her favorite things were Greece, Wheel of Fortune, Denver Broncos, The Power of Positive Thinking, the poem "Footprints," Sunday School, the Bible verse "Psalm 23," and she loved the LORD.



*Loretta with Lynne and granddaughter Stephanie in Lakewood, Colorado*

In everything Loretta did, she was described as hardworking, tenacious, kind, delightful, elegant, classy, and fun loving with a great sense of humor. She made everyone feel as if they were the most important person in the world, always wore a wonderful smile that could light up a room, and, was loved and respected by everyone who knew her. With her faith in the LORD, the support of her church, family, and friends, she overcame many obstacles and excelled in life by helping to heal others as she healed herself while being the pillar of strength and stability for her children and grandchild who would light up her face because they were her joy.

Loretta is survived by Lynne and Stephanie who cannot imagine life without her. Loretta proudly received her Smokey Bear watch after 13 years of service, at her retirement party, which she was buried with.

For picture collages of Loretta and to see Lynne's [Memorial Grove Honorees \(2017\)](#) write-up that she previously completed and wrote for her Mom please click [HERE](#).

## Remembrances



### Victor Atencio

**Victor B. Atencio** passed away Wednesday, July 25, 2018, at home surrounded by family and friends. He was 84 years old. Victor was born May 26, 1934, to Alfonso Atencio and Maria Aguilar in La Garita, CO.

He moved with his wife to Ignacio in 1956 and enjoyed working on his ranch. He loved the

outdoors and spending time with his family sharing his stories. Victor worked for the San Juan National Forest Service for 30 years. He then retired and lived out the rest of his days with his faithful wife in Ignacio.

He is survived by his wife of 65 years Dolores, two sons, Thomas and Robert Atencio, eight grandchildren and numerous great grandchildren.



### Don Fritch

**Don Rossiter Fritch** of Longmont, CO died on July 6, 2018. He was born on June 24, 1933 to Kenneth Rossiter Fritch and Anna Marguerite (Horsborough) Fritch in Syracuse, NY and grew up a half block from a City Fire

Station where he met his "first heroes." Don was active in Boy Scouts and proudly achieved his Eagle Scout, then continued as an adult leader. In 1955, he graduated from Syracuse University with a Degree in Forestry. He entered the Army and served in Germany and was then in the Army Reserves for 22 yrs. until retiring as a Major in 1977.

Don began his 35-year career with the US Forest Service in the Black Hills N. F. and "While on a fire, he heard a 'Good looking voice on the radio' from the Fire Lookout, later climbing the tower, and meeting his future wife Kathy. He was on the Columbine District and San Juan N. F. as a Lands Staff Officer from 1960-77 and then on the Bridger-Teton N. F. as a Forest Land Specialist until his retirement in 1988. As part of the Forest Service Ski Area Feasibility Team, his most memorable accomplishments were the laying out of the original ski runs at Purgatory Ski Area, establishing Mary Jane at Winter Park, and expanding Peak 8 at Breckenridge.

He joined the National Ski Patrol in 1949 and was active for 63 years on 10 different Ski Patrols. In 1972, he was honored as the Outstanding Ski Patroller for the Rocky Mountain Division. Don lived a life of service to his community. His career as a volunteer fireman spanned 50 years.

After retiring from the Forest Service, he and his wife Kathy returned to Durango. Kathy died in 2008. Together they had raised four children to enjoy skiing, hiking, rafting, climbing and exploring the wilds of the Rocky Mountains and the Southwest Desert. He is survived by his children, Mary (Joe) Berning of Arvada, CO; Robin Fritch and (Stephen Saltsman) of Durango, CO; Darla (Ray) Baumgarten of Eldridge, Iowa; Ken Fritch of Castle Rock, CO. Eight Grandchildren: Michael, Amy (Carlos Fuentes), Christopher Berning; Jurgen (Michelle) and Steffen Baumgarten; Kaitlyn (Jesse Hall), Kyndall, Kylene Fritch, and 5 Great Grandchildren. He is missed by family, friends and his devoted dog Stony. Don is also survived by his loving partner Marjorie Grant of Longmont. Friends for decades, they reunited 8 years ago. They loved life, adventure and each other.

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*(continued from Page 27)*

## Remembrances



### Larry Mullen

**Larry Duane Mullen** died in Grand Junction, CO on July 22, 2018. He was born on June 8, 1941 in Durango, CO and grew up in Bayfield, CO. He graduated from Colorado State University with a degree in Wildlife

Management and started his Forest Service career on the San Juan N. F. in Dolores. He worked on the Shoshone N. F. in Cody and on the Black Hills N. F. in Custer, S.D. before transferring to the Deschutes N. F. in Bend, Oregon. In 1988 Larry came back to

the Region 2 in the Lakewood as the Wildlife Program Group Leader. He retired in 1997 and moved to Grand Junction.

Larry was an outstanding wildlife biologist and was respected as one of the best forest planners. He was a solid professional who cared greatly for the resources on the ground and always sought to find balance in management.

He enjoyed elk hunting, fishing with worms, and especially liked truck camping.

He is survived by his wife Loretta and two daughters, Valery and Lisa.



### Chuck Waggoner

**E. C. (Chuck) Waggoner** died on June 5, 2018. He was born January 20, 1937 and adopted as an infant by a single woman, Rose Waggoner. Rose raised Chuck and his adopted brother Richard in Tucson, AZ. Growing up in Tucson,

he enjoyed the sunshine, freedom to hike and roam the surrounding hills. Chuck graduated from Tucson High School in 1955 and attended the University of Arizona for several years before enlisting in the U.S. Army in 1960 and was a member of the 101st Airborne Division. He completed his service in 1963 and went on to graduate from the University of Arizona with a degree in Agricultural Science.

His love for the outdoors continued and led him to accept a job with the Forest Service in Colorado. He was working at the Arapaho Ski Basin when God brought him together with his wife Sunnie whom he

married in 1966. They were married for 51 years at the time of his passing. Together they have a son Ben and a daughter Erica.

Chuck's career with the Forest Service allowed him and his family to live in Colorado, Oregon and Washington. His position involved avalanche control, ski area safety and recreational management. In 1992 Chuck retired from the Forest Service after 20 years of service and moved back to Colorado for 9 years. They later moved to Washington and then Arizona. He took great delight in his grandchildren Gabe, Grace and Gideon.

He is survived by his wife Sunnie, son Ben wife Kristen and their three children Gabe, Grace and Gideon of Scottsdale, AZ, his daughter Erica of Lake Quinalt, WA and his nephew Adam of Neah Bay, WA, his sister-in-law Karin Adam and her daughter Tracy of Salida, CO, and son Doug, his wife Jessica and their three children of Aurora, CO.

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## Remembrances

### **Richard Hill**

**Richard Hill** passed away at the beginning of the summer. He was a long term seasonal on the Pawnee National Grassland. He was on the Pawnee since 1991. Richard's contributions to resource conservation on the Pawnee Grassland were exceptional. Richard provided program continuity

during personnel transition over the years as well as providing valuable resource management and conservation through his duties in field and office. Richard had no need to work. He chose to do so because he was dedicated to the resource.

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# The Last Word

## Forest Service Culture Change

by Tom L. Thompson

As with any company or organization, the culture of the Forest Service has changed many times and in many different ways since it was first created in 1905. The idea of conserving and protecting important forest lands for America and Pinchot's vision of a decentralized organization of field rangers on-the-ground came together as the strength of the new agency and public land management. Using sound professional forestry principles and an unwavering commitment to conservation the fledgling agency developed strong roots but there were tough times and certainly many obstacles to be overcome.

The complexity grew as the nation grew and the agency had to endure challenges, but the cornerstone of the organization's success and support remained to be the ranger with the authority and responsibility to make decisions on the ground. The culture of the Forest Service was influenced repeatedly by the realities of the times. Whether it was seeking to find balance on the range, the scars left by the fires of 1910, the depression, the wars, the nation's demand for wood, the emergence of the multiple use concept, the call to protect wilderness, the emergence of the era of environmentalism, the controversy of the 80's, the appeals and litigation, or one crisis after another, the agency responded, learned, recalibrated, and got stronger. It was known as a "can do" organization.



Ranger Frank Wagner packing out of the San Isabel NF, 1910

In my role on the National Association of Forest Service Retirees Board, I was recently asked to put together some thoughts regarding changes in Forest Service culture in response to a request from the Secretary of Agriculture. Even though some of you may have already read some of what NAFSR included in our final report, I thought I would summarize a few of the culture findings here in this column and suggest that you consider

reviewing the full writing on the subject which is posted on the NAFSR website, [www.nafsr.org](http://www.nafsr.org), as "Sustaining the Forest Service: Revitalizing the Culture and Streamlining Process".

Certainly, the fabric of the Forest Service culture was woven together by dedication and

commitment, not only of

the employee but most often by the family. Many of us found ourselves in isolated compounds and remote locations and families bonded and supported each other. Indeed, "the Forest Service family" was a phrase often used to describe the closeness and ties experienced in the outfit.

By the early 80's, a report by the Office of Personnel Management identified the Forest Service as one of the most successful agencies in government because of its clear mission, decentralized structure, and reputation as a career organization. So the culture of the organization was built on strong leadership, professionalism, public service, dedication to conservation, on-the-ground decision making, and commitment to the outfit.

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These six foundational cultural values still are recognized as central to the Forest Service organization, but there are undoubtedly many factors that have come to influence the “culture” of the Forest Service today. Some of those factors are more specific to the Forest Service and some of are of broader nature and a reflection of our society overall in today’s world. In general, some of the culture changes in our society overall are:

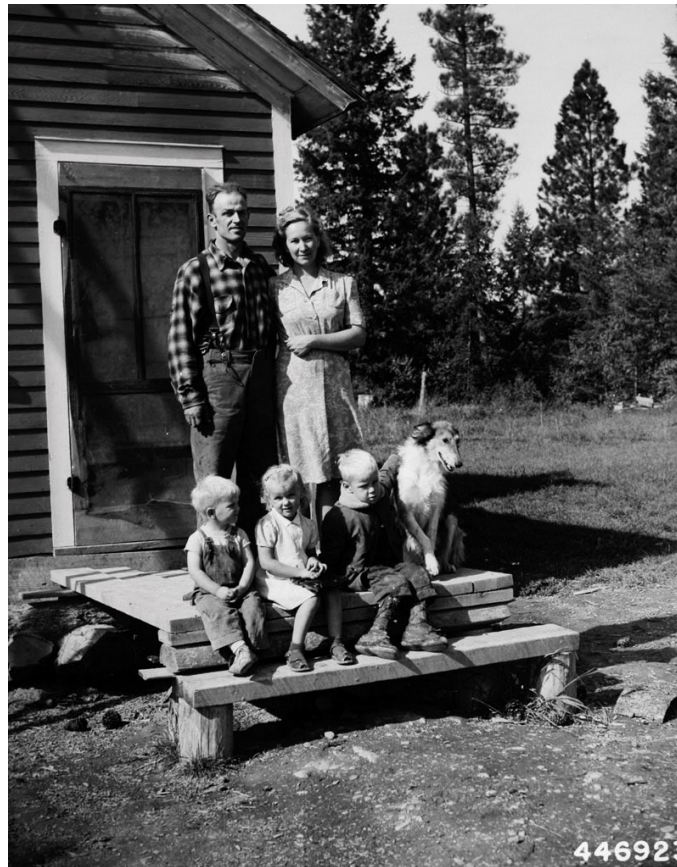
- We are hugely influenced by technology.
- People are influenced greatly by social media.
- The composition of the workforce across the country is more complex and diverse.
- Times are changing and as new realities face our nation and we see increasing new stresses and the demands on available resources.
- There seems to be a growing trend toward becoming a more “me” dominated society.
- And, in today’s working world there is a growing complexity created by the motivations and expectations of different generations.

In addition to the above overall cultural changes in our society, the culture within the agency is also being shaped today by more specific changes and realities that are summarized below:

- ❖ Even though the basic decentralized organizational structure is still in place, there

continue to be recognizable shifts to centralization.

- ❖ The capacity to accomplish resource management work at the field level other than fire has diminished greatly. Numbers of personnel devoted to non-fire related management on the National Forests and Grasslands have dropped over fifty per cent since 2005.



*photo by KD Swan*

- ❖ Without question, the amount of time and money that the agency spends on process, planning, analysis, documentation, and ensuring that all the procedures and regulations are fully met has expanded greatly over the years and this leads to a bias toward process not outcomes.
- ❖ The workplace of today is different than it was in previous decades.
- ❖ A strong traditional cultural expectation within the Forest Service has always been community presence but for a number of reasons there is a perception and perhaps reality that this has weakened over the years.

- ❖ The Forest Service culture of yesteryear was one of proud professionalism but there is an apparent reluctance of the agency today to support involvement in professional organizations.
- ❖ Even though the times call out for great leadership, there has been a lessening in the ability to lead from where you are as a result of centralization and limiting local authority and

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- ❖ Over the past several decades there has been a growing and positive reliance and dependency on partners and cooperators to get things done on the National Forest System.
- ❖ The continual negative impact of endless process requirements, reduced budgets, lack of legislative support, questionable administrative support, stress of fire borrowing, and push back against public lands, personnel issues, and even stressful happenings like the recent harassment scandal impact the culture and morale of the organization.



*Independence Pass, White River National Forest, 2017*

There are new realities in our society and new priorities for organizations at all levels. Even with all the changing variables, norms, technology, demands, attitudes, and perhaps even work ethic, one thing that should not change for the people in the Forest Service is the importance of the land and resources entrusted to the Forest Service on the National Forests and Grasslands. These public lands and the resources on them continue to grow in importance and how they are used, managed and protected is ultimately the measure of success and also the most significant influence on the level of

support the agency enjoys. It is the same awesome responsibility that biologists, range conservationists, foresters, rangers, technicians, scientists, and Forest Service folks of all professions working together have accepted for many generations.

The agency is trying to respond to huge challenges never experienced before. There are many millions of acres in need of restoration. There continues to be increasing impacts from fire and insects brought about by stress of climate change. There is increasing public demand, tighter budgets, some

internal challenges, and even less traditional support from some sectors than in the past, all of which makes these times even more difficult.

The culture of the outfit does change, just like that of our overall society, and some of these changes may be for the better and some may be viewed not so. The Forest Service has a rich history and the strong tradition of excellence and dedication that has over time provided a strong foundation for enduring change. With the new realities, new challenges, and new opportunities, leaders today must recognize

the importance of not forgetting the founding purposes of this organization and where conservation work gets done. The land and resources are too important to let the changing culture of the agency detract in any negative way from accomplishing the important work that needs to be done to fulfill the mission of the Forest Service.

If you want to see more specific analysis of these changing cultural factors I welcome you to read the full writing on the NAFSR website.