

RANGER

The Journal of the Association of National Park Rangers

ANPR  *Stewards for parks, visitors and each other*

Vol. XVIII, No. 3 • Summer 2002



Olympic Spirit and National Treasures
The New Role of Security

Letters

Thanks to ANPR from IRF

I want to personally thank the members of ANPR's board of directors for approving IRF's request to use ANPR as a "holding company" for any donations that IRF receives. Members of the Turner Foundation have unofficially advised me that IRF will receive a grant over the next two years to help us become more effective and efficient. One of the requirements of the grant is that IRF must gain 501 (c) (3) status here in the U.S. This would free ANPR of further effort as our agent.

Many of you were with ANPR during the early years. For those of you who don't know, it was always a struggle to make ANPR really effective in achieving the goals and objectives of the organization and providing member services. The foundation grant will help IRF, I hope, to move more rapidly in that direction.

I am very serious when I say thanks. ANPR has been one of IRF's most important member associations. You have proved it again.

— Rick Smith
IRF president

ANPR website appears popular

Kudos to those responsible for designing, coordinating and maintaining the ANPR website. It's easy to navigate and informative, and the Q & A page is a nice touch (and apparently very popular based on the number of inquiries). Keep up the good work!

— Doug VonFeldt
Former ANPR business manager



OOPS! A pesky mail label snafu plagued Ranger this spring

Your letters and e-mails in March alerted us immediately to a major problem in our mailing system for the Spring 2002 issue of *Ranger* magazine. Due to a computer software glitch by our contracted mail firm, all of the names and addresses were scrambled on the labels! You hopefully received your issue, but it had your address and someone else's name on the label. If you got a copy, consider yourself lucky — your postal carrier delivered it despite the mix up. Others (about 200 copies) were returned to us as "undeliverable" or "addressee unknown" because the name on the label didn't match the person at that address.

We remailed the second batch in early April. If you still haven't receive your Spring 2002 *Ranger*, please e-mail Editor Teresa Ford, fordedit@aol.com, and she'll send a copy via first-class mail.

Our apologies for the confusion. Computers — love 'em or hate 'em.

— Teresa Ford
Ranger editor



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ANPR Calendar

Ranger (Fall issue)
deadline July 31

Ranger (Winter issue)
deadline Oct. 31

Rendezvous XXV Nov. 18-22
Reno, Nevada

LETTERS

Stay in touch!

Signed letters to the editor of 100 words or less may be published, space permitting. Please include address and daytime phone. *Ranger* reserves the right to edit letters for grammar or length. Send to Editor, 26 S. Mt. Vernon Club Road, Golden, CO 80401; fordedit@aol.com.

Missing ANPR Members

The ANPR business office needs your help to find these people. Many of these names have appeared in previous issues of *Ranger*, but addresses haven't surfaced yet. Please check the list and send information to ANPR, P.O. Box 108, Larned, KS 67550-0108; anpr@larned.net

K.C. Becker	Washington, DC
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Ranger (ISSN 1074-0678) is a quarterly publication of the Association of National Park Rangers, an organization created to communicate for, about and with park rangers; to promote and enhance the park ranger profession and its spirit; to support management and the perpetuation of the National Park Service and the National Park System, and to provide a forum for social enrichment.

In so meeting these purposes, the Association provides education and other training to develop and/or improve the knowledge and skills of park rangers and those interested in the profession; provides a forum for discussion of common concerns of park rangers, 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 is P.O. Box 108, Larned, KS 67550-0108. Members receive *Ranger* as part of their membership dues. Consult the inside back cover for membership and subscription information.

Submissions

Prospective authors should contact the editor or editorial adviser before submitting articles. Editor, Teresa Ford, 26 S. Mt. Vernon Club Road, Golden, CO 80401, (303) 526-1380; fordedit@aol.com. Editorial adviser, Marianne Mills, (605) 433-5505; MarianneMMills@msn.com

Deadlines

Spring issue Jan. 31
 Summer issue April 30
 Fall issue July 31
 Winter issue Oct. 31

Submit copy to editor in Microsoft Word format or Rich Text Format as an attached file to fordedit@aol.com or on computer diskette to the address above.

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Cover: NPS rangers Dan Pontbriand, left, and twin Ed Pontbriand stand at the giant slalom training area at Park City, Utah. They were among a contingent of park rangers who helped with the 2002 Winter Olympic Games. Photo courtesy of Dan Pontbriand.

President's Message

Your Association has been busy! Many of the volunteers from Rendezvous have been productive, and the board of directors has positively blazed. The six board members who have the most potential to interact with WASO have all been able to visit their key contacts and establish working relationships. The spring board meeting (April 19-21) was very productive. Some highlights (more elsewhere in this issue and on the ANPR website) are:

This board of directors may well go down in history as the Bill Board — **Bill Supernauth, Bill Sanders and Bill Halainen**, that is. All have been working with WASO and Capitol Hill to inform staff about our desire to resolve staffing issues including development of a seamless recruitment-intake-training-development system, and the need for increases in field staffing levels. Bill Halainen and I had successful visits Feb. 26 with senior staffers for the House and Senate Committees; the next day I met with the NPS directorate and other key WASO staff. Our messages were well received.

ANPR submitted written testimony April 25 to the House subcommittee oversight hearing on **NPS Management Policies** (text is posted on our website). In addition, working with NPCA, we have gotten Congress' attention on the need for increased field staff. As part of this effort, we sent letters to the House and Senate appropriations committees urging support for increases to the ONPS budget. Information sheets stating our position on these issues have been posted on our web page ("Action Alert" button). Please download and copy these to distribute at appropriate meetings, conferences and other functions.

Other notable achievements include:

- Resolution on **ANPR bylaw changes** and approval (first time in years).
- Letter to **Golden Gate NRA** protesting a proposed rule to allow dogs to run off leash (see page 18).
- ANPR presence on the new **NPS housing task group** (again, see page 18).

And in the near future we will:

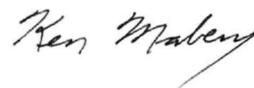
- Roll out a **marketing plan**. This will include increased recruitment efforts and more use of the website as a communications tool.

- Publish "A Guide for Working in the National Park System." **Director Fran Mainella** has agreed to write the introduction. It will be sold through our merchandising program.

- Present a **Political Realities** course at the Reno Ranger Rendezvous. This eight-hour class was born from members' desires, and is being designed and instructed by members. Some of the board (myself included) expressed regret that we will not be able to attend the class as it conflicts with the board meeting. Take good notes for us! At least two other classes will be offered in conjunction with Rendezvous (see page 22).

That should be enough for this quarter. But wait! We made a job offer to fill our **executive director** position and are negotiating the terms of a contract.

And we wrote to Director Mainella asking to be part of a partnership to finish implementation of **Ranger Careers**. There are strong indications that the Service is indeed going to address this issue. To keep abreast of these and other developments, periodically log onto our website: www.anpr.org



To regard protection rangers as the only 'rangers' is neither productive nor accurate.

— Brian Suderman
(see page 20)



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Golden opportunity for Team NPS at Salt Lake

By Kathryn Daskal
San Francisco Maritime

Dawn emerged to the east of Delicate Arch as Ute Indian Frank Arrowchis blessed the Olympic flame held by the torchbearer, his granddaughter. She would transport the torch on foot from the arch to the top of the Delicate Arch Trail. And so the torch officially entered the state of Utah in Arches National Park, after gracing nearly 20 other national parks, and cities and towns across the country. It was a fitting prologue for the XIX Winter Olympic Games in which the National Park Service and Native American culture would play a prominent role.

With Salt Lake City six hours or less from 23 national parks, in a state comprised of 80 percent public land, the host city proved a practical venue from which to share the message of resource stewardship with the world. Five land management agencies – the National Park Service, U. S. Forest Service, Bureau of Land Management, Utah Division of Parks and Recreation and Bureau of Reclamation – united to form America’s Public Lands (APL), an interagency team, to provide protection and

resource information to the media and public. At the helm for the NPS was NPS Olympics Coordinator Bob Van Belle, NPS Utah State Coordinator Vic Knox and the NPS Midwest-Intermountain Incident Management Team. Under their leadership, APL oversaw visitor information centers, media centers, publications, exhibits and public security.

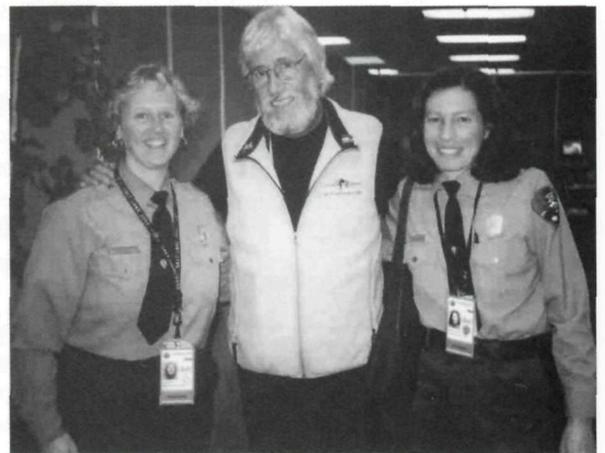
Information services were provided at numerous venues. A team of six park rangers joined other APL personnel to assist thousands at the Host City Visitor Center in downtown Salt Lake City. The center featured a 900-square-foot display of large format photos, maps and inspirational quotes about public lands. As Mary Tullius, deputy director of the Utah Division of Parks and Recreation, said: “This exhibit brings the beauty of Utah’s landscapes to

one location, and offers inspiring words on the values, history and many uses of public lands. The western landscape has a certain romanticism, especially for international visitors, and we’re here to share that.”

The frontier prevailed at APL’s “Western Experience” living history program at Soldier Hollow, the spectacular Nordic ski venue built at Wasatch Mountain State Park. Park rangers from Timpanogos Cave National Monument were on hand to answer questions while visitors observed pioneer blacksmith and cooking demonstrations, and tapped their feet to live bluegrass music. Displays also included a Pony Express exhibit, Ute Indian exhibits and dances, and wild horses on loan from the BLM.

In addition, rangers from Golden Spike National Historic Site staffed an APL information tent at Snowbasin Ski Area. Site of downhill skiing events, Snowbasin was built in the Wasatch-Cache National Forest. The Salt Lake Olympic Organizing Committee protected the integrity of the public lands on which both Nordic and downhill skiing took place. Facilities minimized environmental impact by conserving energy and recycling waste. Natural areas were restored through tree planting. Such efforts made the Salt Lake City Olympics the “greenest” ever.

Thousands took in Native American history at the Discover Navajo 2002 exhibit in downtown Salt Lake City. Produced by the



Jean-Michel Cousteau, with NPS public affairs team members Lisa Myers, left, and Kathryn Daskal, warned of the dangers of global warming at a press conference at the Utah Media Center. He and other board members of Earth Communications Office said warming could jeopardize future Winter Olympics and winter sports economies. The Salt Lake Olympic Organizing Committee partnered with ECO and other private environmental groups to promote conservation at the Olympics. Cousteau, son of Jacques Cousteau, was the first-ever environmental representative to carry the Olympic flag at the opening ceremonies.

Navajo Nation and staffed by NPS personnel from Navajo area parks, the eloquent displays took an unflinching look at the plight of the Navajo in recent centuries. Exhibits also recounted the Navajo creation story and covered present-day triumphs and challenges. Exhibitgoers watched artists at work and learned the heroic story of the World War II Navajo Code Talkers. Visitors chatted with Navajo veterans who used the famous unbreakable code in combat. The exhibit represented a commitment from SLOC, the Navajo Nation and the NPS to a multicultural presentation of west-ern history.

From television and newspaper inter-views to visitor contacts on the street, eight NPS employees played a visible role as part of APL's public affairs team. Featured on Philadelphia evening news, Regina Jones-Brake of Assateague Island spoke with NBC-WCAU about APL and resource conserva-tion. Jennifer Mummart of WASO informed a Canadian news film crew about NPS recreational opportunities. In addition, the team staffed two media centers to answer questions and distribute press packets to journalists reporting on the diverse public lands in and near Utah. Through media contacts the team shared this country's unrivaled tradition of stewardship.

Far less visible, but essential, were 100 NPS protection rangers who patrolled the mountains bordering the alpine sports events — on skis, snowshoes, snowmobile and foot. With heightened security concerns following the Sept. 11 attacks, the U.S. Secret Service was tasked with overseeing perimeter security for the alpine venues. Such was the opportunity of a lifetime for land management officers from numerous agencies skilled in mountaineering and win-ter survival. Dubbed "Super Smokies" by



Ranger Dan Pontbriand takes advantage of a warm-ing area along the central boulevard in Park City, Utah. He and many others worked night shifts at the Olympics from 10 p.m. to 6 a.m.

NBC News, NPS recruits joined the team from as far away as Alaska, Hawaii and Massachusetts.

The coveted assignment presented myriad challenges and many rewards. Maintaining personal safety was para-mount in the forbidding, high-alti-tude conditions. "You have to deal with the cold first so that you can do your job of providing security," said Norm Simons, a park ranger from Golden Gate. Assigned to Utah Olym-pic Park, site of the ski jumping and all sleigh events, Simons worked the "graveyard shift" on skis in often sub-zero temperatures and up to 50 mph winds. Layers of polypropylene, fleece and Gortex, and plenty of water and food were critical as a hedge against dehydration and hypothermia.

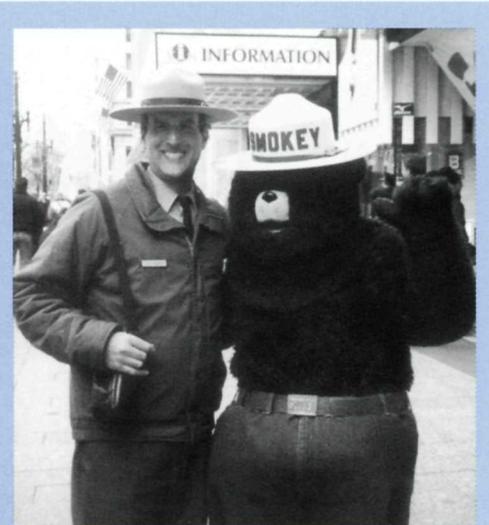
It was a hazardous job. Night vision goggles, headlamps and observational skills were part of the toolkit. "It's exhilarating to be up on a ridge, but you have to be cognizant of avalanche and other dangers," Simons said.

Staying the course in the dark was tricky. A skier since the age of 5, Jeff Kracht, a park ranger from Hawaii Volcanoes, pat-rolled the perimeter of aerial, mogul and slalom events at Deer Valley Resort. "You're skiing ungroomed areas, snowmobiling on icy, bumpy slopes," he said. "Knowing the hill at night is important."

Simply staying alert on long, dark shifts was a challenge. Park ranger Janette Chiron of Kenai Fjords kept night watch on foot and snowmobile at Soldier Hollow. She deterred trespassers looking to hunt, ice-fish and snowmobile — activities typically allowed in the state park. "We had compli-cated logistics with people shifting posts through the night," she said. "This gave people breaks and kept everyone on high alert."

Despite long hours and freezing condi-tions, rangers felt privileged to do what they love and provide a service at the same time. "Winter recreation is my thing, dear to my heart. I don't get to do a lot of that in Hawaii!" Kracht said. "It's an opportunity of a lifetime," noted Simons, "to work at a significant worldwide event with a chance to make a little bit of a difference."

With more than a million visitors and thousands of journalists in the streets and venues for 17 days, backcountry patrol proved a respite from the frenzy. "I love



It was bear hugs and furry high-fives for those outside the Host City Visitor Center in downtown Salt Lake City. Smokey Bear joined NPS public affairs team member Scott Gediman to welcome Olympic visitors inside, where an interagency exhibit invited them to explore Utah's spectacular public lands.

cross-country skiing," Simons said. "The night was quiet with no one around. I got a sense of the pristine quality of the venue. With light from the stars and moon reflect-ing off the snow, there were times I didn't even need a headlamp."

Through partnership with other federal and state agencies, the NPS assisted count-less visitors and media personnel. And, as Bob Van Belle said, "It's our hope that the spirit of cooperation that characterizes the America's Public Lands coalition will be a legacy that continues here in Utah long after the Olympic flame has been doused."

With the arrival of the flame to Rice-Eccles Stadium on Feb. 8, 2002, the open-ing ceremonies commenced in splendor. In an unprecedented display of unity, the lead-ers of the five Utah Indian Nations — Ute, Navajo, Paiute, Goshute and the North-western Band of the Shoshone — joined together in front of 52,000 spectators and a TV audience in the millions, to offer prayers of peace.

Such would begin an Olympiad promot-ing sport, cultural diversity, resource con-servation and peace. [🏞️](#)

Kathryn Daskal served as a member of the NPS public affairs team at the 2002 Winter Olympics in Salt Lake City. A park ranger for many years at Grand Canyon, she can now be found near Fisherman's Wharf, singing sea chanteys and interpreting the magnificent old ships, as a park ranger at San Francisco Maritime.

Lighting the fire within



The world watches as America hosts the Winter Olympics

Park Service personnel play key role

By Dan Greenblatt
Canyonlands

Feb. 4, 2002, 4:30 a.m. — As I wind down Utah Highway 313 from my home at the Island in the Sky District of Canyonlands National Park, I see lines of car lights entering Arches in the darkness. I think “All roads lead to Arches National Park.” And on this day it is true. The Olympic Torch Relay will enter the state of Utah today at Delicate Arch, the most recognizable of Arches’ landmarks. In four days this flame will light the cauldron and open the Salt Lake 2002 Winter Olympic Games. A deluge of worldwide attention is about to descend on the state of Utah.

For me these promise to be very special games. I will carry the Olympic flame later

this morning in Arches, representing the National Park Service. This afternoon I will drive to Salt Lake City to begin a three-week assignment providing information about public lands surrounding Salt Lake to visitors from all over the world. By the time the flame is extinguished on Feb. 24 I will have an insider’s view of the Olympics and the National Park Service’s participation.

5 a.m. — I arrive at the Arches Visitor Center and am met by the other torchbearers, all resplendent in our torch relay uniforms. The suits are shiny white and we are literally glowing. Most of us, myself included, are also glowing with pride and excitement; the big day is finally here. Among the group are Natalie Hettman and

Gary Haynes, employees from Arches National Park. We have all been selected by our parks to represent the National Park Service. Natalie and I were chosen in October after being nominated by co-workers, Gary was picked to recognize his role as planning section chief for this event. The incident has involved coordination between numerous federal, state and local agencies and over 100 NPS personnel. We smile and sign a logbook as our co-workers snap photos and torch relay staff briefs us on the day to come.

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Above, Dan Greenblatt of Canyonlands receives the flame from Natalie Hettman of Arches. He next passes it to Robin Fela of the Bureau of Land Management.



Here are the Pony Express volunteers and cabin we staffed as part of the Western Experience at Soldier Hollow, the Nordic ski venue.

5:30 a.m. — National Park Service Director Fran Maniella enters the Visitor Center, we are introduced and she wishes us well. The director then departs for the ceremony to be held at Delicate Arch at sunrise.

7:31 a.m. — We watch on TV at Arches Chief Ranger Jim Webster's house as Northern Ute Indian Frank Arrowchis blesses the Olympic flame under Delicate Arch accompanied by native flute music. The big day is really here. Minutes later I depart for Courthouse Wash along the Arches Scenic Drive to await my leg of the relay.

8:45 a.m. — The sun has come up and temperatures are slowly warming from the 8-degree start. I pose for photos and stretch, waiting to begin my leg. I will be riding a mountain bike for 4.5 miles, the torch will be tucked into a piece of PVC pipe strapped to my rear rack. The ride is 2 miles gradually uphill followed by a steep switchback descent to the Arches Visitor Center where I will pass the flame.

Suddenly a truck full of photographers and another vehicle go by. Someone shouts, "Flame coming." I grab my torch and meet Natalie as she completes her leg. In the middle of the road we exchange the flame. About 25 spectators are on hand, two press vehicles and two torch relay support vehicles are ahead of us, six motorcycles buzz around us. Behind Natalie and now behind me is a 120-vehicle motorcade of all the people exiting the park after the morning festivities. Included in the group are Director Maniella, Utah Gov. Mike Leavitt, SLOC President Mitt Romney, many other dignitaries and a lot of people I work with.

I have the sense there is no time to waste, with the help of a spectator I get the torch mounted on the bike and take off. Funny thing, I looked forward to the moment of carrying the torch for months. For the last few weeks it was practically all I could think about. Now I have it and I want to get this ride done as fast as possible. I power up the hill as best I can, cameras are on me the whole time so I smile as much as possible, no sweating or panting allowed. A photo of me at the very top of the hill,

with a dramatic background, will be printed in the next day's Salt Lake Tribune.

Just before the beginning of the descent the motorcycles stop me and change my torch; the propane tanks are only good for 25 minutes of burn time. I take the opportunity to put a fleece hat on under my bike helmet. Minutes later I cruise into the Arches Visitor Center parking lot and pass the flame to Robin Felau of the BLM who will take it into Moab.

There are more than 100 people at the parking lot, including several busloads of school kids. I am interviewed by local TV news, I pose for photos for an hour, most with kids or strangers who want to be part of the Olympics. I make sure everyone in the photo puts a hand on the torch but I don't let go of it. I already purchased the torch and will have it as a keepsake.

10:30 a.m. — It's already been quite a day but there's more to come. I drive from Arches to the BLM office in Moab. The streets are still clearing out after the torch came through town. There is a reception for the torchbearers attended by Director Maniella, BLM officials and many of our co-workers. In front of a packed room all of us are presented with awards and photographed with the director. The reception ends around 11:30 a.m. and I grab a couple of muffins from the spread on the way out. I have barely eaten all day I've been so excited, nervous and not hungry.

2 p.m. — I leave Moab for Salt Lake City. The first day of training for the Visitor Services detail during the games begins tomorrow morning at 7.

Feb. 7, 9:30 p.m. — Host City Visitor Center, downtown Salt Lake City, UT — It is my first shift working in the Visitor Center for the games. Since I arrived in Salt Lake City media coverage of the torch relay has been intense. I have seen so many inspirational stories of torchbearers. Those who have overcome physical obstacles such as disease and disability, people who have made major impacts on local politics and community organizations, celebrities from the world of entertainment and sports like the Osmonds, Lance Armstrong, John Stockton and Karl Malone. Did I actually carry the flame? It doesn't seem real.

Several co-workers and I watch the flame carried past the visitor center to burn overnight at the Salt Lake City and County Building. The 2002 Winter Olympics are really here and I am a part of it. As I stand there in my ranger uniform I feel very proud and fortunate.

Feb. 8, 9:30 p.m. — I watch on TV as the 1980 U.S. Olympic Hockey team lights the cauldron at Utah Olympic Stadium. I remember as a freshman in high school sitting in class and all I could think about was that night's Olympic hockey game between the USA and the USSR in Lake Placid, NY. Would young Team USA be able to upset the mighty Soviets? Of course they did, and when Al Michaels uttered the now famous comment, "Do you believe in miracles . . . yes!!" I was jumping up and down in the living room, celebrating with family and friends.

Now I share a special bond with the Miracle on Ice, as well as with so many other inspirational people who helped bring about this glorious start to the Games. Tears well up in my eyes. I've realized a dream; these last few days have been among the most exciting in my life.

I feel the Olympic spirit. I have lit the fire within. 

Dan Greenblatt is the assistant district interpreter in the Island in the Sky District of Canyonlands. He grew up an avid sports fan near Boston, Mass.

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Photos supplied by author.



Above, snowmobiles often transported personnel to mountaintops when the lifts were closed, and took Border Patrol agents to surveillance posts. At left is the venue at Park City. Photos by Dan Pontbriand.

Commissioned NPS rangers help Olympics stay safe

By Kevin Moses
Big South Fork

As the United States welcomed the world to Salt Lake City, Utah, and the XIX Olympic Winter Games commenced, commissioned protection rangers of the National Park Service were there. In all, 108 rangers plus overhead personnel, representing over 70 NPS areas from every region, were there to greet the world and keep the Games safe.

NPS rangers didn't end up at the world's largest winter sporting event by happenstance. Rather, we were placed there by design. Tasked with developing a comprehensive security plan to meet the rigorous needs of the Olympics — a monumental challenge to be sure, both in size and scope — the U.S. Secret Service was quick to tap into the rich talent pool within the NPS ranger corps.

As with most other events the Secret Service coordinates, their plan placed officers at traditional posts, such as perimeter fences, parking lots, magnetometer sites and fixed guard stations. But the 2002 Olympics held in the rugged Wasatch Mountains required more demanding posts unique to winter mountainous terrain. It's these latter assignments where the Secret Service especially needed the expertise of NPS protection rangers.

At four different venues — Soldier Hol-

low, Park City Mountain Resort, Deer Valley Resort and Utah Olympic Park — rangers demonstrated their collective command of what many consider traditional ranger skills: cross-country, telemark and alpine skiing, snowshoeing and snowmobiling. Patrolling via these means enabled rangers to respond quickly to incidents in areas that otherwise would be difficult to reach.

Throughout the course of the Games, NPS rangers shouldered their share of providing round-the-clock security, often involving standing guard at lonely perimeter posts during early morning hours in sub-zero temperatures. Rangers responded to incidents including several attempts to breach security perimeters at each venue, attempts to carry prohibited items into venues, unruly persons, MVAs, visitor assists, EMS calls, investigations of ticket scalping, and an investigation of the sale of counterfeit NPS pins.

In carrying out the often-arduous assignments amidst challenging conditions and terrain, rangers displayed an impressive safety record with zero injuries. And they did so in a professional and honorable manner. With the eyes of the world upon them, NPS rangers rose to the unique challenges of providing security at the events, working side-by-side with and earning the respect of officers from scores of other agencies, including military EOD units and

MPs, the National Ski Patrol, sister federal agencies, state and local law enforcement agencies and the Secret Service.

Special mention needs to be made of 15 NPS personnel in particular. These are the folks of the NPS ICS Team. On top of performing their normal day-to-day duties at their home stations, they practically ate, slept and breathed Olympics while coordinating and planning for the incident for two years. They served above and beyond the expectations of their normal duties. Without their countless hours — including untold hours of unclaimed overtime — of unselfish service to the cause of NPS involvement in the Games, rangers never would have been able to participate in this historic and probably once-in-a-career event.

These folks are Denny Ziemann, Mona Divine, Rick Mossman, Darryn Witt, Larry Frederick, Lori Betts, Mary Beth McClure, Sherrie Collins, Rich Spomer, Larry Overbye, Jim Dahlberg, Al Nash, Mark Engler, Aniceto Olais and Jim Webster.

Overall, the Salt Lake Olympics were a resounding success. In the wake of the Sept. 11 tragedy, we managed to host the entire world at the Games — and we pulled it off without a hitch. A gold medal performance, indeed. 🏆

Kevin Moses is a protection ranger at Big South Fork National River and Recreation Area.

Protecting national treasures

after the Sept. 11 attacks

By Philip A. Selleck
Everglades

On the morning of Sept. 11, 2001, the Southeast Region Special Event Team was beginning the third day of a six-day advanced law enforcement techniques course. On that sunny morning at a remote location in the quiet woods along the Blue Ridge Parkway, about 2½ hours from Washington, D.C., the sketchy report that a plane had hit the World Trade Center didn't adequately describe the horror of that event. It wasn't until we received the report of multiple plane crashes that we began to seek more information. Someone remembered there was a television in the building that received at least one channel. It wouldn't have mattered if there were one or 100 channels, because as we watched the video record of events, we realized every station would have coverage of that terrible, sad morning.

I spoke with Capt. Kevin Hay, law enforcement specialist for the Southeast Region, and we were determined to continue our training until a definite call for our activation was received. On the afternoon of Sept. 14 we finished our training and four of us from Florida packed our equipment in our rental vehicle and drove home non-stop; all our flights through Dulles had been canceled.

By Sept. 22 the 13 of us were together again in Washington, D.C. After a day of weapons of mass destruction training, we were put to work providing security for the Main Interior Building and the employees within. We were part of a group of Interior

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NEW YORK CITY DUTY: *The Southwest Area Incident Management Team poses in Central Park. The team, under incident commander Van Bateman, completed a 34-day assignment at the World Trade Center site.*

law enforcement officers from the NPS, Bureau of Land Management, Bureau of Indian Affairs and Fish and Wildlife Service. Since none of our agencies had primary jurisdiction in the building and surrounding area, we were all deputized as

sixth floor at the entrance of the secretary's office during the day, and patrolled the exterior of the South Interior Building after business hours. The work and building were familiar because we performed much the same task in the spring of 2000 to guard against protestors of the International Monetary Fund meeting.

It was difficult to stay alert given the simple nature of the task and the assignment to fixed posts. In addition, we were in the formative portion of the Sept. 11 response, and the time until arrival of relief was uncertain for several weeks. We worked to stay fresh and alert by rotating our posts frequently, communicating with each other often, and eating regular, good quality meals. We remained as self-contained and self-sufficient as possible, organizing ourselves to provide our own transportation, food,

timekeeping and post rotations.

The time in Washington passed without significant event, but I was left with several lasting impressions. There was the eerie silence in the vacant skies over the city, broken only occasionally by the U.S. Park Police helicopter, the odd military aircraft, or the president coming and going from the



MULTIPLE ASSIGNMENTS: *The Southeast Region Special Event Team has provided protection at Main Interior in Washington, D.C., (twice) and Independence in Philadelphia.*

special U.S. marshals.

We worked on varied shifts, staying together as a team or broken into two squads on separate shifts. Our primary assignment was security for the ramps into the underground parking garage of the building and the C and E Street pedestrian entrances. We also provided additional security on the



Peter Macdonald

White House.

Along the banks of the Potomac after dark, Washington's Reagan National Airport was a blank spot in a sea of lights. There was waiting on the roof of Main Interior at dawn, to catch the rising sun as it shone through the openings of the Capitol dome. And there were the many Interior employees who, despite the inconvenience of increased security and our scrutiny as they left or entered the building, said to us, "We're glad you're here."

We left Washington in October, not knowing we'd be called to Independence National Historical Park for three weeks in late November. Ten of us made the trip.

Our assignment there was to staff seven uniformed and two plain clothes fixed posts during the day and four uniformed posts at night, working along with the park staff and rangers from Valley Forge. After the first week or so, all of our team moved to the day shift. Shifts were 12 hours, seven days a week. We provided security for the two adjacent blocks in the park that held Independence Hall and the Liberty Bell and assisted at the magnetometers just inside the entrance to each building. Our presence in the park also allowed most of the Independence rangers the opportunity to get days off, work some shorter shifts, and get back to their normal duties outside the two-block security area.

We used the same strategy and tactics to tackle our duty in Philadelphia as we had in Washington. We were self sufficient, arranging travel to and from the incident, lodging, meals and timekeeping ourselves. We organized a shift rotation that met the park's needs but kept us moving from post to post. It afforded each ranger the opportunity to get out of the cold every so often, and get a hot meal during the shift. In addition, we were able to make foot patrols as staffing allowed, learning the park layout, increasing law enforcement visibility and breaking the routine.

Our tour wound down quietly Dec. 16. Although there were no major events, a couple of observations and experiences stuck with me.

Even though security measures had increased greatly, access to Independence Hall was severely limited and long lines were common, visitors had a great understanding and patience waiting to see two of our most important national and world treasures. The power of those treasures became more apparent to me on the blustery



This view shows workers helping with clean up at the World Trade Center site. The Southwest Area Incident Management Team was on duty in New York City from Sept. 12 to Oct. 14, 2001.

Sarah Gale

overcast morning of Dec. 11. To commemorate the courage, heroism and memory of the victims of the United Airlines flight that crashed in western Pennsylvania on the morning of Sept. 11, their families and friends, along with the state's governor, raised the American flag in front of Independence Hall. As part of the ceremony, they were offered a tour of the Hall, but many remained together near the flag and talked. They stayed for quite a while, and, it seemed, left reluctantly.

Our team was called out one last time in early 2002 to return to Main Interior on security detail. It was to be our last assign-

ment pending transition to using single resources (rangers) to fill assignments. I was allowed to stay behind and catch up with my backlog at Everglades. Everything went relatively smoothly, and the team got great reviews from Capt. Hay, who was working at Main Interior at the same time.

The team is home now, but the Sept. 11 incident continues without a clear end in sight. Hopefully the NPS can apply the lessons learned along the way to fine-tune the response action plan and keep the balance between the needs of the individual parks and the Service obligation to provide staffing for homeland security.

Park rangers help with homeland security

The National Park Service Homeland Security/Counter-Terrorism response involves deployment of more than 200 rangers on a continuing basis. The NPS has contributed over 80,000 person/hours to this effort since Sept. 11, 2001. Assignments involve a variety of locations and duties at NPS and Department of Interior facilities. At any given time approximately 80 rangers are detailed away from their home parks to high-risk sites around the country. This level of sustained response is unprecedented in NPS history.

A Multi-Region Coordinating Committee was established to allocate resources for the increased workload requirements. The MRCC works to ensure that parks and regions provide a fair share of resources based on their proportion of commissioned permanent rangers. Since early March the NPS hasn't been able to fully meet the counter-terrorism staffing demands on a timely basis. Priorities and staffing levels often dictated by the Department of Interior are resulting in impacts on park resources as seasonal operations begin.

Efforts are under way to replace NPS rangers at detailed assignments with contract security guards, local law enforcement and improved physical security measures. We remain at a Response Level IV, a state of "National Urgency," and anticipate these security needs continuing through the fiscal year or longer.

— Chip Davis



Gladys Ross

In any case, my experiences have left me with my personal “lessons learned.”

The Special Event Team is a valuable tool for quick or sustained response. Many of us worked assignments and trained together as a SET for almost three years before Sept. 11. We knew each other’s strengths and weaknesses, were experienced with ICS and were experienced rangers. As a result, we were able to organize quickly, function efficiently and hit the ground as a solid team on each SET activation. We were also self-contained, self-sufficient and self-motivated when we needed to be.

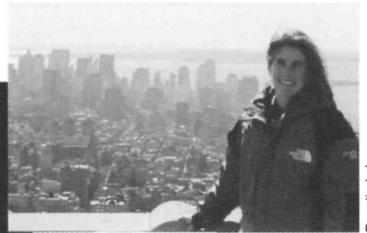
Interior law enforcement officers from agencies with different missions can work together and get a job done. At Main Interior, we worked with officers from the BLM, FWS and BIA to provide security for the building and its employees. We looked behind our different agency functions and official mandates and recognized a shared motivation to “protect and serve” as federal officers.

It’s a good place to start, and an approach that promotes success in our continuing response to the attack of Sept. 11.

My world view has changed. I found a new capacity for sadness in realizing the great number of lives that were ended or changed forever by such violent means. The weeks I spent on assignment away from my family gave me a greater appreciation for the tremendous sacrifices of those sent to the Middle East to spend months or



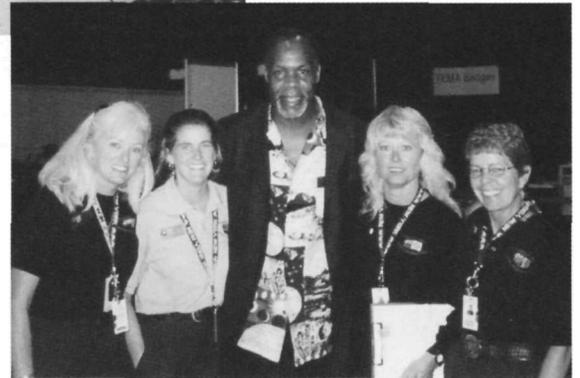
Above, the Southwest Area had team members at the World Trade Center site acting as liaisons between the SWA Type I Team and the Fire Department of New York City. They filtered information back to the Planning Section, which was producing an incident action plan for the FDNY recovery efforts. Left, Sarah Gale, with the Empire State Building in the background, commuted daily to work from the Jacob Javitz Convention Center where all the Urban Search and Rescue crews lived.



Rosalind Jones

Above, Sarah Gale poses on the 83rd floor of the Empire State Building. The Southwest Area Type I Team set up a repeater here to improve communications for the Fire Department of New York City at the World Trade Center site.

Darla Jo Quick



Actor Danny Glover, center, poses with (left to right) Rosalind Jones, Chickasaw; Sarah Gale, Glacier; and Darla Jo Quick and Gladys Ross, Forest Service. He was one of many celebrities who provided motivation during visits with the workers.

years away from home.

I would like to recognize these people who didn’t hesitate when called, and who keep me sold on the SET concept: Dennis Turnbo, Shiloh; Pete Schula and Darius Jones, Blue Ridge Parkway; John Nichols and John LaCorte, Department of Trans-

portation; Kim Korthuis and Regina Klein, Natchez Trace Parkway; Eric Lugo, Canaveral; Rich Biurgren, Kennesaw Mountain; and Lorena Harris, Jon Holter and Jeff Srebernak, Great Smokies. 

Philip Selleck, assistant chief ranger at Everglades, is the leader of Southeast Region’s Special Event Team.

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The National Park Ranger

*Founded in tradition . . .
committed from the heart*

To get together a ranger force with such spirit as is shown by the present force has been my aim since my first coming here and taking charge. Though there have been many changes, I now believe they were for the best, for never has there been the spirit of the park and less of self as in the present force. It is a pleasure to work with such men.

— Superintendent Harry Karstens
Mount McKinley National Park, 1926

By Ken Kehrer Jr.
Capitol Reef

Little did Superintendent Karstens realize the profound impact of these simple statements. By focusing on the intangibles of spirit and selflessness, he inadvertently began to define the essence of a park ranger. Through the succeeding years, other attributes were incorporated to complete this picture. These included dedication, commitment, passion, strength of character, honesty and heart. Together, the embodiment of these attributes laid the foundation for the national park ranger and, through them, personify the essence of the national parks.

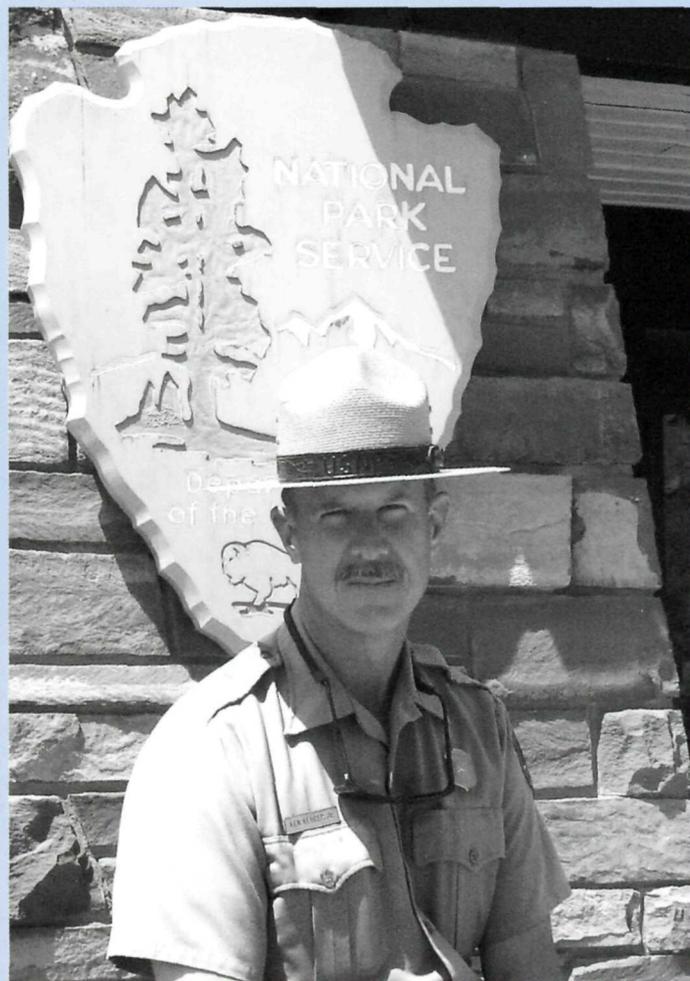
The vision for the national park ranger began with Stephen Mather. Early on, Mather recognized the need for a ranger force and set about to create one, searching for individuals who possessed certain skills and traits. Potential rangers were to be between 21 and 40 years of age, healthy, of good character and tactful in dealing with people. Skills in outdoor life, horsemanship, fire fighting, trail construction and skill with firearms were a must. Mather strove to build *esprit de corps* and to impress on those individuals the importance of their truly unique and noble profession. The ensuing camaraderie became another

building block in the foundation and heritage of the park ranger. Though underpaid and underappreciated, rangers such as Billy Nelson, Grant Pearson and Forrest Townsley set the standard for the first few decades of our existence and planted the seeds of the national park ranger culture. The traditions that these pioneers established were what set the national park ranger apart from other government employees — and it was those intangibles that created the difference.

Though disturbing times were upon us, rangers who embodied our pioneer values continued to emerge through the 1960s and '70s. Many of us vividly recall the role models we so admired and strove to emulate. Faced with the complexities of a rapidly changing society, they held to and still embraced the *esprit de corps* that Mather envisioned. They lived the National Park Service and their enthusiasm and dedication were infectious. To the public, they embodied the true image of a ranger. This spirit rubbed off on the younger rangers and we were enthralled. Unfortunately, a combination of political, social and financial factors conspired to doom this Camelot.

The 1990s were a time of great turbulence within the ranger ranks and within the NPS. Ranger Careers was implemented but often met with envy, bitterness and in some circles, unmet expectations. The personal computer age fell upon us and born from it was coined the somewhat coarse but often accurate term, “butt” rangers. Rang-

ers were spending ever increasing time in front of computer screens instead of functioning in the field. Enhanced annuity (6c) retirement for law enforcement commissioned rangers was approved but not without long and painful battles, lingering resentment and its own dilemma; shout for joy or quietly wonder what we have done to ourselves. The demoralizing aftermath of reorganization still lingers and a wave of retirements have decimated the ranks of some of our best and brightest. While a lowered retirement age or interest in looking for other opportunities in mid-life are obvious attractants for a change in the ranks, it is the other factors of this exodus that should serve as our wake-up call. Too many people cite things like the lack of appreciation or recognition for a lifetime of dedication and commitment, or political interference, stating that as the climate changed within the agency, it became increasingly difficult to embrace new politically driven policies and directions that are counter to our values and traditions. Even the very core of our foundation, the NPS mission, hasn't escaped tampering. The



essence of the National Park Service ranger and our *esprit de corps*, once so prominent, is waning. What some call the new normal now alarmingly resembles the old abnormal.

A microcosm of our government and society, the NPS ranger is not immune from the moral and ethical viruses that increasingly pit doing what's right versus what's politically correct, what's appropriate versus what's acceptable and even what's virtuous versus what's "mine." Possessive tunnel vision exists and has infected the agenda — and while some are more guilty than others, no one is exempt.

Mimicking life itself, the past 25 of our 85 year history has been in itself, a defining cycle. Progress was made — and lost. Critical issues were addressed — and ignored. Mistakes were made — and lessons learned. Above all, as the cycle continued, evolution occurred and regardless of anyone's wishes, the national park ranger will never be the same. Growing ever more complex, the constant internal pressures focused on our profession have distorted the visionary cycle that was once clearly articulated by our founders. Through no intentional fault, we are losing our identity. We are out of balance and have become a reactive entity, at times moving backwards as in a vacuum. We're told that the park ranger must change to meet the desires of a new, modern society, that we need new vision and new direction. Some have said that park rangers and even national parks, as we have known them, are no longer relevant in the national scheme, that society has new needs and expectations. Is this true? Have we lost our relevance to society, both as an entity and as an organization?

I believe that the answer to our future is irrevocably tied to our past, that the vision and direction established by Stephen Mather and his early ranger force and carried forth to the ranger icons of my early career are more pertinent than ever. We are anchorless if we abandon our traditions and our values for the sake of change. What we must do is recognize those societal changes and expand our role to meet them, not alter our role to parallel them. If we have lost sight of our past then we must recover it. More than ever before in our nation's history, today's society needs something that calls to normalcy, some place that has remained stable in this turbulent world, some place firmly anchored in our national heri-

tage, time-honored values and traditions. Where else but the "Islands in Time" we strive to keep "unimpaired for future generations." We need to do a better job of enlightening the public to the virtues of what the national parks stand for, of what they can provide for each individual, especially today in this complex, electronically paced world.

And who better to steward those areas but the national park ranger, tied irrevocably to the traditions and values of our mentors while making appropriate use of education and modern technology to improve our effectiveness? The past is our classroom, the present but a fleeting moment. The future is now.

In a recent presentation to the Intermountain chief rangers, Regional Director Karen Wade said:

"The National Park Service and the park ranger . . . I can't imagine one without the other. They are inseparable."

This wasn't just a statement of fact, it was a statement from the heart. In order to assure this marriage continues, each and every one of us needs to take a quiet moment and evaluate why we became a park ranger, on what we've built our foundation and what we stand for.

I suggest that if there isn't an emotional tie and a commitment to the intangibles embodied in our forefathers, we are off the mark. I suggest that if our motivation is for political recognition, self gratification or power, we are off the mark. I suggest that if we're willing to compromise our standards, our ethics or our sacred values, we are off the mark.

Maybe the best test is this: Could we stand in front of those who heralded the ranger profession and hold our heads high? Could we look them in the eye without flinching? Could we answer their most pointed questions with honor? Or would we stand embarrassed and ashamed?

Today, the national park ranger struggles to be all things to all people. To respond to this critical point in time, we must renew the commitment to our heritage. We must personify the tradition of our noble calling and seek to renew the pride and *esprit de corps* once so prevalent in our organization. To achieve this, we must embrace those sacred values and hold ourselves to a higher standard. We must continue to ex-

plore and use the new tools available to us but recognize that they are but a means to achieving a goal, not the goal itself. Finally, to succeed in the 21st century, we must perpetuate our traditions by committing our hearts. 

Ken Kehrer Jr., a 26-year veteran of the National Park Service, began his career as a seasonal interpreter in Yosemite. He then worked as a foot, road and horse patrol ranger in the Valley, Wawona and Mather districts while spending his winters on skis at Badger Pass. Following a six-year stint as district ranger at Capitol Reef, he served 11 years as chief ranger at Denali before returning "home" to southern Utah as the chief ranger at Capitol Reef. A former Department of Interior Valor and Alaska Region Harry Yount Award recipient, he is active in the Intermountain Region as chair of the Colorado Plateau Cluster Chief Rangers.

A Code of Honor

We, the collective body of national park rangers, need a code of honor. Protection rangers take an oath of office upon accepting their law enforcement commission, but while I strongly agree that we should affirm to this oath, we cannot call it our own. It is similar, almost verbatim, to those taken by other officers of other agencies, including our Armed Forces. And we all have the NPS mission statement to guide us. But, neither can we as rangers call it our own, because it applies to us as an *agency*.

I believe the work we do as rangers is unique. It is the stuff of rangers. And I believe we should have a code that reflects this uniqueness—one that captures what it is that we do and who it is that we are. What follows is one idea for such a code. It is

called the National Park Ranger Code of Honor. More rangers than I can list here offered their input on it. Thus, it is the result of a team effort, which is fitting, because it really drives home the importance of teamwork.

Give it a read and see what you think. If you'd like to offer your input, give me a shout sometime. I'd be very interested in hearing from as many rangers as would like to comment on the idea. This thing isn't written in stone, it's just an idea, a suggestion. Maybe, if enough folks like the idea, we can finally have a code of honor to call our own. And maybe, it'll serve as a positive step toward refining our identity as rangers.

— Kevin Moses, Big South Fork

National Park Ranger Code of Honor

We are National Park Rangers. We know that our actions have the potential to affect many persons, some profoundly, on a daily basis. Our actions also have tremendous potential to affect the resources we hold in trust for future generations. Our office is a position of public trust that carries with it a plurality of weighty responsibilities. We recognize that we are privileged to hold such a position and we assume our office with unwavering humility and honor.

Our chief responsibility is to carry out the mission of the National Park Service. To show our commitment to this cause, we wear a badge over our hearts. This communicates to the people a message of service devoted to the achievement of their welfare. We hold ourselves to a high standard of ethical conduct, and are diligent to earn and maintain the people's trust and respect, as well as that of our fellow rangers. In turn, we shall treat all parties whom we contact with an appropriate degree of dignity and respect. And under no circumstance, shall we ever allow the slightest hint of dishonor to descend upon that which is symbolized by our badge.

We are stewards of sacred public lands. Together, these lands define a large part of our great nation's heritage. As stewards of these places, it is our charge to understand, preserve, and protect them through conservation of the natural and cultural resources found within. We are entrusted with the care, perpetuation, and, in some cases, enhancement of our nation's greatest treasures. We are vigilant in our stewardship of these resources, knowing they must endure for the benefit of our nation for countless years to come.

We are educators. We lead people to open their minds to the importance of these special places; to the recreation of spirit such places provide. Through increased understanding, we provide people with tools that can enrich their lives as well as help us to carry our mission forward beyond our tenure. Through our professional interpretation and education, visitors, volunteers, and future employees will come to understand the meaning of parks. And through our connecting with them, the public will experience their own sense of connection with the resources and our mission.

We are law enforcement officers. We have sworn to an oath of office and will uphold our country's Constitution, as well as other laws, regulations, policies, and agency directives. In this capacity, we protect park visitors from other visitors, visitors from park resources, and resources from visitors. Whenever necessary, we shall take immediate and decisive action, according to our training, to defuse situations when possible, or neutralize perceived threats to ourselves, other persons, or park resources.

We are emergency medical care providers. We are highly trained and have the knowledge, skills, and abilities to bring comfort to the sick and injured, and in some cases, to save lives—a charge we do not take lightly. We maintain the sacred truth that every patient deserves not only the highest quality of prehospital care, but also a steadfast commitment to human compassion.

We are fire fighters. Placing the protection of human life, property, and wildland resources as our highest priorities, we launch aggressive attacks on fires deemed as threats to any of the same. We go to great lengths to prevent human-caused fires, including a proactive approach to education. Under some circumstances, we refrain from aggressive suppression, as we understand the benefits fire brings to many natural systems. And we maintain a level of constant readiness for the next call, for we know not when it will come.

We are searchers and rescuers. It is our task to remove unfortunate persons from precarious situations, whether they be trapped high atop a lofty perch, in the icy grip of a swollen stream, or lost in a dark woods. As a whole, we demonstrate a collective group of specialized skills required to extract patients from extreme environments. From violent ocean swells to murky swamp backwaters; from the penetrating cold of high peaks to the oppressive desert heat; from wide open spaces to dense woodlands we shall go forth, often placing ourselves in the path of adverse conditions and immanent peril, that others may live.

And we are service providers. We place high value on service to our country, our mission, park visitors, neighbors, and fellow employees. In particular, we strive to render the highest standard of service and management capability to perpetuate park resources and provide quality visitor experiences. We provide these services according to our individual roles and expertise.

Acknowledging that our duties are often arduous, we keep our bodies physically fit. We prescribe to a disciplined fitness regime and set our standards for fitness high, so that others may follow. This fitness enables us to demonstrate a professional degree of finesse and prowess on even the most difficult missions.

We place a high priority on the mental and emotional health of ourselves and our partners, and we shall do our best to intervene when we detect that said health is becoming compromised. Though our profession provides us with exhilarating experiences, it may, during the same shift, expose us to the extremes of human sorrow and despair. We are sensitive to this and shall watch each other during and in the wake of such incidents in order to ensure each others' well-being. If one of us needs help in coping with the enormous stress that can accompany our duties, we shall not hesitate provide that assistance.

We shall maintain a positive attitude, even in the face of adversity, discomfort, or bothersome duties. And we shall demonstrate the contagious effect our own cheerfulness has on others and set a high standard for a positive demeanor. We know from experience that no matter how bad it is, it could always be worse. We are mindful of our many blessings and demonstrate an unfaltering attitude of thankfulness for all that we've earned as well as been given.

As individuals dedicated to a common cause, the execution of our agency's mission, we merge together as a team. Together, we are a cohesive, dynamic, and smoothly functioning unit. We are a team. We are mindful that before us came other teams who wore uniforms and badges over their hearts that were not so unlike our own. And the mission they strove to carry out was not so unlike our own.

It is our challenge to carry on the rich tradition of teamwork initiated in our parks by the U.S. Army and later by a select cadre of early-day rangers. It is this colorful past and milestone achievements accomplished by our predecessors that inspire us to remain faithfully focused on performing together as our own tightly knit team.

We understand that each one of us is a professional and highly skilled individual. Having followed our own unique paths in life, each of us brings to our team a wealth of experience and maintains a variety of talents. We shall be quick to recognize the strengths of our partners and tap into them to expand our own abilities.

We accept the fact that each also has his or her own weaknesses, but we're blessed with a vision that allows us to see beyond each other's shortcomings and to look forward toward a team unity. We know that a team is only as strong as its weakest link, and we shall accordingly provide rigorous assurance that, as a team, we shall help each other overcome those weaknesses we ourselves wish to correct. We shall remain open to constructive criticism from our peers and view our mistakes as opportunities to learn and improve.

We acknowledge that disagreements will inevitably arise between ourselves and other team members, and we shall show those who hold different opinions the respect due to them. However, we shall not allow a disagreement to chafe the bonds of our team and infect its collective morale. Rather, we shall be swift to resolve our differences for the greater good of our fellow rangers and our team's esprit de corps. If any of us feels another has trespassed against us, we shall approach the trespasser with humility and make amends. We shall each exercise often our right and choice to forgive.

Each of us is committed to showing respect to every other member of our team. We shall speak highly about our teammates in their absence and commend their accomplishments. If we detect endeavors to cause dissension among our ranks, we shall be resolute in quenching said endeavors and under no circumstances become a party to them.

We shall celebrate the successes of fellow teammates and view them as a positive reflection of our team. And we shall support each other during times of loss, recognizing that the strength of our team is greater than that of any one individual and can therefore more effectively bear the weight of said loss. Together, we shall persevere.

Each time we don our uniforms, we do so knowing that we may be called to take extraordinary action amidst extreme circumstances, and we accept this eventuality with courage and grace. We know that when those calls come, we may or may not be alone at the time, but we shall most certainly not be alone in its aftermath. We know that our team will be at our side providing unfailing support. We know in our hearts that when we need assistance from our team, without question, it will be there. Without question, they will be there.

We recognize that this Code is a bold statement, and we are prepared to uphold it.



**We are National Park Rangers.
We are here to serve.**

Heroes Among Us and Civility

By Steven Gazzano
Northeast Region

The tragedy that befell our nation last September was senseless and numbing to us all. It represented the worst of humankind; to our credit it brought out the best in who we are as individuals and a nation. There were hundreds if not thousands of heroes who came forth to serve others — from the fire and police personnel who ran toward the devastation, to the individuals on the airplanes who minimized the total destruction by intervening. We truly are a noble people. All those who gave unselfishly to serve and save others are heroes.

When I think about our agency, I also think about those everyday heroes who are drawn to the National Park Service whose mission is preservation and re-creation.

Fame is vapor, popularity an accident, riches take wings. Only one thing endures and that is character.

— Horace Greeley

What we protect is reflective of an idea that only an enlightened republic could conceive. Out of that great ideal come those individuals who go in harm's way every day to serve and save others. David Griese, Paul Czachor and Jay Lippert at Fire Island NS who gallantly served in the crash of the TWA flight 800, to Stephen Prokop at Golden Gate who as a matter of routine swam through 12- to 15-foot seas to rescue victims who were at death's door, and Maria Arriaga of the Boston Support Office who through her smile, kindness and dedication helps to lift and lighten the burden of others. Everyday and in every way NPS employees make what is extraordinary and heroic a common everyday occurrence. They truly meet the definition of a hero. Individuals who:

- Go beyond the call of duty
- Act wisely under pressure
- Risk their life, their fortune or their reputation
- Champion a good cause. They serve as a calling to our higher selves.

In my work as a mediator I see extraordinary competent individuals who sometimes tend to forget about the "humanness"

that is so reflective in the ideal of what we preserve, protect and cherish. At times we may tend to forget and let the feelings of retaliation and marketplace values dictate

We must come into the presence of our fellow human beings with a sense of awe and gratitude.

— Stephen Carter

our actions toward our colleagues. As a noble institution made up of individuals who are heroes, we need to do extraordinary acts every day, especially to others who we may not like or who may not agree with our point of view.

Parks provide places where we too, as "the keepers of the treasures," can appreciate and experience the transcendent. Opportunities to catch our emotional breath

It's about the look of wonder on a child's face, the love we feel for a family member, the woods and fields after freshly fallen snow, the joy of soul-stirring music. It's about seeing the sacred in our lives and opening the door to a life of passion and depth.

— from SRF Magazine

and the sense of gratitude for the gifts of life and our fellow humans can be had in an infinite number of ways. Seeing the chair that George Washington sat in at the Touro Synagogue, or a walk at Petersburg National Battlefield, or a moonrise on a still night from Cadillac Mountain, Acadia, to a reflective moment at Independence Hall where our founding fathers were divinely guided in establishing a republic. In our daily activities and experiences we can "consecrate the ordinary" and make it all sacred. It's all in how we perceive the world around us.

In keeping with the principles that make up the very fabric of who we are and what we preserve and protect, I want to share some precepts from "Civility: Manners, Morals and the Etiquette of Democracy" by Stephen Carter:

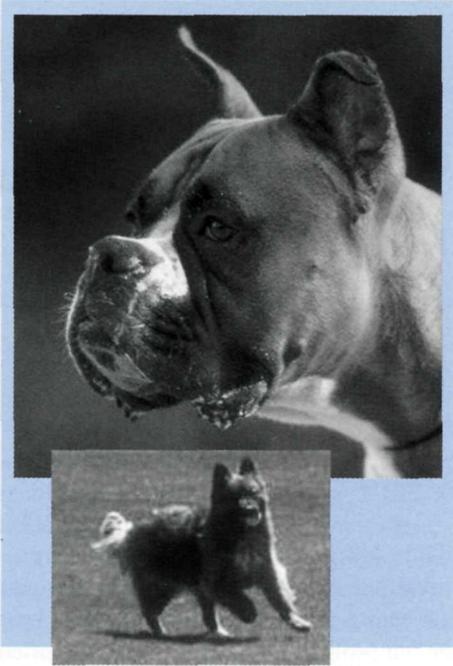
- Our duty to be civil towards others does not depend on whether we like them or not.
- We must sacrifice for strangers, not just for people we happen to know.
- Civility has two parts: generosity, even when it is costly, and trust, even when there is risk.
- Civility creates not merely a negative duty not to do harm, but an affirmative duty to do.
- We must come into the presence of our fellow human beings with a sense of awe and gratitude.
- Civility assumes we will disagree; it requires us not to mask our differences, but to resolve them respectfully.
- We must listen to others with knowledge of the possibility that they are right and we are wrong.
- We must express ourselves in ways that demonstrate our respect for others.
- Civility requires resistance to the dominance of social life by values of the marketplace. [Its] principles should apply in the market and in politics as in every other human activity.
- Civility allows criticism of others, sometimes even requires it, but the criticism should always be civil.
- Civility discourages use of legislation rather than conversation to settle disputes, except as a last resort.

Suggested reading

Carter, S. (1998). "Civility," New York. Basic Books.
Remen, R.M. (1996). "Kitchen Table Wisdom," New York. Riverside Books.
Self-Realization Magazine, Fall 2000.

Steven Gazzano was a ranger for 25 years and has a master's degree in dispute resolution. Currently he serves as a recruiter and mediator for the Northeast Region. He is also a State of California Medal of Valor winner.

Leash law enforcement in our parks



By Steve Prokop
Whiskeytown

Enforcement of leash laws was a challenging and sometimes stressful part of my job as a supervisory park ranger at Golden Gate National Recreation Area in San Francisco. Two locations in the park, Fort Funston and Crissy Field, had inherited a tradition of minimal enforcement of leash law signs dating back a few decades when the areas were managed by the Department of Defense. Park managers continued this tradition by adopting a policy of minimal enforcement of leash laws even though the National Park Service has a nationwide regulation that requires pets to be leashed.

During the past few years, park managers have become increasingly concerned about damage to park resources and harassment of park visitors from off-leash dogs. The primary cause of management's concern was an explosion in the number of off-leash dogs at Fort Funston and Crissy Field. This increase occurred primarily because local communities stepped up enforcement of municipal and state leash laws, so Fort Funston and Crissy Field became the principal areas for off-leash dogs in the Bay Area. As a result, there has been a corresponding increase in trampled vegetation and loss of habitat for endangered plants and animals. In addition, the number of dog bite incidents has increased and small children and elderly visitors are often knocked to the ground from unruly dogs.

Approximately one year ago park man-

agers launched a major education and enforcement effort at Fort Funston and Crissy Field that included posting leash law regulation signs at all trailheads and distribution of educational brochures by ranger staff. The message to the public was that the park intended to enforce the existing NPS regulation that requires all pets be leashed in national recreation areas.

Beginning in Fall 2001 law enforcement rangers began to increase their patrol and presence at the two locations. Most of the leash law enforcement contacts I initiated along with my ranger staff were not confrontational and compliance was accomplished. However, there were several dog owners who refused to leash their dogs when contacted by rangers. From my own experience, writing citations and/or making arrests for violations involving traffic, drugs or alcohol, and dealing with suspects with prior criminal histories was often less confrontational than making a leash law contact with an irate dog owner. For a small number of dog owners, any attempt to enforce leash laws would spark an immediate and hostile response.

On several occasions a ranger would encounter an irate dog owner who would yell and scream obscenities, provide false identification, or attempt to walk or run away. Some of these contacts resulted in mandatory court appearances and/or detention and arrest in addition to citations issued for leash law violations. These defiant dog owners often admitted they knew about the regulations, and they simply chose to ignore the leash law.

On several occasions an equestrian, jogger, sunbather, hiker or a responsible dog owner would commend a ranger for enforcing the leash law. Several of these visitors told of incidents where they had been chased, bitten or otherwise harassed by off-leash dogs in the park. Many of these same visitors reported that they no longer visited Crissy Field or Fort Funston because the areas had been taken over by off-leash dogs. It was important for the morale of the ranger staff to have this support by a broad range of park visitors. This support helped to offset the real abuse rangers received

from several enraged dog owners.

Enforcing leash laws at Fort Funston and Crissy Field was difficult but necessary to begin to reclaim two beautiful park locations that had been largely taken over by a single-user group. It was rewarding to be part of an effort to help heal severely trampled native vegetation necessary to support wildlife and to improve visitor safety. Dealing with a few disorderly dog owners who otherwise are law-abiding and intelligent people proved to be physically and emotionally draining for the ranger staff. Enforcing leash laws may appear to be a routine task, but the occasional volatile contact is far from routine. 

(See related letter on page 18.)

Steve Prokop is chief ranger at Whiskeytown National Recreation Area in northern California near Redding. He began his career with the National Park Service in 1976 as an ocean lifeguard at Sandy Hook in New Jersey. After graduating from the University of Connecticut in 1978, he worked as a permanent lifeguard for Golden Gate in San Francisco. In 1987 he became a resource education and protection ranger for Golden Gate. He obtained a master's degree in public administration from San Francisco State University in 1992.

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The professional ranger as a valuable resource in conservation and preservation

The psychology of "I actually get paid to do this!"

By Daniel R. Tardona
Timucuan Ecological & Historic Preserve

Recently a young visitor asked, quite seriously, why she so often heard rangers exclaim, "I'm actually getting paid to do this job!"

My proud response was that most people in the ranger profession have a deep commitment to the job of protecting our nation's natural and cultural resources. I added that rangers are equally committed to helping the public make a personal connection with those resources so the resources would be valued and protected. Further, most rangers view their jobs as important for the reasons above and receive a great deal of satisfaction in accomplishing the task of public education and resource protection.

The visitor then asked, "Do you see your work as professional?" Again, I proudly said yes, most of us do and we are constantly striving to improve our professionalism. As I started to launch into some of the ways we attempt to do this, the visitor interjected, "Then why do you berate yourselves by often saying that you actually get paid to do the job? Don't you think that what you do is valuable enough?"

That statement struck a chord because during my career I indeed have stated, "I'm actually getting paid to do this job."

This experience caused me to evaluate what we communicate with such a statement. Of course we value what we do, we are simply expressing how much we enjoy what we do! Besides, we can't measure everything of value in terms of money. While I agree that what we do has value beyond economic measures, perhaps we should consider that the statement may not appear so innocent to some of our present and potential constituents.

Many professions still struggle with the meaning of professionalism, while other professions continuously struggle to gain recognition by their constituents and other professionals. One can engage in a lengthy philosophical discussion as to what it means to be a professional. I would suggest, however, that all professional people, no matter how they define "professional," certainly agree on the point that the job they perform is a worthwhile endeavor, somehow makes a difference to some benefactor, and has value of some measure. Our work has value — from the existential to the mundane, but certainly in an economic sense.

We may be doing our profession and

ourselves a disservice when we say, "I'm actually getting paid to do this job." If we really understand and believe in the National Park Service mission, then we must also know that we have an awesome responsibility that takes a diverse amount of knowledge, skill and ability to accomplish the mission. If we believe that it takes a professional to accomplish the NPS mission, then we must have confidence in ourselves that we can do the job and do it well, and that we deserve the self-nourishment that comes with professionalism. If we really can't believe that what we do is not valuable enough to be monetarily rewarded and also paid with respect and recognition, then how can we believe we have value beyond simply the economic? Do we really believe what we do is important? Are we inadvertently devaluing the professional job and the NPS mission when we say, "I'm actually getting paid to do this job"? Like it or not, a large segment of our society does measure value in terms of money.

We owe the resources, the visiting public and ourselves the recognition that what we do is important and makes a difference. What we do is a valuable profession that is at least equal to other professions. To use a version of an often-posed example: would you feel more confident prior to surgery with the physician who exclaims, "I'm actually getting paid to do this job" or one who says, "I am a surgeon who believes in what I do. I enjoy helping others and do it well"?

As we continue to struggle to define and refine our profession, we need to at least view ourselves as professional by any definition and recognize that we provide valuable service to the natural and cultural resources we preserve. We may argue over the value of interpretive certification stan-

dards, law enforcement standards, the proliferation of park guides and visitor use assistants, and many other issues that bear on our professionalism. We seem too often to shoot ourselves in our collective foot, but perhaps we need to value what we do and our abilities to carry out the NPS mission. We deserve to be paid for what we do and to be recognized as professionals. Yes, what we do is more important than simply what we get paid, so why even bring up the issue of "I actually get paid to do this job"?

Park rangers are valuable resources in the mission of conservation and preservation of the natural and cultural heritage under the protection of the NPS. If we don't recognize ourselves as professional and worthy of payment and recognition, who else will? We are fortunate to have the opportunity to work for the NPS and provide opportunities for our visitors to find personal value in the resources we are charged to protect. At the same time, the NPS is fortunate to have a cadre of individuals with our professional skills, abilities and commitment. It is a two-way street.

The next time you feel the need to express the satisfaction you feel in accomplishing the important job you do, say something a bit different. Perhaps exclaim something like, "I enjoy the work that I do well and I am glad I have the opportunity to help you make contact with your heritage." Perhaps that will send a clearer message to us and to the visitor.

What do you think? 

Daniel Tardona is an interpretive specialist at Timucuan Ecological and Historic Preserve.

ANPR ACTIONS

Letter to NPS Director

ANPR President Ken Mabery sent this letter dated Feb. 27, 2002, to NPS Director Fran Mainella:

The Association of National Park Rangers (ANPR) favors improving and strengthening vital functions of the National Park Service that are performed by park rangers. We are very encouraged by reports and studies commissioned by the Service that recommend positive actions be taken to achieve better results in the law enforcement and fire fighting functions of the park ranger occupation. We are concerned, however, that many of these reports hold the possibility that the traditional generalist role of the park ranger may be jeopardized in favor of increased specialization. Although we encourage timely implementation of these studies, we also urge caution and consultation regarding the role of the park ranger.

Park rangers have, since the founding of the National Park Service, performed field tasks necessary to operate the nation's parks — doing all the things necessary to protect and serve visitors and resources. This integrative occupation is at once cost effective, efficient and essential in a System of parks where the norm is less than 20 rangers per unit (discounting a handful of large units). The park ranger function has evolved over time, gradually shedding more and more functions. As one example, the recent report on wildland fire management recommends that wildland and structural fire be removed from the ranger division's purview, further diminishing and de-professionalizing the role of the park ranger within the Service, and placing a staffing burden on medium and small parks. Rather than discounting the Service's ranger corps, we urge the Service invest in its future; to invest in the existing human capital by providing the training, academic coursework, and advanced learning opportunities necessary to ensure that the park ranger cadre can indeed be the premier resource protectors, educators, and ambassadors the Service so vitally needs.

In Special Directive 94-3, Ranger Careers (1994), the National Park Service set its policy and direction for managing the park ranger occupation for the 21st century.

The Service has already invested much to implement this policy. Most of the technical personnel work products required to implement this program were bought and paid for, yet left unimplemented as the Service downsized in the '90s. Although the Special Directive has expired, we continue to strongly support its goals and essence of how the park ranger occupation should be managed to best to achieve the mission of the Service.

Tolerating or inadvertently hastening a decline of the park ranger occupation from "professional" to "technical" status should not be acceptable. The arguments that park rangers can no longer be relied upon to perform and manage the traditional ranger activities to a professional standard are, if true, an indictment of the National Park Service for failing to follow its own prescription for success. Failure to complete and implement Ranger Careers can now be seen to lead to the very outcome that the Service predicted prior to 1994: an under-resourced, undereducated, ill-led ranger corps unable to accomplish the mission of the Service.

The Association of National Park Rangers stands ready to help reverse this unfortunate trend and help revitalize the park ranger profession. Our member's expertise and resources can be drawn upon to complete the vision for Ranger Careers. We propose a partnership with the Service to accomplish this crucial task. Together we can make the park ranger profession the world's premier resources protection, resources education, and visitor services occupation. □



Letters to Congress

ANPR President Ken Mabery sent this letter dated April 4, 2002, to Sens. Robert C. Byrd, chairman, and Conrad Burns, ranking member, Senate Interior Subcommittee on Appropriations, and to Reps. Joe Skeen, chairman, and Norman Dicks, ranking member, House Interior Subcommittee on Appropriations:

I write to you today as president of the Association of National Park Rangers, a professional association of over a thousand rangers and other park professionals from the National Park Service. Our organization, now in its third decade, is neither a union nor a lobbying organization, but a voice in support of effective management of the National Park System and its professional employees. We provide information and insights into issues pertaining to the National Park Service to the public, the Congress and other interested parties.

It has come to our attention that your subcommittee will soon be reviewing the FY 2003 appropriations for the National Park Service, and that there is a real prospect for a substantial increase in the operating budget for the agency, possibly an addition of \$172 million above the President's request. We strongly endorse such an increase, and have joined the other 175 organizations allied under the Americans for National Parks initiative in asking that you and your colleagues add this sum to the NPS budget. As the only organization in that alliance comprised wholly of professionals from the National Park Service, we are in a unique position to truly understand the serious impacts of years of chronic operational funding shortfalls on the day-to-day operations of the Service, and, consequently, on the natural and cultural assets under its charge.

Although there have been modest increases to the Service's operational account (ONPS) over past years, they have not kept up with inflation, increased park and programmatic responsibilities, and substantial increases in personnel costs. In many of our parks, personnel costs now run from 85 to 90 percent, and in some smaller units run as high as nearly 100 percent. That means that there is little or no money for equipment or training or materials, and, more seriously, that managers are forced to come up with money for non-personnel costs by leaving

positions open or lapsed — a practice that's come to be known as "management by lapse." As time goes on, more and more positions are left open. Since old responsibilities continue and are augmented by new programs and initiatives, the net result is more and more work being laid on fewer and fewer people. The cumulative impact is that we now have a seriously stressed workforce that finds it increasingly difficult to keep up with tasks assigned to it.

Funding of basic operations is not glamorous and is therefore often overlooked. This same rule applies to funding cyclic maintenance and infrastructure repairs, but, as you know, the Congress and Administration are now taking steps to rectify the serious maintenance backlog in the parks. We vigorously applaud your efforts and those of President Bush in taking this long-needed step toward resolving a serious problem. But we also need to adequately fund the operation of the National Park Service. We can't adequately protect and perpetuate our parks or provide services to our visitors without sufficient funding and staffing.

The national parks are more than just areas for recreation and refreshment. They contain and perpetuate America's priceless

natural and historic legacy, our collective heritage. At a recent meeting of Americans for National Parks, Senator Fred Thompson spoke about the importance of the parks. He said that he believed that many things the federal government oversees could be better done by the states, but added that we should fully support those undertakings which we have collectively agreed are our shared responsibility. Among those undertakings, he said, is the National Park Service.

The employees of the National Park Service are an extraordinarily dedicated group of women and men who put their hearts and souls into their work. They do a great deal with the resources they've been given, but are stretched very thin and are beginning to fray at the edges. It's time that they received more support.

Thank you for your leadership and commitment to our national parks. We stand ready to provide whatever support you deem appropriate or necessary. □

Housing issue

At a meeting in Washington, D.C., this spring, representatives from four parks — Big Bend, Yosemite, Grand Teton and Grand Canyon — gave brief summaries of their park's housing situation. For instance, Big Bend has a significant housing shortage and is isolated with no real housing opportunities in the surrounding area. Grand Teton also has significant housing shortage and is surrounded by communities of expensive homes.

Representatives from Logistics Management Inc. introduced their company and mentioned work they have done with the military related to housing. There also were representatives from the WASO Housing Office, Department of Interior and Deputy Director Don Murphy's office.

The Logistics Management Inc. officials were planning to schedule site visits to each park this spring to become more familiar with our areas and concerns. This will provide a better idea about which direction this issue is going. □

— Lisa Carrico, Big Bend

Dog leash issue

ANPR President Ken Mabery sent this letter dated March 15, 2002, to Golden Gate Superintendent Brian O'Neill:

The Association of National Park Rangers (ANPR) strongly supports the existing regulation at 36 CFR 2.15, prohibiting pets from running at large in the national parks as vital to the protection of park resources and park visitors. Further, ANPR has a particular interest in offering these comments regarding a rulemaking to allow the running of dogs off leash in areas of GGNRA. Ranger lives are at risk.

In 1999, Ranger Steven Makuakāne-Jarrell, was shot to death by a dog owner while attempting to protect park visitors from the owner's three dogs running off leash. As a Service and as professionals, how could we live with rangers dying in one park to enforce a regulation that another park declined to enforce via rulemaking?

Beyond that sobering fact, we firmly support consistent regulations and enforcement of all resource protection regulations as a top priority of the National Park Service. In this regard, the policy of the Service clearly establishes resource preservation as taking precedence over recreational uses.



Although the best things in life may be free, protecting them certainly isn't. It takes people and costs money. And no one knows that better than a park ranger.

Americans for National Parks salutes you for your tireless efforts to preserve and

protect our national parks. We're working to secure the funds so desperately needed—this year and every year. To learn more, visit www.americansfornationalparks.org.

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Having a logical set of resource and visitor protection regulations consistently applied across the Service is very important to the success of the ranger occupation towards achieving the Mission of the National Park Service. The resource-education aspect of ranger law enforcement requires rangers to explain the logic behind park regulations. It would be difficult to explain this inconsistency in resource-protection regulations. Further, it opens the door to more variances from park-to-park within the System. To cite but a few examples, rangers would be asked to explain inconsistencies:

- Why is it important to protect some park resources from the impacts of free-running domestic pets, but not others?
- Why are domestic dogs more important than native flora and fauna?
- Why is a prohibited activity going unenforced in one park area and not in another?
- Why are dogs allowed to run unrestrained while other pets must remain restrained?
- What entitles national park users in San Francisco to impact national park resources and jeopardize the safety of fellow park visitors while national park users elsewhere across the nation must comply with dog-leash rules?

These and other questions are best eliminated through a single, consistently applied, universally enforced, national code of regulations. Inconsistent enforcement and/or rule making brings disrespect upon park resources and upon resource protection rangers, leading to frustration, confrontation, and violence. The very worst enforcement scenarios arise when an enforcement ranger must fall back upon authority and compulsion, in the absence of logic and reason.

If citizens in San Francisco wish to establish local sites for running dogs off leash, it is entirely appropriate for them to do so without impacting lands and resources set aside as units of the National Park System.

We advise against initiating a precedent-setting rulemaking that has a strong potential to fracture the underlying logic behind the National Park Service's existing resource and visitor protection regulations. ANPR recommends against the Service embarking upon a rulemaking to allow the free running of dogs or other pets in this or any other unit of the National Park System. □

Copies of this letter also went to John Reynolds, Pacific West regional director; Dick Ring, associate director, Park Operations, Washington Office; and Kym Hall, regulations manager, Ranger Activities Division, Washington Office.

IRF Update



Rangers from Guatemala held their first-ever national meeting in March. Ronald Mora, IRF's continental representative from Central America, attended the meeting and presented a program on IRF goals and objectives. The Guatemalan rangers voted to form a national association and to seek affiliation with the IRF.

IRF will receive a grant from the Turner Foundation to help build the organization's capacity to provide services to its member nations and to accomplish its goals and objectives related to building a communications network between the rangers of the world. ANPR has agreed to serve as IRF's fiscal agent for this grant.

June 15 is the deadline for affiliated associations to submit bids to host the Fifth World Congress in their countries. Participants at the 25th anniversary Ranger Rendezvous last fall in Jackson, Wyo., approved a resolution for ANPR to submit a bid. Barbara Goodman is in charge of putting together the information for the bid submission. □

— Rick Smith
IRF President

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We are looking for good articles/ideas in these areas:

- Philosophical/ethics discussion
- "News you can use" events from which we all can learn
- Topics of interest to park employees (i.e. housing)
- Travel of interest to park employees
- New technology/new ways of doing business
- Special places — discoveries you've made
- Photos, photos and more photos!

Contact the editor or editorial adviser for more information or with your ideas:

Teresa Ford, Editor
fordedit@aol.com
(303) 526-1380
26 S. Mt. Vernon Club Road
Golden, CO 80401

Marianne Mills, Editorial Adviser
MarianneMMills@msn.com
(605) 433-5505
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For more information contact Bill Supernaugh, ANPR's mentoring coordinator, at bsuper@gwtc.net.

The Professional Ranger

Interpretation

From time to time it is a good idea to re-examine our role as interpretive park rangers. What exactly is our function? Just who are we? I imagine in a survey of interpretive rangers there would be hundreds of different answers. However, most of us would probably agree on some basic characteristics that make a good ranger, and it's a good idea to remind ourselves of those qualities from time to time.

First of all, *we carry out the NPS mission*. In your park, is the division of interpretation (or the equivalent) portrayed as the division that merely "talks with visitors?" One of our most important roles is to provide for the enjoyment of the parks by visitors. But is that where it ends? Is the job of preservation and protection left solely up to other divisions? All too often, each division (interpretation included) is so compartmentalized that we forget that it is up to all of us to do everything we can to carry out all aspects of the mission. Certainly interpretive rangers protect visitors and resources and preserve parks through interpretive messages. That's probably our most effective means of doing so — it's what we're trained in; it's how we spend most of our time. But we are also protectors of resources and visitors. Interpretive opportunities abound whenever we see minor violations. Better yet, violations are often prevented by our presence in the field. Interpretive rangers probably assist and protect visitors a lot more than we give ourselves credit for. In most parks, anyone with EMT or First Responder certification would be welcomed on the scene of a medical, no matter what division they are in. Certainly we should concentrate on what we do best, what we're trained in and qualified for, but all rangers need to be well-rounded.

We are National Park Rangers. One of the principles of Ranger Careers is: "All park rangers, whether primarily in protection or interpretation, are professional resource educators, resource protectors, and multi-skilled specialists." To regard protection rangers as the only "rangers" is neither productive nor accurate. By supporting each other and recognizing all aspects of rangership we will be able to serve both parks and visitors better. To most visitors, a ranger is a ranger, whether he/she is responding to a car clout, answering

questions in the field or presenting the evening program.

We should be good naturalists, historians, archaeologists and more. It seems like this should go without saying. How can we truly interpret and protect the resources and meanings of a place or event without possessing first-hand knowledge of it? Many of us know from personal experience that time pressures can pull us in a different direction. Front-line rangers often have tightly defined program and information desk schedules. Supervisors have a multitude of other responsibilities that tend to keep them in the office. We should all strive to spend more time — either work time or our own — becoming intimately knowledgeable about as many aspects of our parks as possible. This will result in a high level of credibility with visitors and respect from our fellow employees. It's the most critical ingredient of good interpretation.

We should be excellent interpreters. I seriously doubt that any ranger knows everything there is to know about interpretation. So why do we sometimes become complacent about improving our interpretive skills? It would be a good idea to dust off those Mills, Tilden, Lewis and other texts from time to time, get out in our parks to rediscover what they're all about and once again inspire ourselves so we can inspire others. We are deservedly proud that the NPS has many of the best interpreters in the profession. The Interpretive Development Plan has helped greatly in this regard. It is a good training program and motivates rangers to actively improve their skills. To further assure our credibility and professionalism, volunteers used as front-

line interpreters should have the same training and be held to the same standards as paid rangers. Educating our audiences and providing information are important components of interpretation, but should never by themselves take the place of true interpretation — uplifting and inspiring visitors, and helping them find the meanings inherent in our park resources, with the ultimate goal of protecting those priceless places we call our national parks.

— Brian Suderman
Yellowstone

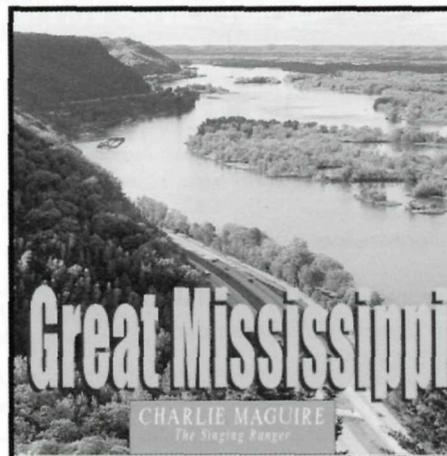
Protection

See Kevin Moses' article, "Commissioned NPS rangers help Olympics stay safe," on page 6.

Resource Management

Regional directors have received an electronic memo from the director entitled "Balancing Cultural and Natural Values on Federal Lands." The Advisory Council on Historic Preservation adopted the attached policy statement after a two-year planning effort that included NPS representatives. The director also sent a statement comparing the council's statement with NPS management policies, and asked superintendents for comments on ensuring that our practices measure up to our policies.

The advisory council "seeks to promote an approach to resource management and conflict resolution on Federally owned public lands that achieves balance between natural and cultural values," and "affirms the importance of ...historic properties located within natural areas." They urge consideration of a full range of feasible alternatives, integrated planning and early identification of potential conflicts to balance cultural and natural values. They list sev-



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eral barriers to such balance, including “a common (inaccurate) belief that legal mandates of wilderness protection supersede those of the National Historic Preservation Act,” and “a perception that preserving the natural environment is more cost effective than preserving historic properties.”

At the Cultural Resources 2000 conference in Santa Fe, several speakers addressed perceived or real conflicts between natural and cultural resources in NPS sites. For instance, a proposal to restore the entire park landscape at Gettysburg to vegetative conditions that existed on the days of the battle conflicted with concerns for bird populations using a portion of today’s park.

Using a GIS model that incorporated likely military strategies and records of the historic battle, researchers concluded that the landscape in contention was likely not critical to battle planners, and thus did not need to be managed to those conditions. Another speaker told of debate over the recently acquired McGraw Ranch at Rocky Mountain; the land was primarily desired for elk habitat, but cultural constituents advocated preservation of the historic buildings associated with early dude ranching in the Estes Park area. The ultimate resolution was to retain ranch buildings and limit their use to a learning center for research and education.

I suspect these debates have left some strong feelings among natural and cultural resource managers as to whether values were too compromised. A periodic debate simmers at Yellowstone over the appropriateness of using sandbags to divert natural runoff from a hot spring that threatens to overrun the historic H.W. Childs “Executive” House in Mammoth Hot Springs.

“Save the house or the hot spring?” one park document asks. In most cases, is it even necessary to pit natural resources against cultural ones? I suspect some NPS staff are saddled with baggage from the days when we had separate management policies for “natural, historical, and recreational” areas. Those written in 1988 and 2001 urge interdisciplinary planning and consultation with various publics — including concessioners, neighbors, scientists and scholars, and those with traditional ties to the land — to develop alternatives and plans to address controversial issues.

Do you think the NPS strikes balance
(continued on page 28)

ANPR Reports

Treasurer’s Report

ANPR’s new fiscal year began on the April 1 with an operating budget of \$121,800. This figure was arrived at by projecting revenue from a variety of sources as detailed in the accompanying budget summary. Some \$92,120 has been allocated toward Association operations, while the remaining \$29,680 will be dedicated to the Rendezvous in November in Reno, Nev.

Final figures for the Jackson Hole Rendezvous in October 2001 show that \$38,172 of revenue was generated. This revenue came from a variety of sources including registration, raffles, exhibitor fees and merchandise sales. Total expenses came to \$34,802 resulting in a \$3,370 surplus. □

— Lee Werst
Carlsbad Caverns

Internal Communications

The ANPR website (www.anpr.org) continues to be the primary method of getting the word out to folks about ANPR happenings. It is also serving an external audience that seems to keep on growing. Of course, these are potential new members too. In case you have not checked lately, it provides links to many of our cooperating and supporting organizations, such as the International Ranger Federation, the Seasonal Law Enforcement Training Programs, Student Conservation Association and OPM’s USA Jobs hotline.

We board members have discussed the possibility of reestablishing some sort of regionalized communications link to help disseminate word on key issues affecting the membership. It is unclear if the readership feels left out of our deliberations and decisions or if we are doing OK as is. I know that not everyone (yet) has access to the Internet so there might be a need to develop a parallel system that depends on the good old U.S. Postal Service!

Let us know if you have concerns or ideas. □

— Bill Supernaugh, bsuper@gwtc.net

Professional Issues

ANPR has been working in support of Don Murphy’s law enforcement task force toward improving the park ranger occupation for the future. More details will be available later. □

— Bill Sanders, Hopewell Furnace

ANPR BUDGET SUMMARY

04/01/02 - 03/31/03

Revenues

Memberships (non-life)	22800
Training - Managerial Grid	24000
Ranger Magazine Subscriptions	600
Road Map Sales	1200
Merchandise Sales	6000
LBF Video Sales	3000
Interest	3000
Dividends	18000
Miscellaneous Revenues & Donations	600
Unrealized Gain on Investments	6000

Ranger Rendezvous:

Conference Registration	12000
Exhibitor Fees	10200
SuperRaffle	12000
Regular Raffle	2400

Total Revenues 121800

Expenditures

Merchandise Cost	8000
Postage & Shipping	4500
Mailing Service	1800
Printing and Copying	9000
Editor Services	9000
Other Services	500
Internet & Email	720
Web Page	300
Contract Business Manager	24000
Supplies	500
Computer Software	600
Telephone	600
Professional Fees	1200
Travel	2000
Licenses and Fees	300
Board Meeting Expense	6200
Grid Materials	6000
Trainer Fees	2400
Meeting Rooms	4500
Miscellaneous	5000
Contingency	5000

Ranger Rendezvous:

Audio Visual	5000
Program Presenter	4000
Newcomer Breakfast	500
Reception	2000
Exhibit Hall Setup	2000
Super Raffle	9000
Hospitality	4000
Contingency	3180

Total expenditures 121800

Under (Over) Allocated Funds for 2002-03 0

Fund Raising

We continue to smooth out the process for the ANPR / North Face Pro-deal agreement. Take a good look at this, folks. It should be on the ANPR website shortly or contact Vickie Miller at Vickie_Miller@vfc.com directly. This offers quality North Face gear to ANPR members at a substantial discount with a percentage of the sales back to ANPR.

In addition, we continue to pursue other corporate partnerships and more ANPR corporate memberships, and we will coordinate with our new executive director regarding other facets of fund raising. □

— Rick Jones
Glen Canyon

Mentoring

The facilitated mentoring program is alive and well. At the present time, there are five pairs of ANPR members serving in a Mentor-Mentee relationship. The program has also spawned several informal mentoring spin offs that have matched up people looking for some career advice, direction or a sounding board. The program is still in its infancy but all indications are that it is serving a specific need for some of our members. The opportunity to network, get a “second opinion” and talk candidly about career opportunities with someone outside the immediate work environment seem to resonate with most applicants.

This is my opportunity to say thanks, big time, to those of you who have volunteered to take on the responsibility of becoming a mentor. I know that at this stage we are trying to stay one page ahead of the person we are mentoring, but I believe the rewards are worth the effort.

Thankfully, the website is making it easy to apply to the program as either a mentor or as one seeking to be mentored. If you have an interest checkout the program details or contact me for more information. As the program matures and people “graduate”, we hope to offer an article or two that points out the advantages — and downsides, if any — of our program.

There is still room in the program for more people; both those willing to share their experience and lend an ear — and those looking for a chance to get a fresh viewpoint about where their career path might lead them. □

— Bill Supernaugh, Badlands
bsuper@gwtc.net

Education and Training

Trainers Needed — Maia Browning, Training and Development Training Manager for Universal Competencies, has requested assistance from ANPR in recruiting trainers for the NPS Fundamentals program. She would like us to “spread the word” about upcoming Train the Trainers courses in June, August and September. Trainers will instruct Modules II and V of the Fundamentals program. Participants are asked to make a two-year commitment to instruct two courses per year. Employees at the GS-9 grade level and above, and equivalent WG grade levels, with five years of NPS experience are eligible to apply. Applicants must have completed all web-based training modules (I, II, and IV) of the Fundamentals program. The Train the Trainers course announcement can be found at <http://www.nps.gov/training>. Take a look if you or anyone you know might be interested in this opportunity.

The Association was invited to attend the annual meeting of the NPS Training and Development (T&D) community May 14-16 in Savannah, Ga. T&D is in the process of reevaluating and restructuring its organization to better meet the needs of NPS employees. The purpose of the meeting is to “reach a clear understanding among ourselves, our partners and customers of the core business, function, roles and organization structure for T&D.” ANPR President Ken Mabery will be attending the annual meeting and will have the opportunity to provide input from the Association.

Pre-Rendezvous Training

At this time four courses are being planned for pre-Rendezvous training at Ranger Rendezvous XXV in Reno, Nevada. Each course is scheduled to conclude on Sunday, Nov. 17, before Rendezvous activities begins the next day.

Political Reality: How to Survive the Political Jungle — Sunday, Nov. 17

This course is targeted toward current and aspiring park managers who deal with political entities, processes and issues in park management. Training will focus on four primary topics: dealing with the executive branch, dealing with Congress and legislative affairs, dealing with local and state government entities, and dealing with public interest groups (lobbyist, special interests, etc.). The course will be instructed by

Dave Mihalic, superintendent of Yosemite; Don Hellmann, deputy assistant director of legislative and congressional affairs, WASO; Gayle Hazelwood, superintendent of New Orleans Jazz; and Rick Smith, president of International Ranger Federation. There will be a modest tuition of about \$35 to cover the cost of the meeting room and associated expenses.

Introduction to Section 106 Review — Saturday and Sunday, Nov. 16 and 17

This is an Advisory Council on Historic Preservation course offered in conjunction with the University of Nevada at Reno through its College of Extended Studies. The course is targeted toward anyone with cultural resource management, historic preservation or compliance duties. The training is an excellent way to learn the historic preservation review process under the regulations issued at 36 CFR Part 800. The instructor for the course is Alice Baldrice, deputy administrator for the Nevada State Historic Preservation Office (SHIPO). She has 21 years of experience working for SHIPO. Training will actually be held at the College of Extended Studies, which is a short walk from Harrah's in downtown Reno. Working with the college, the Association is able to provide this training for a tuition of about \$150, which represents a significant savings over the usual \$445 course charge.

MAXIMO 101 — Thursday, Nov. 14, through Sunday, Nov. 17

The NPS has agreed to schedule this course in conjunction with Ranger Rendezvous. The course is targeted toward those NPS employees who are or will be using the Facility Management Software System (FMSS). The training is not limited to maintenance personnel and is open to employees of any division who may be using FMSS. The Association has agreed to underwrite the costs of this course, so there will be a tuition of about \$175 to cover the costs of the meeting room and shipping of the computers used in this training.

Administration for First Line Supervisors — Wednesday, Nov. 13, through Sunday, Nov. 17

The NPS has agreed to schedule this course in conjunction with Ranger Rendezvous. The course is targeted toward current and aspiring NPS supervisors. It will be taught

by a cadre of instructors who will cover a variety of subjects including personnel management, budgeting, procurement and EEO. A tuition will be charged to the participant's benefiting account to cover course costs.

Check the Association's website at <http://www.anpr.org> for more information on pre-Rendezvous training courses. Watch for registration information on the website for the Political Reality and Introduction to Section 106 Review courses sponsored by the Association. Watch the NPS training calendar and training announcements for registration information for the MAXIMO 101 and Administration for First Line Supervisors courses sponsored by the NPS. Neither membership in ANPR nor attendance at Ranger Rendezvous is a requirement to participate in any of the pre-Rendezvous training courses, although discounts usually are offered to members.

A block of accommodations will be reserved at Harrah's for use by course participants. Room rates are \$69 (single/double occupancy) for Friday and Saturday and \$39 for Sunday through Thursday. □

— Mark Harvey
Yosemite

Retirement

Things you should be doing NOW! —

If you haven't raised your contribution percentage in the TSP, do it during this open season. FERS employees can now contribute 12 percent of their salary while the government still matches 5 percent. CSRS employees can now contribute 7 percent of their salary *with no government match*.

With a choice of five funds now in the TSP, why not change the percentage of your contribution to diversify into small and mid-capitalization opportunities? Keep 60 percent to 75 percent in the C Fund and split the rest into the S & I funds. That will put you into the total American stock market with a small slice into international stocks.

This year everyone, including non-working spouses, can contribute \$3,000 to an IRA. If either or both are over age 50, a catch-up provision in the latest tax laws allows for an extra \$500 contribution. Of course, the obvious choice of IRAs is the Roth IRA, that is, if your earnings are less than \$160,000 (mfj) or \$110,000 (sgl). Don't forget that you have the opportunity to "dollar-cost-average" these IRA contributions into a no-load mutual fund through

your payroll deduction. This is a painless way to invest without noticing the loss of income each pay period. Don't forget that these IRA contributions grow tax deferred and, with the Roth, redemptions are *tax-free*.

If you are ages 55 to 59, investigate getting long-term care insurance. That age appears to be the time in life to get this insurance before you get older when premiums increase. Obtaining long-term care insurance is not an easy decision. There are lots of options to investigate. Current federal employees, their families (including grandma and grandpa) and retirees can take advantage of a federally sponsored group insurance program by John Hancock and Metlife insurance companies. Information including a long-term care calculator is now available on OPM's website: www.opm.gov/insure/ltc/. Also shop around. It doesn't cost anything to investigate other competitive insurance companies. Be careful to make sure these companies have good ratings. (Another prominent long-term care provider is GE Capital Assurance.)

If you have been reading this column you know my feelings about wills and trusts. And you have probably been procrastinating, waiting to get older. Find a reputable *trust* attorney and get a revocable living trust. Do it now! You will sleep a lot better knowing your loved ones won't have to go through huge legal expenses (using *your* money from *your* estate) and months or maybe years of pain and suffering while your estate goes through probate.

Excuse me. I'll pull my finger out of your chest now. Wills? I forgot. Probate is the lawyer's retirement plan. Believe me, your will written by an attorney, or the will the state writes for you, is going to go through probate. □

— Frank Betts, Retired

Real Alaska: Finding Our Way in the Wild Country

Paul Schullery; Illustrated by Marsha Karle; Stackpole Books; 240 pages, hardcover

By Kevin Moses

Big South Fork

Imagine casting a line into a deep pool in a picturesque, swiftly-running stream. It's early morning, mist is still rising from the water's surface, the air is brisk and carries with it the pungent aroma of wet conifers. And, of course, the fish are biting.

Now imagine the same scene with one added feature: big ol' Alaskan brown bears! Several of them, fishing the same stretch of river, lurking all around you, alarmingly close, and sometimes even taking interest to a fish you might be trying to reel in. That's about an eight out of 10 on the "Rut row, Raggy!" scale. Maybe eight and a half.

This is precisely the situation in which author and former ranger Paul Schullery found himself on more than one occasion while fishing the famed Brooks River of Katmai National Park and Preserve. Schullery spent a week there in 1998, and he described the place as being, "so seductive, and [having] so many wonderful elements including the bears, that it would be irresistible despite the danger." And a second description: "... where peril has been given such an innocent and beautiful face, and where the connection with wildness at its most explosive is so casually had."

He was so moved by the collective experiences of that week, he wrote a book about it. In "Real Alaska: Finding Our Way in the Wild Country," Schullery engages the reader not only with an exhaustively researched inventory of bear-human encounters, but also with detailed accounts of Katmai, including its rich archaeological, volcanic and administrative histories. Plane rides, photography, the Brooks River, Alaska's wide-open country and NPS lore provide seasoning for Scullery's healthy dollop of fish and bear stories.

And in many of his discussions, he doesn't limit the subject matter to Katmai. Schullery unabashedly guides the reader into deep waters on numerous difficult issues faced by managers of protected places everywhere. Among these issues are conflicts between multiple user groups, anti-government sentiment, the role of humans

in wild places, and the meaning of wilderness. "A defanged, neutered, manicured landscape may be beautiful," says Schullery, "but it is not wilderness." Right on, brother!

A diehard angler, Schullery devotes much of his book to the art of angling. He repeatedly baits the reader with profound questions about the ethics of fishing — or the lack thereof, perhaps. Then he lures 'em in with lengthy, intellectual monologues, including a particularly in-depth debate over the morality of catch-and-release. "The hardest part of respectful fishing is not in respecting the fish," writes Schullery, "it is in respecting each other as fishermen."

The point Schullery tries to drive home the hardest — the main point of the entire book — is that we as humans hold an unquenchable need/desire to somehow connect with wild things and wild places. It's on this point where Schullery's many talents — conservationist, historian, naturalist, writer — merge to create an impressively concrete perspective on a subject so many find difficult to capture with the pen.

For those who work at, or have been to Katmai, or even for those who have been to any part of Alaska, you might consider placing "Real Alaska" on your must-read list. And for the rest of us, it would serve us well to read it, too. It'll wet our whistle just enough to maybe someday realize our own dreams of finding our way in the wild country, and, like Schullery, possibly discovering and connecting with some small part of the real Alaska.

Kevin Moses is a protection ranger at Big South Fork.

A Guide to Plant Poisoning (of Animals in North America)

Dr. Anthony P. Knight and Dr. Richard G. Walter; Teton NewMedia; March 2001
ISBN 1-893441-11-3, \$49

By Cathy Buckingham

Independence National Historical Park

If you are looking to do an interpretive program about poisonous plants and ruminant animals such as sheep, goats, and horses, you have found the only book you

will ever need. Although this book does deal some with humans and pets, it primarily deals with the North American ruminant. This 380-page book is filled with more than 250 color illustrations in 10 chapters. Each chapter deals with a different affected body system and contains several plants that may cause the specific type of poisoning. The chapter then goes further by breaking down some of the more common plants and showing a picture of the plant, listing the habitat, describing the plant, and listing the principal toxin(s) and where they are located in the plant. Some plant listings may also include geographical location maps, clinical signs, treatment and prevention.

This book has more of a clinical and scientific view than a botanical one, but it may be the only one with this approach, making it a must-have for any library. It is available in softcover for \$49 or CD-ROM for \$69. You can save and get both for \$85.

Knight is the director of the Veterinary Teaching Hospital at Colorado State University with a lifelong interest in botany and plant toxicity. Walter is a botanist.

Teton NewMedia may be reached at 4125 S. Highway 89, P.O. Box 4833, Jackson WY 83001-9965, by calling (307) 732-0028, or by e-mail, sales@tetonnm.com.

Cathy Buckingham is a law enforcement ranger at Independence National Historical Park. She was a seasonal ranger at Blue Ridge Parkway, Glacier and Everglades.

Submerged

Dan Lenihan. Newmarket Press
New York, 2002

By Rick Smith

No doubt about it, the National Park Service has some exciting job opportunities, probably more than any other agency in the federal government. I always thought, though, the among the very best of the jobs was that of being a member of the NPS' elite underwater archeology team, the Submerged Cultural Resources Unit (SCRU — probably one of the finest acronyms in the annals of government-speak).

"Submerged" contains some of the history and recounts a few of the more memorable activities of this unique team, told from point of view of its former director, Dan Lenihan. Since Lenihan was a diving director, the book is a first hand account of SCRU's activities, not that of a nonpartici-

(continued on page 28)

ANPR promotional items



View selected products on ANPR's website: www.anpr.org. Go to Member Services.

Send order form and check — *payable to ANPR* — to Marianne Karraker, P.O. Box 3351, Page, AZ 86040.

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POPULAR ITEMS!	PRICE	QUANTITY	TOTAL
ANPR 25th anniversary pin, silver with relief, 3/4-in. round	\$2.50		
T-shirts, 25th anniversary, Jackson, Wyoming, bright green L or XL only (circle size)	\$15.00		
ANPR decal	\$1.50		
Cloisnone pin with ANPR logo	\$2.00		
Hoofnagle Rangeroon notecards - winter scene, blank inside	10 for \$7.50		
Can koozie	\$3.50		
SALE ITEMS	ORIG. PRICE	SALE PRICE	# TOTAL
ANPR coffee mug (ceramic)	\$6.00	\$4.50	
Large totebag, cream & forest green	\$15.00	\$10.00	
Mousepads, tan with ANPR logo	\$4.50	\$3.00	
Leather folder, tan with gold ANPR logo in lower right corner	\$19.50	\$15.00	
Insulated mug, large, black (20 oz.)	\$6.00	\$3.00	
Pewter key ring	\$4.50	\$2.25	
Subtotal			
Shipping & handling (see chart)			
TOTAL (U.S. currency only)			

Shipping & Handling (all orders sent insured mail)

Orders up to \$25	\$6.00
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\$75.01 to \$100	\$11.50
Over \$100	e-mail for cost
Orders shipped outside U.S.	e-mail for cost

Ranger Rendezvous XXV set for Nov. 18 – 22 in Reno



Courtesy of Reno-Sparks Convention & Visitors Authority

The Reno-Sparks/Lake Tahoe area is the perfect spot for exploring the great outdoors. Choose traditional activities such as hiking, fishing, rafting, golfing and skiing, or more extreme outdoor activities like rock climbing and wind surfing. Lassen and Yosemite are only a day's drive away, so arrive early to Rendezvous or stay afterward and explore a new part of the country.

Organizers are finalizing plans for the annual Ranger Rendezvous scheduled for Harrah's Resort in Reno, Nevada. Registration will begin Sunday afternoon, Nov. 17, with programmed activities starting Monday, Nov. 18. The Rendezvous will continue through Friday morning, Nov. 22.

Program coordinators Barry Sullivan and Barbara Goodman have designed an excellent program around the theme of "Interdisciplinary Approach to Park Operations." A tentative agenda is outlined below.

Room rates at Harrah's are \$39 for Sunday through Thursday and \$69 for Friday and Saturday. For reservations at these rates, call Harrah's toll-free at (800) 423-1121 and state that you are attending the ANPR Ranger Rendezvous. These rates also are good for pre-Rendezvous training reservations.

ANPR will sponsor four training courses

prior to Rendezvous. (See page 22.) They include Administration for First Line Supervisors (five days), Maximo 101 (four days), Introduction to Section 106 Review (two days) and Political Reality (one day). Course announcements and registration information will be out soon.

Other traditional — and some non-traditional — Rendezvous activities are still in the planning stages, so stay tuned. Of course, we still will have regular raffles and auctions, a super raffle and the photography contest. Start working on those raffle items and looking for those once-in-a-lifetime photo opportunities.

Activities for the open afternoon are being formalized along with the traditional golf tournament and fun run. More information on these activities will be in your pre-registration mailing. 

— Dan Moses, Rendezvous coordinator

Task Leaders

Dan Moses – overall Rendezvous coordinator
mosesdd@aol.com

Barry Sullivan and Barbara Goodman – program chairs, SullivanBT@aol.com and GoodmanBo@aol.com

Pat Quinn – hotel contract
pquinn82@cybertrails.com

Bob Reynolds – onsite coordinator
BobRPAK@yahoo.com

Dan Greenblatt – Super Raffle
dan_greenblatt@email.msn.com

Erin Broadbent – registration
Ebroadbent@aol.com

Wendy Lauritzen – exhibits coordinator
wendy.lauritzen@juno.com

Mark Harvey – training courses
mpharvey@inreach

Marianne Karraker – merchandise sales
makarraker@hotmail.com

Dan and Diane Moses – regular raffle
mosesdd@aol.com

Teresa Ford – photo contest,
fordedit@aol.com

Tentative Agenda

Monday – Nov. 18

0830 – Opening Remarks – Host, park superintendent and regional director
0930 – ANPR President – State of the Association Address
1030 – Rejuvenate the Spirit – Keynote Address, Kathleen Dean Moore – author
1330 – Breakout Sessions – TBA
1530 – ANPR Business Meeting

Tuesday – Nov. 19

0800 – Raffle Time
0900 – Breakout Sessions – TBA

1030 – Rejuvenate the Spirit – Decreasing Stress
1330 – Keynote Address – NPS Director Fran Mainella
Evening session – Reception with Exhibitors and Film Fest

Wednesday – Nov. 20

0800 – Raffle Time
0900 – ANPR Breakout Sessions – TBA
1030 – Rejuvenate the Spirit – Fun in the Workplace
1300 – Free Afternoon
Evening Session – Reception with Exhibitors and Harry Yount Award

Thursday – Nov. 21

0800 – Raffle Time
0900 – Breakout Sessions – TBA
1030 – Rejuvenate the Spirit – Dynamics of the Gray & Green
1330 – ANPR Business Meeting
1730 – Fun Run
Evening Activity – Dance or other Activity

Friday – Nov. 22

0800 – Raffle Time
0900 – DOI Secretary/NLC Roundtable Session
1030 – Final ANPR Business Meeting

All in the Family

Please send news about you and your family. All submissions must be *typed or printed* and should include the author's return address and phone number.

Send via e-mail to fordedit@aol.com or write to Teresa Ford, Editor, 26 S. Mt. Vernon Club Road, Golden, CO 80401. Changes of address should be sent separately to the ANPR Business Manager, P.O. Box 108, Larned, KS 67550-0108.

Jane Anderson (GWMP, WASO, DENA, EVER, YELL) is now the deputy fee manager in WASO's Ranger Activities office. Previously she was the program manager of Save America's Treasures at Mesa Verde. Phone: office, (202) 208-6013; fax, (202) 565-1235. **Will Morris** (NCR, GWMP, Wolf Trap Farm Park, President's Park, WASO, DENA, EVER, GRCA) has left his position of chief of interpretation at Mesa Verde to enter the master's of divinity program at Wesley Theological Seminary in Washington, D.C., in fall 2002.

Paul R. Anderson has moved from deputy regional director, Alaska Region, to superintendent of Denali. His wife, **Sande**, con-

Welcome (or Welcome Back) to the ANPR Family!

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

Amy Allabastro	Ashford, WA
Peter Armato	Seward, AK
Christine Boehle	Boise, ID
Diane Chung	Denali National Park, AK
Vincent Cutright	Norton, WV
Lois Dalle-Molle	Kotzebue, AK
Steve Elenburg	Riverside, CA
Sylvia D. Frye	Sharpsburg, MD
Rena Fugate	Mesa Verde Nat'l Park, CO
Kim Glass	Scottsdale, AZ
Bill Halainen	Milford, PA
Gordon T. Johnson	Crete, IL
Jason J. Johnson	Coulee Dam, WA
Marianne Karraker	Page, AZ
James Kirkland	Port Angeles, WA
Walter Loeblein	Conifer, CO
Sean McCabe	Tuscarora, MD
Carrie Nuoffer	Mount Desert, ME
Mark O'Neill	Forks, WA
Johann A. Ott	Layton, UT
Rebekah Padgett	Seattle, WA
Tara Pettit	East Patchogue, NY
M. Eugene Phillips	Gulf Breeze, FL
Adam C. Prato	Staten Island, NY
Jeff Preney	Homestead, FL
Jesse Reynolds	Leesburg, VA
Stephen Roper	Wilton, NH
Mary & Roger Scott	Novato, CA
Charles Spearman	Chattanooga, TN
Patrick Suddath	Joshua Tree, CA
Thomas Jeff Troutman	Seward, AK
Judith Winkelmann	Glenarm, IL



Left to right, Gordy Abel, Charlie Maguire, Peter Ostroushko and Good Morning America's Diane Sawyer.

Joan Gaultfoyle

tinues to work in the Alaska Support Office as the regional senior historian. Paul is pleased to return to the field after nine years in the regional office. You can contact him at psjsbb@alaska.net.

Julena Campbell (seasonal SHEN, GRTE, SHEN, USFWS; permanent SHEN; seasonal SAGU, BLRI) is the supervisory park ranger of Byrd Visitor Center at the Big Meadows area of Shenandoah. She began her parks career with the Youth Conservation Corps, then worked seasonally in interpretation, took a permanent position in fee collection, left that to be a seasonal interpreter, then recently landed a permanent interpretation job. Address: 2974 Stonyman Road, Luray, VA 22835; aneluj@hotmail.com

Lisa Eckert is moving from Knife River Indian Villages to Devils Tower as the new superintendent. She was in the Midwest Region's developmental superintendent program the past three years reporting to Noel Poe, Theodore Roosevelt superintendent. Devils Tower will be her 10th park; prior to Knife River she was the chief of interpretation at Denali ('94-'98).

Dwight L. Hamilton, 75, of Hilo, Hawaii, died April 23, 2002. His NPS career as a ranger and interpreter spanned over 32 years in 10 park sites. He started at Rocky Mountain and came full circle when he retired from the same park in 1980. He also was an instructor at Albright Training Center, Grand Canyon. In addition, he worked at Natchez Trace Parkway, Glacier, Dinosaur, Colorado NM/Black Canyon of the Gunnison, Hawaii Volcanoes and Glen Canyon. After retirement he was a volunteer at Hawaii Volcanoes.

Bob Krumenaker (CANY 77 & 79, GRCA 80, ZION 80, NABR 81, DINO 82, WASO 83, BITH 83-85, ISRO 85-91, SWRO 91-94, SHEN 94-98, NERO 98-99, VAFO 99-02) is the new superintendent at Apostle Islands. He moved in early May. **Susan Edwards** will follow in late summer so she can work a few more months for USGS in Pennsylvania. Address/phone: Route 1, Box 4, Bayfield WI 54814; (715) 779-3397, ext. 101; krumenaker@aya.yale.edu

Charlie Maguire, the Singing Ranger from Mississippi National River and Recreation Area, made an appearance on ABC's Good Morning America April 30 in Stillwater, Minn. The stop in Minnesota was one of five locations visited that week during the show's "50 States - One Nation - One Year" tour. More than 4.7 million persons viewed the show. Maguire (*photo at left, second from left*) performed "Rivertown," which is featured on the park's "Great Mississippi" CD. He composes and sings songs about the Mississippi River and its people to educate the public through music. To hear the Singing Ranger's songs about the Mississippi River, visit www.nps.gov/miss/charlie/. (Also, see ad on page 20.)

Marshall Plumer (ISRO, HSTR, LOWE, KAHO, HALE, INDE, NOCA) has moved to Voyageurs as a ranger at Namakan. Previously he was a ranger at North Cascades. **Dawn Plumer** was working for resource management at North Cascades, but currently is focusing on 5-year-old twins, **Forest** and **Col**. They are enjoying living closer to family in the Upper Peninsula. Address/phone: 7577 Gold Coast Road, Crane Lake, MN 55725; (218) 993-8887.

Barb Stewart (SHEN 77-80, CUIS 79, CUVA 80 & 81-85, COLO 80-81 & 85-87, SHEN 88-01) now is a fire education specialist in the Northeast Region. She works out of the Virginia Interagency Coordination Center in Charlottesville. Previously she was a supervisory park ranger in interpretation and education at Shenandoah. Address/phone: 900 Natural Resources Drive, Suite 800, Charlottesville, VA 22903; (434) 977-1375, ext. 3365.

(continued on page 28)

A National Center built on foundation of partnerships

A public event this spring solidified the partnership between the Mississippi National River and Recreation Area and the Science Museum of Minnesota. A key to the museum was presented March 25 to Superintendent JoAnn Kyril. Also, officials signed documents securing the partnership between the National Park Foundation, the Mississippi National River and Recreation Area and the Science Museum. This unique partnership between a government agency and a private institution provides the coming Mississippi River National Center with prime space inside a multi-million dollar museum and access to more than one million museum visitors annually.

Inside the Science Museum, the long-planned Mississippi River National Center will become a must-see destination for visitors looking for in-depth information on the Mississippi River and the National Park Service. Uniformed park rangers will assist visitors, and interactive exhibits, brochures, books and other merchandise will be available. A partnership between the Mississippi National River and Recreation Area and NASA is also currently being explored that could offer impressive technological advances on satellite images within the park system.



Science Museum of Minnesota President Jim Peterson, right, presents JoAnn Kyril, Mississippi National River and Recreation Area superintendent, with a gold key to the museum. On the left is Bill Schenk, NPS regional director.

The first phase of the Mississippi River National Center was funded by a \$500,000 grant from the McKnight Foundation to the National Park Foundation. Organized in 1953, the McKnight Foundation is one of the nation's largest foundations dedicated to improving the quality of life for present and future generations.

The Mississippi National River and Recreation Area relies on strong partnerships between state, local and non-profit agencies in the area to both preserve the cultural and natural resources within the park, and communicate about them.

In Remembrance of Crystal Lee (Chris) Andress III

ANPR lost a good friend with the passing of Chris Andress on March 4, 2002. His career with the National Park Service dates back to June 22, 1964. This period of 34 years included positions in Yellowstone, Grand Teton, Yosemite and Petrified Forest. With a degree in police science and administration from UCLA, Andress moved up the ladder to more responsible positions. He served as chief ranger at Petrified Forest, chief ranger of the Mid-Atlantic Region, and chief of the Ranger Activities Division, Washington, D.C.

In 1988 Andress was selected as the chief ranger for the Mid-Atlantic Regional Office in Philadelphia. The region encompassed a wide array of park sites ranging from Civil War battlefields, wild and scenic rivers and ocean beaches. He provided leadership not only for the parks, but also for his colleagues in the regional

office. He often was called upon to serve as acting associate regional director for management and operations, and he also took on responsibility for managing the overall budget for the associateship. He earned the respect of all those who came in contact with him because of his technical expertise, his calm demeanor and his dedication to service.

In 1995 Andress became chief ranger for the NPS when he was selected to head the Ranger Activities Division in the Washington Office. He held that position for the next six years and oversaw the many diverse responsibilities of NPS rangers servicewide. These included operations in law enforcement, search and rescue, emergency medical services and numerous other ranger specialties. This position also included a number of major programmatic areas such as wilderness management, entrance and user fee administration, and


ROAD MAP *for my heirs*

ANPR has prepared this "Road Map" to assist family or friends in handling details when a spouse or loved one dies.

This notebook has fill-in-the blank forms about:

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The **National Park Trust** invites ANPR members to sign up for Parkland News, the e-mail news source dedicated exclusively to America's parklands, wildlife habitat and open space issues.

www.parktrust.org
legacy@parktrust.org

formulation of regulations implementing laws and administrative policies. He was deeply involved in a concerted and successful effort to improve ranger grades, pay and benefits.

In February 2001 Andress moved to Missouri to become the superintendent of Ozark National Scenic Riverways, a position he held until he retired Feb. 26, 2002.

Throughout his career he demonstrated exceptional leadership skills and abilities that he shared with all he met. He served in numerous positions of leadership in the NPS, and this allowed him to provide opportunities for all employees to grow and succeed.

Andress' legacy with the NPS can be described in many ways, but his love of his family and his devotion to them was the cornerstone of his love for the entire NPS family and friends whose hearts he touched. 

The Professional Ranger

(continued from page 21)

between natural and cultural values, or do cultural and natural resource specialists (and others) view themselves as soldiers out to win battles against each other?

Do our practices measure up to our policies, and to our mission to "protect and restore . . . natural *and* cultural resources?" Are there ways we can do better?

— Sue Consolo Murphy
Yellowstone

In Print (continued from page 24)

pant. This gives the book a sense of authenticity and excitement that makes it a very good read.

I had the pleasure of supervising the SCRU team when I was an associate regional director in the old Santa Fe Regional Office. People continually asked me how a diving team got to be stationed in Santa Fe. "Shouldn't it be in Florida or somewhere near a coast?" they'd ask. The answer was that the original team of divers who later became SCRU was put together in Santa Fe under the auspices of the National Reservoir Inundation Study, an attempt to quantify the impacts of reservoirs behind dams on archeological resources. This team dived in most of the reservoirs in the nation that are in national parks, particularly in the arid Southwest. While in these parks, they often conducted diving workshops for the rangers stationed in the area. This experience was the genesis of a relationship that characterized SCRU to the present and that will be of particular interest to readers of *Ranger*.

Lenihan is frank in his praise for the contributions that rangers have made and continue to make to SCRU's success. Lenihan says, ". . . our close association with field rangers and superintendents taught us a great deal. These people kept us grounded and honest about our work and affected the core of our research approach. If what we did in our research didn't make sense to these folks, there was probably something wrong with it . . . we had the basics of our thinking challenged and honed by our gray-green appareled associates who demanded explanations in clear English."

Rangers also dived with the SCRU team, ran the boats that ferried them to dive sites, and supported SCRU operations in a host of other ways.

"Submerged" allows readers to discover

the remains of the HMS *Fowey* in Biscayne and Spanish vessels in Dry Tortugas. With the SCRU team, readers will document the USS *Arizona* in Pearl Harbor and dive to astounding depths in the English Channel to film the CSS *Alabama*, sunk during a Civil War battle waged in plain sight of the spectators who lined the cliffs near Cherbourg, France. They will swim along with the SCRU team as they examine the vessels in Bikini sunk during Operation Crossroads that tested the efficacy of atomic weapons on naval resources. Readers will accompany SCRU on less comfortable dives in the frigid waters of Isle Royale and in the Aleutian chain in Alaska. They will experience the challenges of applying new technology to the science of underwater archeology and learn how techniques SCRU developed have revolutionized the field. Above all, NPS readers will share the pride that Lenihan expresses in the accomplishments of this small part of the NPS family. The few people who have comprised the SCRU team have accomplished a lot.

Rick Smith, president of International Ranger Federation, is a longtime ANPR member. He lives near Albuquerque.

The San Pedro River: A Discovery Guide

Roseann Beggy Hanson; University of Arizona Press; ISBN 0-8165-1910-2, \$17.95 (paper)

The San Pedro River flows through a quilt of tawny grasslands, brilliant cottonwoods, old-growth mesquites, and ghost towns from a few decades to 13,000 years old. It is the last undammed, unchanneled river in the Southwest, and its shady banks provide refuge for nearly 400 species of birds, more than 60 percent of the mammal species living in Arizona, and rare reptiles, amphibians and butterflies.

Although the Nature Conservancy lists this National Riparian Conservation Area as one of the "last great places in the Northern Hemisphere," there hasn't been much of a way to learn about it — until now.

Southeastern Arizona native and respected nature writer Roseann Beggy Hanson has created a definitive guide to this "emerald strand." This 206-page book isn't one of those guidebooks stuffed with anecdotes and short on substance. This is a real guide — charming and funny, intelligent and thoroughly informed. It's indis-

pensable to travelers with any interest in what they're seeing.

Hanson offers many suggestions for low-impact activities in hopes that new friends of the river will help ensure the San Pedro's wild, free-flowing future. Each chapter focuses on one segment of the river, complete with eloquent essays and activity guides for hiking, birdwatching and exploring historic sites.

Hanson has been fascinated with the San Pedro since she played in it as a girl. She draws on years of reading explorers' journals and scientists' findings, and listening to ranch lore, fish stories and the river's own voice.

For more details about the book and its author, go to [ftp://ftp.uapress.arizona.edu/public/publicity/](http://ftp.uapress.arizona.edu/public/publicity/). □

All in the Family

(continued from page 26)

Michelle (Supernaugh) Torok (MORA, OLYM, CAHA, LAVO) moved to Olympic in February 2002 as the supervisory revenue and fee business analyst. Previously she was a supervisory visitor use assistant at Lassen Volcanic. **Mike Torok** returns to a seasonal wildland fire position at Olympic. They are happy to return to the Pacific Northwest. Address/phone: 3303 McDougal Ave., Port Angeles, WA 98362; home, (360) 417-3711; work, (360) 565-3092.



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your organization.

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Please contact Rick Jones,
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MEMBERSHIP APPLICATION — Association of National Park Rangers

Renewal or New Membership Date _____ Park Code _____ Region _____ Retired?

Name(s) _____ Office phone _____
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Important Notice

In order for ANPR to be an effective, member-oriented organization, we need to be able to provide board members with lists of members by area. It is, therefore, vital that you enter the park and region four-letter codes before submitting your application.

Note: It costs \$45 a year to service a membership. ANPR suggests additional dues based on your annual income according to the chart below.

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	One year	Two years	One year	Two years
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\$25,000 – \$34,999 (GS-7/9 or equivalent)	<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
\$35,000 – \$64,999 (GS-11/14 or equivalent)	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145
\$65,000 + (GS-15 and above)	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145	<input type="checkbox"/> \$90	<input type="checkbox"/> \$175

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To help even more, I am enclosing an extra contribution \$10 \$25 \$50 \$100 Other

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I want to volunteer for ANPR and can help in this way:
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► ANPR may publish a membership directory, for distribution to members. May we publish your e-mail address? yes no

► To assist the ANPR board in planning Association actions, please provide the following information.

Do you live in park housing?
 Number of years as a NPS employee
 GS/WG level (This will not be listed in a membership directory)
 Your job/discipline area (interpreter, concession specialist, resource manager, etc.)



Share your news with others!

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

Send news to:

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 check ANPR's website: www.anpr.org
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Past Parks — Use four-letter acronym/years at each park, field area, cluster (YELL 88-90, GRCA 91-94) _____

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12616 SE Alder, #109 • Portland, OR 97233
(503) 341-6716 • ANPRpresident@aol.com

Treasurer

Lee Werst, Carlsbad Caverns
1300 N. Pate St., Apt. F163, Carlsbad, NM 88220
(505) 628-8497 • lswerst@aol.com

Secretary

Melanie Berg, Badlands
HCR 54, Box 104, Interior, SD 57750
(605) 433-5580 • badlspitfire@hotmail.com

Education and Training

Mark Harvey, Yosemite
P.O. Box 187, El Portal, CA 95318
(209) 379-2235 • mpharvey@inreach.com

Fund Raising Activities

Rick Jones, Glen Canyon
P.O. Box 3907, Page, AZ 86040; home: (928) 608-0820;
fax: (928) 608-0820 • rcroj@page.az.net

Internal Communications

Bill Supernaugh, Badlands
HCR 54, Box 103, Interior, SD 57750
(605) 433-5550 • bsuper@gwgc.net

Membership Services

Kathy Clossin, Bureau of Land Management
130 Watt St., Battle Mountain, NV 89820
(775) 635-2580 • glades_quilter@yahoo.com

Professional Issues

Bill Sanders, Hopewell Furnace
213 Colorado Drive, Birdsboro, PA 19508-9049
(610) 404-1872 • wnksanders@aol.com

Seasonal Perspectives

Steve Dodd
5950 Mountain Oaks Drive, Flagstaff, AZ 86004
(928) 526-5779 • Steve.Dodd@nau.edu

Special Concerns

Bill Halainen, Delaware Water Gap
4032 Conashaugh Lakes, Milford, PA 18337
(570) 686-3828 • bhalainen@hotmail.com

Strategic Planning

Ed Rizzotto, Boston Support Office
P.O. Box 407, Hingham, MA 02043

Past President

Cindy Ott-Jones, Glen Canyon
P.O. Box 3907, Page, AZ 86040
(928) 608-0820 • rcroj@page.az.net

Task Group Leaders

Elections

Dawn O'Sickey, Grand Canyon
P.O. Box 655, Grand Canyon, AZ 86023
(928) 638-6470 • dosickey@grand-canyon.az.us

International Affairs

Tony Sisto, PWRO
1348 Glen Drive, San Leandro, CA 94577
(510) 633-1282 • anthonyandadams@aol.com

ANPR Chronieler

Don Ross, Mesa Verde
14920 Road 30.2 • Dolores, CO 81323 • (970) 882-1234 • dkjross@fone.net

Mentoring

Bill Supernaugh, Badlands
HC 54, Box 103, Interior, SD 57750
(605) 433-5550 • bsuper@gwgc.net

Promotional Items

Marianne Karraker, Glen Canyon
P.O. Box 3351, Page, AZ 86040
(928) 645-8133 • makarraker@hotmail.com

Rendezvous

Dan Moses, North Cascades
622 13th St. NE, East Wenatchee, WA 98802
(509) 884-7093 • mosessed@aol.com

Retirement

Frank Betts, Retired
4560 Larkbunting Drive, #7A, Fort Collins, CO 80526
(970) 226-0765 • frankbetts@prodigy.net

Marketing Plan

Wendy Lauritzen, PECO
P.O. Box 1292, Las Vegas, NM 87701
(505)387-5922 • wendy.lauritzen@juno.com

Ranger Magazine Adviser

Marianne Mills, Badlands
HCR 54, Box 107, Interior, SD 57750
(605) 433-5505 • MarianneMMills@msn.com

Advertising

Dave Schafer, Lyndon B. Johnson
Route 1, Box 462, Blanco, TX 78606
(830) 833-1963 • dschafer@moment.net

Staff

Editor, Ranger

Teresa Ford
26 S. Mt. Vernon Club Road, Golden, CO 80401
Home office & fax • (303) 526-1380 • fordedit@aol.com

Business Manager

Jim VonFeldt
P.O. Box 108, Larned, KS 67550-0108
(620) 285-2107 • fax: (620) 285-2110 • jlv@cpavbv.com

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