



# ENTERPRISING PEOPLE

THE ENTERPRISE PROGRAM NEWSLETTER

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## UPDATE FROM THE PROGRAM OFFICE

### PROGRAM REVIEW "OFFICE HOURS"

ANNE DAVY, ENTERPRISE PROGRAM OFFICE

On January 14, Executive Officers Fran Smith (ACT2) and Kenton Call (AMSET) led the first "Office Hours" open forum, in which eighty-six Enterprise Program employees participated. Office Hours is a venue for information sharing between program leadership and program employees, and has been designed as an open forum for employees to ask questions and get clarification about program review activities. It is also an opportunity for management to better gauge employee information needs, address rumors, emphasize key messages about activities, and celebrate successes and milestones.

Before taking questions, employees were asked to introduce themselves and provide a word that best describes what they love about being an Enterpriser. Over 35 different words/phrases were given! A small sampling includes flexibility, boundary less, independence, good energy, networking, innovation, increased efficiency, travel, potential, freedom, and, of course, opportunity. Several announcements and updates were also provided. These included:

1. Information on the temporary assignments Josh Wilson, Fran Smith, Tim Holden, and Shannon Smith are shifting into later this month,
2. The reminder that the FY15 Annual Reports are due on January 29, and
3. That the EPLT is working on the framework and direction for business planning, led by Tracy Bieler, which will be a major push in February and March.

After introductions and announcements, Fran and Kenton responded to a variety of questions from the group. Topics included work orders and financial tracking, when and how the Enterprise Program will be moving towards the service line concept, how the service lines were created and grouped, how percentage of growth was determined, how employees fit into the service line concept, and tracking the costs of the program review. Fran and Kenton were able to answer most questions, but in some cases, the answer was simply too speculative. In those cases, employees were encouraged to ask the question again when we are further along with program review recommendation activities.

If you participated on this call and have any comments or suggestions to improve the format, please contact Kenton Call ([ckcall@fs.fed.us](mailto:ckcall@fs.fed.us)) or Fran Smith ([fjsmith@fs.fed.us](mailto:fjsmith@fs.fed.us)). The Enterprise Program Leadership Team (EPLT) wants to make sure that this forum and its format is meeting the needs of the employees.

*The next Office Hours are scheduled for January 28 at 10:00 AM MT and will be hosted by Tracy Bieler and Kenton Call. More info on the Program Review can be found on <http://fsweb.wo.fs.fed.us/enterprise-program/program-review/>*

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## LABARGE VEGETATION RESTORATION PROJECT

### RESTORING FOREST HEALTH AND RESILIENCY, IMPROVING HABITAT, AND SALVAGING ECONOMIC VALUE

PAT NASTA, TEAMS

TEAMS is happy to report the success of a long-term and challenging planning project on the Kemmerer Ranger District of the Bridger-Teton National Forest. Planning for the LaBarge Vegetation Restoration Project began in 2009 with the initial hope from the Forest that the project would be a straightforward analysis to meet the needs to restore forest health and resiliency, improve habitat, and salvage economic value from trees affected by mountain pine beetle; however, "straightforward" it was not.

*(Article continued on Page 2)*

(Article continued from Page 1) The project area includes a myriad of special features to be considered and protected such as:



- A long segment of the California National Historic Trail bisecting the project area, and numerous other cultural sites
- Two eligible wild and scenic river corridors
- An inventoried roadless area
- Populations of and habitat for TES plants, wildlife, and fish
- Substantial Colorado cutthroat trout restoration work conducted in partnership with the Wyoming Game and Fish Department
- Recreation special uses
- Adjacent oil and gas infrastructure
- Thousands of acres managed for retention of scenic quality

Throw in Mother Nature's idea to sweep a large severe wildfire through the project area in 2012, and it is clear why this planning team was kept busy for

many years! After completing the work and resolving 26 objection issues, the final EA and Decision Notice were approved in December 2015. Deputy Forest Supervisor Jose Castro and District Ranger Adriene Holcomb were particularly pleased to reach this milestone, and thanked everyone involved for their focus and diligence. This was a blended IDT led by TEAMS environmental coordinator Pat Nasta and included the following TEAMS specialists: Glen Lewis, David Keefe, Jenny Fryxell, Camilo Arias, Chris Bielecki, Bruce Davidson, Henry Eichman, Cass Klee, Mike McNamara, and Kristen Whisennand.

As team leader, I was proud to work with this expert group and the Forest staff who all remained flexible and collaborative throughout the analysis. Best of all, work on the ground is free to begin and resource needs will be met!

*Photo above by David Keefe (retired TEAMS): One of the goals of the LaBarge project is to promote age-class diversity in mountain big sagebrush habitat to benefit wildlife using prescribed fire. Another goal is to salvage dead and dying trees affected by mountain pine beetle, as shown in this picture, using mechanical harvest methods.*

## ENTERPRISING PEOPLE AWARDS

### CONGRATULATIONS TO THE RECIPIENTS OF THE FY 2015 ENTERPRISING PEOPLE AWARDS

MELISSA MAROSY, CREATIVE CONFLICT RESOLUTION

The Enterprising People Awards Committee is thrilled to announce the following Enterprise Program employees as recipients of the FY 2015 Enterprising People Awards:

*Deborah Davis of ETS, and TEAMS' Henry Eichman, Delilah Jaworski, and Kristen Loughery*

The Awards Committee, comprised of executive officers Josh Wilson, Kenton Call, Lauren Payne, and led by Melissa Marosy, reviewed the nominations and assessed them for innovation, creativity, exceptional customer service, and effort that could be considered above and beyond. All 16 nominations demonstrated the amazing contributions Enterprise employees are making; however, the four individuals selected clearly stood out. Below are excerpts of their accomplishments:

**Henry Eichman, Delilah Jaworski, and Kristen Loughery** have established themselves as skilled, reliable and vital partners within the Human Dimensions Community, providing services and support to every FS region, the WO, and the BLM. For example, they supported the WO-EMC with interpretation of the 2012 Planning Rule, coordination of the Ecosystem Services Evaluation Framework, creation of a national minerals database, and development of more efficient methods of analysis. They also supported several R9 projects (e.g. Women in Wildfire and Recreation's Economic Contributions) and the BLM Montana State Office.

Pat Reed, FS Human Dimensions National Program Associate Lead, said, "The outstanding and well-respected efforts of TEAMS economists Henry Eichman and Kristen Loughery, and social scientist Delilah Jaworski, are absolutely instrumental to the Forest Service's (and BLM's) ability to meet the expanding 'human dimensions' planning and implementation workload in a timely, appropriate, and appreciated manner. Critical to their success has been their acceptance of heavy travel schedules, their quick and insightful grasping of a wide range of issues and appropriate solutions, and their ability to relate to forest and grassland staffs and the public."

**Deborah (Debbie) Davis** completed a tremendous amount of work in FY15 through her dedication as a Project Manager for Region 1 conveyances and as a professional water/wastewater engineer. She has been working with Region 1 on land conveyance under the FS Realignment and Enhancement Act of 2005, which provides a process to sell outdated administrative facilities and reinvest the money to maintain current administrative buildings. To accomplish this work, Debbie utilized innovative and creative approaches to forming teams, partnerships, and processes. Her ability to work with others and her customer service skills served her well when working with many people from a wide variety of disciplines, agencies, and the public.

In addition, Debbie filled in for a Region 1 Environmental Engineer, performing sanitary and condition surveys for FS-owned water and waste water systems. She also assisted FS Research (PSW) by conducting sanitary and condition surveys at experimental research stations, investigating a water system in Hollis, Alaska, and writing O&M manuals for research labs, work stations, offices, and residences. Debbie's work is respected by her clients and contacts in R1, GSA, and beyond.

Please join us in congratulating these deserving Enterprise Program employees. We are proud to have you among us!

## RETIREMENT OF THREE EXECUTIVE OFFICERS

BEST WISHES GARY, LAURIE, AND CAM FOR YOUR FUTURE ENDEAVORS – YOU WILL BE MISSED!

ALLISON STEWART, ADAPTIVE MANAGEMENT SERVICES



GARY MORGAN

After 37 years of Federal Service, Gary Morgan of Safety Systems Enterprise (SSE) has retired.

Gary came to the USFS from NASA, and prior to joining the Enterprise Program had served as Forest Aviation Officer, Pilot Inspector, and Regional Aviation Safety Officer. He worked extensively in both rotor and fixed wing operations and mishap investigations. Gary has been a mentor to many people throughout his career supporting Forest Service employees to gain knowledge and skills to excel in aviation safety and management.

Gary stated: “My high points were becoming a naval aviator, travelling to so many countries with the Navy and NASA, spending 5 years in Alaska seeing much of it from a helicopter. I enjoyed flying the fires on infrared missions, and working with some of the most colorful, educated, creative, enthusiastic, and enjoyable people as my colleagues. Setting up the enterprise team and watching it grow and succeed were the culmination of my goals and I think that was about the biggest contribution I made. By having an SMS centered enterprise, we are ensuring sustaining this valuable system.”

As Gary was preparing for his next chapter in life, he had this to share: “I truly enjoyed the support and influence each of you have made on my life. I will continue to pursue my passion of teaching principles of Safety Management and Leadership as opportunities present themselves.”

He plans to retire to Hartland, Wisconsin with his wife Vickie and their dogs.



LAURIE THORPE

On January 2, 2016, Laurie Thorpe retired after 32 years with the Forest Service. In high school, she

joined the Youth Conservation Corps and fell in love with nature and the Forest Service. She became a Cooperative Education student on the White River National Forest in Eagle, CO, which was her ticket to a permanent job and a fun career! She later realized that if sustainability was her goal, she would have to focus on the people side of things to ensure the resource was there for the long term.

In 1998, Laurie participated in a two year training program on business, market research and marketing, which led her to explore the feasibility of starting an enterprise team around the concept of sustainability. While the market for that offering was not yet ripe, she and teammate Cheri Ziebart helped Region 6 with business planning, marketing and communications for the recreation fee program. This formed the basis for the Integrated Resources Enterprise Unit (InRe) offerings of recreation and communication. InRe was chartered in 2001 by Laurie and Cheri, quickly becoming known for high quality work in the recreation fee program, strategic business graphics, and business planning. Laurie’s growing talent for facilitation and project management was most recently instrumental in several national projects including the agency’s Diversity and Inclusion Strategy, National Trails Strategy, the Outdoor Experiences Diagnostic, and State and Private Forestry Cooperative Forestry Strategy.

Laurie lives in Northeast Washington on 30 acres and looks forward to spending time with her grandchildren, getting out on her boat, and putting sustainability into practice on her land.



CAM LOCKWOOD

After 40 years of federal service, Cam Lockwood has retired. He has worked in a number of Federal Agencies

including: the Heritage Conservation and Recreation Service, National Park Service, Bureau of Land Management, and, for the past twenty-six years, the Forest Service. Cam always worked in the field of recreation, being an outdoor recreation planner, field ranger, trail crew leader, and even the state outdoor recreation planner for the BLM in California.

Cam was the Unit Leader for the Enterprise Unit Trails Unlimited (TU). He concentrated his efforts in planning, layout & design, construction, maintenance and management of a full spectrum of trail systems. He has received many accolades from the trails community for developing new techniques and equipment for trails.

Cam has the distinction of being the person who completed the last 7½ mile stretch of the Pacific Crest National Scenic Trail and drove the “Golden Spike” at the completion ceremony. Cam was also one of the original members of the Forest Service “OHV Core Group” that identified the original concerns of the OHV managers on a national basis, and awarded the 2013 NOHVCC Program Manager of the year.

During his 26 years with the Forest Service, Cam had the designation of “Master Performer” for trails both non-motorized as well as motorized. Most recently he was called upon to provide the federal leadership for the “National Trails Training Partnership” and an instructor for the National Trails Training Core Group.

## ACCOMPLISHING GREAT WORK ON THE PLUMAS NATIONAL FOREST

OVER 18,000 ACRES, 500 RARE PLANTS, AND 450 WEED OCCURRENCES SURVEYED AND DOCUMENTED

ADAM SHAW, ADAPTIVE MANAGEMENT SERVICES

An incredible amount of crucial, time-sensitive work has been completed over the past 8 months. In Support of Region 5 and Plumas National Forest priorities, many AMSET folks jumped to the call to act fast. Wendy Boes, Chelsea Morgan, their temp crews, and a TEAMS botany crew surveyed over 18,000 acres, documented over 500 rare plants, and 450 weed occurrences! They also got them all into NRIS before the end of November! This effort was made possible and supported by key AMSET specialists. Special thanks to:

- Dawn Koerber, who worked fast and carried a lot of weight requesting, securing, and COR-ing crews on the temp services end. These temps worked quite well, and Wendy, Chelsea, and Dawn solved a lot of problems along the way.
- Pam Pellegrini, who made sure seasonal help was available to Wendy.
- Chris Barrett, with support from Chris Clervi, supported the design of survey areas and worked with Wendy to develop a data collection system for mobile devices that makes field data collection, management and reporting much more efficient.

We also recognize the TEAMS folks who assisted in the PNF surveys such as Sara Levy, the project lead for TEAMS, and the field support staff: Hank Raizen, Jim Dilley, and Michele Disney.

KUDOS to these awesome teammates!



*Left photo: Group Bryophyte training which was coordinated with the forest. Right photo: The crew mapping and discussing mapping of a Lewisia kelloggii occurrence. Photos courtesy of Wendy Boes.*

## HELLO

### WELCOME NEW ADDITIONS TO THE TEAM



#### INTRODUCING ELIZABETH KLINE

RACHEL KLINE, HERITAGE  
STEWARDSHIP GROUP

Say hello to the newest Enterpriser, Elizabeth Laurel Kline.

She was born on her due date, September 17, to the Kline family.

Lizzy has a full head of dark hair, compared to her very blonde big sister Jane. Jane is very excited to

have a little sister. Lizzy is named after her two great grandmothers and grandmother.

#### WELCOME MARY BLANCHARD TO ETS

LISA WHITCOMB, ENTERPRISE TECHNICAL SERVICES

I am very pleased to announce and welcome Mary Blanchard, PE to Enterprise Technical Services!

Mary joins ETS having previously served as the facilities engineer for the San Juan National Forest, where she was responsible for administrative and recreation facilities, including water and wastewater system operations and maintenance, and design and construction of new facilities. Mary was also the Abandoned Mine Lands (AML) coordinator for the San Juan Forest with responsibilities in program management, mine safety closures, abandoned mine site environmental compliance, Forest hazardous materials emergency response, and the federal asset conveyance program.

Mary's environmental engineering experience includes conducting Phase I Environmental Site Assessments (ESAs), contracting Phase II ESAs asbestos, lead-based paint and soil investigations and contracting remedial efforts including asbestos abatement and underground storage tank associated contaminated soil removal and disposal.

She has additional experience working for private sector companies in Colorado and North Carolina, and is a certified COR and Water System Operator. Mary received the R2 Regional Managerial Engineer of the Year award in 2014.

Please join us in welcoming Mary!



### MEET DEB PROCTOR

DEB PROCTOR, TEAMS

I began my Forest Service career in 1988 as a soil scientist on the Chequamegon-Nicolet National Forest in Wisconsin. I was brought

on to assist with the Ecological Classification and Inventory-mapping soils and plant associations- and expected to move on to another Forest once that task was complete. Who would have guessed I would spend the next 27 years on the CNNF!

My time on the CNNF has been exciting and full of challenges and changes. I was a Soil Scientist for the first 7 years, a Watershed Specialist for the next 7, and NEPA Coordinator the past 13. Over the past 10 years or so, I detailed into several Acting District Ranger positions, was the interim Director of a Historic estate the Forest acquired, and recently finished up a two year detail as the Deputy District Ranger for two of the Ranger Districts on the Forest.

I feel fortunate to have experienced NEPA from so many different perspectives... as a specialist on IDT's, team leader, coordinator, S.O. program manager, and line officer. I've seen many changes since that first NEPA team I served on in 1992 as a soil scientist. It's been an amazing journey!

Spending time with family is very important to me. I'm thankful to have been stationed close to my parents and extended family my entire career because we get together a lot! I am married to Kurt Proctor and we have 4 children ranging in age from 21 to 33, and 4 grandchildren ages 1-7. We do a lot with them. We are also dog and cat people. Love our animals; they are family too! My other big races or leisurely weekend outings. My other main interests are Nordic skiing, snowshoeing, biking, gardening, motorcycling, traveling, and community involvement. You'll also catch me on a horse here and there with my daughter McKayla! I love spending time with her and since that's her passion that's usually what we do!



### MEET BOB BAYER

BOB BAYER, TEAMS

Hi everyone! I am a long-time NEPA practitioner and have been leading ID teams and managing projects for many years. What I will be doing with TEAMS will more or less be an extension of what I have

been doing but certainly in a different setting and context, and that I am looking forward to! I have worked on many projects large and small, decision memos, EAs, and EISs, all types.

I have been on the Green Mountain and Finger Lakes National Forests, at the Manchester Ranger District, for 25 years. Prior to that, I spent time on the Chequamegon NF in Wisconsin and the Shasta-Trinity NF in California. Before my time with the Forest Service, I worked in the private sector in data processing. Deciding it was a time for a change, I went back to get a graduate degree in Forest Management. That combination of analytical skills and forestry, along with my love for the outdoors, has served me well in my career. I can dialogue effectively with resource specialists and have a good feel for what's happening on the ground. It's been fun!

On a personal level, I have learned that to fully enjoy and be effective in your career, you need to find the balance between work time and your time away from work. We all need to be able to play. I ski and snowboard, and volunteer at the local ski area. You need to find a way to enjoy New England winters! I hunt and fish when I can; golf has replaced much of the fishing. I referee spring and high school soccer and even still play some. I spent much time at the gym and always have projects around the house. I don't lack for hobbies! I am single but "spoken for"! I have three great kids. Unfortunately, they are 3,000 miles away, all in California. They are absolutely the most important thing in my life; my lifetime legacy.

I am really looking forward to working with the TEAMS Enterprise Unit! It's a great opportunity to meet and work with new people in different settings. This will surely present some welcomed new and exciting challenges.

## CLIENT QUOTES

### FEATURING FEEDBACK FROM OUR CLIENTS

#### VICKEY EUBANK, TEAMS

"I had never worked with TEAMS before my recent project with Vickey Eubank, so I wanted to express what a nice experience it was. Vickey is awesome to work with. She handled the work skillfully and timely, plus it was always a pleasure to talk with her, whether I was asking her opinion about the appearance of the index or downloads from the private contractor. I'm very pleased with the final product – both for its quality and for the enjoyable experience. Thank you."

– Lynne Hagen, Litigation Coordinator, Rocky Mountain Regional Office

## GOODBYE

### THANK YOU, FAREWELL, AND GOOD LUCK TO OUR ENTERPRISERS

#### BARB OTT

CINDY WHITE, TEAMS

While thrilled for Barb, it is with reluctance that TEAMS bids her farewell in her retirement at the end of this year. Barb started with TEAMS in 2004.

She began working as a social and economic specialist, rising to the position of Planning Director where she was responsible for oversight and supervision of the environmental planning staff. Barb has had an extensive career with the Forest Service, working in both business management and planning. She spent time with the Uinta National Forest and also the Hiawatha National Forest before coming to TEAMS. Congratulations Barb, you will be missed greatly!



#### GARY MORGAN, SSE

JIM MORRISON, SAFETY SYSTEMS ENTERPRISE

Safety System Enterprise (SSE) is sad and happy for the retirement of our XO! Sad for the departure of a dear and trusted friend, a respected leader and committed enterpriser! Happy for his retirement though, as he pursues the hobbies he's passionate about and work that he can even be more selective about! Gary has been mentor to many people throughout his career, assisting people to gain knowledge and skills to excel in aviation safety and management in the FS. Best Wishes Gary for your future endeavors, more time with your bride of many years and fun with your hobbies! You will be missed! Love, Jim, Eric, and Lori



#### JANICE SCHULTZ

JUDITH YORK, TEAMS

Janice Schultz, writer-editor with TEAMS Enterprise Unit, retired on October 31. Janice had been an editor with TEAMS for 10 years and

specialized in helping to create NEPA documents and make them understandable.

#### CHRIS BIELECKI

MIKE NORTH, TEAMS

Chris Bielecki has accepted the Forest Engineer position on the Modoc National Forest. Chris has served as TEAMS Logging Engineer since April of 2010. During his tenure, he worked on dozens of projects, providing the highest quality logging systems, transportation planning, and roads engineering services. He also served on the training cadre for the national Sale Area Harvest Layout Institute. TEAMS wishes him success in his new position.

#### CAROL EWELL

ALICIA REINER, ADAPTIVE MANAGEMENT SERVICES

Carol Ewell will be leaving AMSET to take the Forest Fire Planner position on the Stanislaus National Forest. Carol started her career in the National Park Service as a Fire Effects Monitor, then a Fire Use Monitor from 2000-2002. She started working with the Forest Service in 2003 for AMSET. Carol has worked with the Fire Behavior Assessment Team (FBAT) her entire career with AMSET, and has been the lead of the FBAT program for the past five years. Carol has worked diligently in many aspects of fuels and fire work while at AMSET, and her shining smile and energy will be missed.



#### ODE TO AMBER

DAWN KOERBER, ADAPTIVE MANAGEMENT SERVICES

**A**fter 11 years with the AMSET family, a position as Budget Officer on the Tahoe she did take

**M**any significant contributions to our team and the Enterprise Program she did make

**B**old in her words and actions, a stellar leader she did turn out to be

**E**mbracing life with passion, love, and humor, let's not forget her honesty

**R**espected and highly regarded, **AMBER WATERS!** Thank you for everything you've done, we will miss you!

Have fun on your next adventures with the Tahoe, thanks again, and good luck too!



## ABOUT ENTERPRISING PEOPLE

*Enterprising People* is a quarterly publication focusing on Enterprise Units and their partners. Both Enterprisers and partners are encouraged to share stories, provide comments or questions, and join our mailing list by contacting the editor, Kathrina Magno ([kathrinagmagno@fs.fed.us](mailto:kathrinagmagno@fs.fed.us)).

The *Enterprising People* archive can be found on [the Enterprise Program website http://www.fs.fed.us/enterprise/news/index.shtml](http://www.fs.fed.us/enterprise/news/index.shtml)

If you would like to contribute to the next issue, please send your articles and photos by March 1, 2016 to the editor.