

# ENTERPRISING PEOPLE

THE ENTERPRISE PROGRAM NEWSLETTER

ISSUE 65 APRIL 2016

## DIRECTOR'S CORNER

### PROGRAM REVIEW

LAURA NANCE, ENTERPRISE PROGRAM DIRECTOR

In the first few months of 2016, we moved forward to implement operational recommendations from the EP Program Review. For the Business Planning recommendation we remain in an analysis phase which most recently resulted in 16 Enterprisers accepting and completing the task of writing business evaluations for 16 distinct Service Lines. This effort is a major contribution to our mutual success and a positive step towards a program that is working collaboratively in the same direction.

In the coming months, leadership will be reviewing the findings of these evaluations. This will lead to business plans and further implementation of other recommendations intended to increase the accountability within our program and our transparency to customers while lowering the cost of our services.

It is important to remember the big picture. Our Program Review was designed to give us the opportunity to look critically and creatively at our collective business. We found some aspects that are working very well and some other areas that we can improve upon to ensure our viability into the future. Implementing the recommendations from the review is positioning us for a bright future.

To help everyone stay connected to the many things that are happening to move the program forward, we have been conducting an employee engagement "Office Hours" every two weeks. Each session is led by two Executive Officers giving you a chance to interact with different members of our Enterprise Program Leadership Team. I have been very happy to hear so much participation in these calls. It is my hope that you will utilize this venue to raise your questions and connect the dots about our collective future. I also invite you to visit the Program Review website where you can find a library of past discussion and topics on Program Review <http://fsweb.wo.fs.fed.us/enterprise-program/program-review/>.

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## STILL CREEK STREAM CHANNEL AND FLOODPLAIN RESTORATION

BRIAN BAIR, TEAMS

The Mt. Hood National Forest, USDA Enterprise Program Watershed Restoration Division, and partners have received several awards for the Still Creek Stream Channel and Floodplain Restoration Project. Aside from an Oregon Land Board award in 2013, the group recently received the Forest Service's 2015 Rise to the Future award and the American Fisheries Society's 2015 Western Conference Riparian Challenge award. This innovative project has restored 3.7 miles of stream channel, 4.6 miles of side channels, and over 90 acres of wetlands and floodplains designated as critical habitat for the threatened Lower Columbia River coho, spring Chinook, and winter steelhead. *(Article continued on Page 3)*



Newly restored Still Creek wetland habitat. Still Creek near Rhododendron, OR, Mt. Hood National Forest.

## THE FORCE AWAKENS: THE RECREATION ALLIANCE!

RACHEL FRANCHINA, INTEGRATED RESOURCES

From January 11 to 15, fourteen recreation and landscape architecture employees from the Enterprise Program met at the Region 2 Regional Office for a “recreation alliance” meeting. The objectives of the meeting were to:

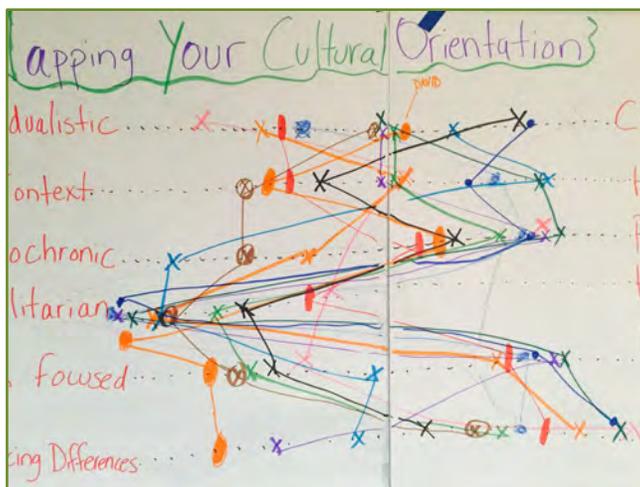
- Strengthen the connections and effectiveness of the team
- Learn new skills to build depth and capacity in Enterprise Program recreation management offering

Employees from TEAMS, Integrated Resources, and Trails Unlimited met with national program leaders, recreation program leads from the Rocky Mountain region, and the director for the Center for Design and Interpretation to discuss how the Enterprise Program can support recreation, designated area and scenery planning needs nationally and regionally. We also worked on billable projects that required face-to-face collaboration and participated in a one-day team building and resiliency workshop. We found that we share common values such as fun, positivity, health, kindness, trust, grace, and respect. The team building continued with an after-hours bowling competition.

The recreation alliance also got a bit of a head start on launching the business case evaluation for the Recreation Service Line. We discussed how the current recreation alliance is well suited to help unit’s deliver benefits to the public, and that our effectiveness as a group will only increase as we move toward Service Lines. We ended the week feeling very connected and energized about the future!

*Top photo: Mary Emerick (InRe), David Fothergill (TEAMS) and Mike Hill (InRe) participate in recreation team building.*

*Bottom photo: The recreation alliance mapped our cultural orientation and it’s all over board, which shows that we have complementary skill sets!*



## TEAMING UP ON THE COORDINATED RESPONSE PROTOCOL

KENT HAMILTON, SAFETY SYSTEMS ENTERPRISE

On March 2, Kent Hamilton, Jim Morrison, Eric Shambora of Safety Systems Enterprise along with our Director Laura Nance, traveled to the National Interagency Fire Center (NIFC) to work with the Director of the Office of Safety and Occupational Health (OSOH) and Branch Chief-Aviation Safety Management Systems (BC-ASMS) to collaborate on the Coordinated Response Protocol (CRP) that establishes procedures for the response of Forest Service personnel to Forest Service aviation accidents.



The focus of the meeting involved aviation accidents and how to coordinate the learning potential for the USFS while fulfilling the fiduciary requirements when working with the National Transportation Safety Board (NTSB). A CRP intended to coordinate the efforts of subject matter experts (SME) and organizational functions such as critical incident stress management (CSIM) to support Forest Service employees involved with the traumatic events.

Coordination of the investigatory written products, the NTSB report and the USFS Learning Review, will enhance the USFS by maintaining a safety culture of learning towards the prevention of aviation accidents.

*Above, pictured from left to right: Kent Hamilton (SSE), Laura Nance (Enterprise Program Director), and Jim Morrison (SSE).*

## STILL CREEK STREAM CHANNEL AND FLOODPLAIN RESTORATION

BRIAN BAIR, TEAMS

*(Article continued from Page 1)* Located on the Zigzag Ranger District of the Mt. Hood National Forest in Northwest Oregon, the Still Creek watershed area is over 21 square miles and extends 14 miles from its headwaters on the flank of Mt. Hood to its confluence with the Zigzag River.

The aquatic and floodplain habitat of Still Creek was impaired by decades of land use. Large floods in the 1960s caused flood damage to nearby summer cabins and other infrastructure, which resulted in misguided efforts by federal agencies to remove large wood, construct levees, and straighten the stream channel. Those actions simplified the river corridor and led to a loss of connectivity between the river and its floodplain and wetlands. In addition, past timber harvest along with recreation and road building activities in the project area floodplain reduced conifer trees that contribute natural inputs of large wood to the stream.

The long term goal of the Still Creek restoration is to accelerate the recovery of naturally functioning conditions within stream channels, floodplains and riparian areas and restore production of juvenile and adult coho salmon, spring Chinook salmon, winter steelhead and cutthroat trout. In 2011, Greg Robertson, Enterprise Program Fish Biologist, and Brian Bair, Enterprise Program Watershed Restoration Project Lead, developed restoration designs for the Mt. Hood National Forest to restore stream channels and reconnect the historic floodplain.

In 2012, the first phase of the project was completed and was highly successful. Successive phases (2013-2015) improved upon construction techniques and methods which converted the main-stem channel from an entrenched stream composed of steep riffles and cascades, to a series of pool and riffle complexes with high densities of large wood and cover habitat. Although the primary objective was to restore federally listed salmon and steelhead, the restored wetland habitats also greatly benefit amphibians, macroinvertebrates, and northern spotted owl. The Mt. Hood Fishery staff have documented substantial increases in use of spawning areas and coho smolt out-migration over the past two years.

For more information on the Still Creek project see the Sandy River partners and Watershed Council website: <http://sandyriver.org/projects/completed-projects/>.



*Top photo: Man standing in front of Log jam14A which was constructed to reconnect historic floodplains and wetlands in 2014. Still Creek near Rhododendron, OR, Mt. Hood National Forest.*

*Middle photo: Constructed Log jam14A during peak flows. Still Creek near Rhododendron, OR, Mt. Hood National Forest.*

*Bottom photo: Constructed Log jam14A during normal low flows. Still Creek near Rhododendron, OR, Mt. Hood National Forest.*

## 2015 PROMOTING RECREATION INTERNAL GROUP AWARD

CONTRIBUTED BY LISA WHITCOMB, ENTERPRISE TECHNICAL SERVICES

The 2015 internal Promoting Recreation Award was presented to the Spring Mountains Recreation Area Staff, and the staff in the Humboldt-Toiyabe SO and the Intermountain Region that participated in planning, design and construction of the Spring Mountains National Recreation Area SNPLMA Recreation Enhancement Projects. Among these team members were Enterprise employees Frank Leoni, Rich Mora, Eleanor Oman, Karen Bower, Lynette Carlson, and Tom Laurent who staffed primary construction and project support.

The Spring Mountains NRA applied for and received over \$100 million dollars from the Southern Nevada Public Lands Management Act funding for complete reconstruction of three campgrounds, four picnic areas, an interpretive trail overlook, and five trailheads. In addition, a new ten million dollar visitor center complex was constructed and 40 miles of new trails.



Over the last decade NRA, Forest and Regional personnel and detailers have completed the concept development, environmental analysis, design, contracting/purchasing and construction of these facilities.

Given its close proximity to Las Vegas, the NRA receives nearly 900,000 visits a year, providing locals with the only escape from the desert heat of summer and the only winter snow play within 200 miles. The renovation and construction of these facilities has increased the quantity, quality and variety of recreation opportunities in the SMNRA and enhanced visitor information services, accessibility, interpretation and education, and overall quality of visitor experiences. Well done, and Congratulations!

*Top photo: The Chief's Award. There is a photo of one of the projects, a visitor center, in the background.*

*Bottom photo, pictured from left to right:*

*Front row: Ronnie Cling (Humboldt Toiyabe), Lisa Whitcomb (ETS), John Harris (Dixie NF), Mario Isaias-Vera (R6), Marge Schafer (R4). Standing: Eleanor Oman (ETS), Frank Leoni (ETS), Pete LaShoto (ETS), Lynette Carlson (ETS), Patsy Buckley (ETS), Tom Laurent (ETS), Mario Alaniz (ETS detailer), Mike Balen (WO).*

## GREATER SAGE-GROUSE CONSERVATION EFFORT RECEIVES NAEP ENVIRONMENTAL EXCELLENCE AWARD

SCOTT DAILEY, AMSET

AMSET, along with R4, BLM, and EMPSi staff, received the 2016 National Association of Environmental Professionals award for Excellence in Planning for work performed on the Greater Sage-Grouse (GRSG) conservation planning strategy. Tim Metzger, Fire Management Specialist with AMSET, set the team up for success on this project.

Another Fire Management Specialist with AMSET, Michael Dardis, has been leading a team of specialists on "The Great Bird Tour", visiting with staff on eight forests across Region 4 to perform analysis for development of prioritization plans for conservation of GRSG habitat on forests across the Great Basin. These prioritization plans provide effective strategies for mitigating the threat to GRSG habitat posed by wildland fire, annual invasive grasses, and conifer encroachment.

Other members of the AMSET GRSG team include Wildlife Biologist Teresa Sue, Range and GIS Specialist Lucretia Smith, Environmental Coordinator Adam Shaw, and Fire Ecologist Scott Dailey.



## IN MEMORIAM: BYRON STRINGHAM

CONTRIBUTED BY CARL HUTCHISON, AMSET

Byron Paulsen Stringham of Frenchtown, Montana, passed away surrounded by family on Monday, February 8, 2016 in Salt Lake City, after a three year battle with leukemia. He had a lifelong love of the outdoors, gardening, and spending time with his family. He started his Forest Service career working for the Enterprise Program in 2002, on Recreation Solutions, and lived his dream working as a Landscape Architect.

Byron will be remembered for his kindness, love and example of service. He leaves behind his wife Kimberly, and their three children Brielle, Bryant, and Brynnly.

## HELLO

### WELCOME NEW ADDITIONS TO THE TEAM

#### BRUCE HIGGINS

TIM HOLDEN, A&B | ODE

Mr. Bruce Higgins has accepted a new Project Manager position within the Enterprise Program. Bruce has been a long-term Enterprise Program employee, since 2004, who has held multiple permanent and acting positions (Silviculturist, Environmental Coordinator, Project Liaison Officer, Acting Executive Officer, and Project Manager). As with his previous positions, he is expected to bring an abundance of experience and energy to this new permanent position. He will be officially starting in this new capacity on March 21. Please help us welcome Bruce to this new challenge and chapter in his career and the Enterprise Program.



#### ANNE DAVY

TIM HOLDEN, A&B | ODE

Ms. Anne Davy is a returning Enterprise Program employee. She started her Forest Service career in 1985 on the Wayne-Hoosier NF in Athens, Ohio. Most recently, she was the R1/R4 Idaho Roadless Rule Coordinator, but she has held a variety of positions throughout her career including Outdoor Rec Planner, Environmental Coordinator, NEPA Team Leader, NEPA Program Manager (for Recreation Solutions EU 2001 - 2007), Forest NEPA Coordinator and Forest Planner. These positions have been located in many FS Regions. She is excited to be joining the Enterprise Program again as a Project Manager. She currently lives in Custer, SD. She will also be officially starting in this new capacity on March 21. Please help us welcome Anne to this new challenge and chapter in her career with the Enterprise Program as well.



## GOODBYE

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

#### TERESA FRASER

RACHEL FRANCHINA, INTEGRATED RESOURCES

Long-time Enterprise employee Teresa Fraser recently accepted a job on the Placerville Ranger District of the Eldorado National Forest. Teresa worked for Recreation Solutions from 2000-2015,



and for InRe from 2015-2016. She is well known for her customer-focused approach to project management and her thorough knowledge and understanding of recreation planning. She is THE expert for the National Visitor Use Monitoring Program and her new supervisor has graciously agreed to let Teresa continue to support the national program and provide guidance to Enterprise colleagues

following in her footsteps (note that multiple people will be filling her NVUM shoes!). As one client said, "Teresa's skill set, combined with her ability to work with people, is hard to come by. 5 stars!" We send Teresa best wishes in her new job!

#### NIKOS HUNNER

ADAM SHAW, AMSET

Nikos Hunner has accepted a position with the Tahoe National Forest. He will be the Zone Soil Scientist for the Yuba River Ranger District and the American River Ranger District. Nikos worked for AMSET for 8 years. During that time, he also worked on important projects for the Tahoe National Forest, so his skills and accomplishments are well-known by his new employer. See you in the hills Nikos!

## 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 ([kathrinaqmagno@fs.fed.us](mailto:kathrinaqmagno@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 **June 1, 2016** to the editor.