



Enterprise Program

Enterprising People

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DIRECTOR’S CORNER

LAURA NANCE, ENTERPRISE PROGRAM DIRECTOR

Hello Enterprisers! We chose to pause our newsletter while we were focusing on organizational realignment and I sure have missed it!

This newsletter is one important way we share information with each other – about how we are contributing to our Agency through the projects we work on, and about who we are as people through our life events and achievements.

Another way we share out information is through our bi-weekly “Office Hours” (one hour conference call) where everyone within the Program is invited to pose questions, make observations and hear time relevant announcements. We have been meeting for Office Hours since January of 2016. I encourage you to join our Office Hours sessions to share a moment together. Hearing your voice and perspectives is important to me. *(Continued on Page 2)*

Pictured on right: Alison Kammer, Laura Nance, and Nancy Arkin at the Capitol Hill Christmas tree lighting ceremony on December 6, 2017.



Our past newsletters and our Office Hours notes are posted on the News tab of our EP internal website; the site is another way we share information. Our two web sites are worth a visit to see how they are reshaping: ([external WWW website: https://www.fs.fed.us/enterprise/index.php](https://www.fs.fed.us/enterprise/index.php) and the [internal FSWeb website: http://fsweb.wo.fs.fed.us/enterprise-program](http://fsweb.wo.fs.fed.us/enterprise-program))

We are 8 months into our realignment now and I am incredibly pleased with our deep level of transparency, our improved processes delivering increased efficiency, our clarity of roles and responsibilities helping us to understand how we ‘fit together’. We have made significant progress demonstrated in part through our achieving full cost recovery by a healthy margin in a year of incredible pace and change. Of all our progress so far, what gives me the largest smile is our level of communication, collaboration, inclusivity, the quality of our relationships that continue to grow and our growth as a culture. Thank you for your belief in our vision of what we could become as an organization, and for all of your investment and effort so far in helping make this vision come true.

COST-EFFECTIVE TRAINING IMPROVES MEETING PROCESS AT CHIPPEWA NATIONAL FOREST

SCOTT P. FARLEY, CHIPPEWA NATIONAL FOREST PUBLIC AFFAIRS OFFICE



Pictured on left: Lisa Burban (left), explains effective meeting management techniques to Chippewa National Forest employees on September 14, at the Walker Ranger District. The two-day training in Walker, Minnesota, taught strategies to get the most out of a meeting as a participant and as a facilitator.

The Chippewa National Forest hosted facilitation and effective meeting management training on September 13 and 14, at the Walker Ranger District in Walker, Minnesota. The purpose of the training was to give employees at the Chippewa the opportunity to learn new skills in meeting

management and learn how they can better facilitate meetings and also how to better participate in meetings.

The course, led by Forest Service Enterprise Program members Lisa Burban and Tiffany Totten, included instruction and practical application of all aspects of the setup and execution of a meeting, such as picking a venue or seating arrangement, to dealing with difficult situations in meetings and developing ground rules that are established immediately when a meeting commences.

“I want people to have the tools to do a good job. There is no one right way to do anything. There is a lot of right ways to do things,” said Burban, a special assistant to the director of the Forest Service Northeastern Area, and associate for the Forest Service Enterprise Program. “I want to give people enough so they can pick what works for them. We need to get different experiences and get comfortable (in these roles). I’m trying to give people tools for wherever they are at and teach them that how you show up and what you do matters a lot.”

Burban, who led the training sessions, added that work is often accomplished collaboratively with others, which means greater time is spent working together in groups and these skills are teachable.

“The ability to successfully lead and function in a group setting is a teachable skill that enhances the technical skills many natural resource agency employees and cooperators already have,” said Burban. “It has become a core competency for most agency leaders. Our goal is to provide the knowledge, skills and abilities to enable people in natural resource fields to successfully work together in groups, and to help facilitate, design, manage, and/or participate in highly effective meetings.”

The training was not only a cost-effective way to train the 21 employees who attended, but also a long-term investment in the employees and the Chippewa National Forest.

EMC SOCIOECONOMICS COMMUNICATION PLAN DEVELOPED WITH ENTERPRISE SUPPORT

KRISTEN WALTZ, EP ECONOMIST

Pictured: Kristen Waltz (EP), Susan Winter (EMC), Jamie Barbour (EMC), Henry Eichman (EMC), and Delilah Jaworski (EP) at the annual Human Dimensions meeting in Ft. Collins, Colorado in March 2017.



Ecosystem Management Coordination (EMC), regional, research, and Enterprise Program economists and social scientists met in March 2017 and jointly developed a plan for consistent messaging and improved delivery and communication of EMC socioeconomic tools and resources. Since then, EMC social scientists and economists have been meeting virtually every other week to discuss work on the EMC Socioeconomic Communication plan. Meeting facilitation, drafting, revision per EMC comments and communication expertise was provided by Enterprise Program Economist, Kristen Waltz. The intent of the project was to address the issue that Forest Service staff are often unaware of EMC socioeconomic tools and resources and they could benefit from consistent messaging about how to obtain and apply social and economic information. The EMC socioeconomic group wanted to improve communication and delivery of EMC socioeconomic tools and resources to internal and external audiences. The Communication Plan was completed in October 2017 and is intended to serve as a living document and resource for communication channels and how to communicate the science. The team has coordinated with the Office of Communication and the EMC leads for the broader EMC Communication Plan and look forward to ongoing sharing and communication. The partnership between EP and EMC economists and social scientists is a continuation of past collaboration on a broad range of projects but this project is a newly provided communication service.

MONROE MOUNTAIN ASPEN ECOSYSTEM RESTORATION PROJECT WINS 2017 CHIEF'S HONOR AWARD

AMY TORRES, EP WILDLIFE BIOLOGIST

The 2017 Chief's Honor Award winners were announced by Chief Tony Took on November 2, 2017, and the Monroe Mountain Aspen Ecosystem Restoration Project was one of two selected in the Sustaining Our National Forest and Grasslands category.

Enterprise Program employee, Amy Torres, was hired by the Fishlake National Forest in early 2012 to serve as the interdisciplinary team leader to guide this project through pre-NEPA planning and EIS process. She also served as the project's environmental coordinator and writer/editor.

In December 2015, the Final Record of Decision was signed placing approximately 41,000 acres of aspen, along with mixed conifer and spruce/fir, on a trajectory towards improved ecosystem function. This complex project was a result of hard work and dedication of people who are passionate about ecosystem health including the Utah Forest Restoration Working Group, the Monroe Mountain Working Group, the State of Utah Division of Wildlife Resources, non-government organizations, private citizens, the Fishlake National Forest, and the Forest Service Enterprise Program. This was the first project selected to test the Utah Forest Restoration Working Group's newly implemented aspen restoration guidelines and was also selected by the Forest Service's Iterative NEPA Working Group to demonstrate how the iterative NEPA process can be successfully executed on larger Environmental Impact Statements. The project also won the 2016 Region 4 Regional Forester's Award also in the category of Sustaining Our National Forests and Grasslands.

On December 7, 2017, the Richfield District Ranger and responsible official for the project, Jason Kling, will accept the award on behalf of the Monroe Mountain project's interdisciplinary team. In addition to Ranger Kling, the team consisted of 15 specialists from the Fishlake National Forest, and Enterprise employee, Amy Torres.

KATHERINE MALENGO, EP WILDLIFE BIOLOGIST

Recently, as part of the Enterprise Program Forest Planning Service Line, a team of Enterprise Program specialists completed cultural, scenic resources, recreation, hydrology and soils, social and economics, fisheries, wildlife, and botany draft existing condition reports identifying all significant natural, historical, and cultural resources to be preserved as part of the 1990 Nez Perce National Historic Trail Comprehensive Plan revision. A comprehensive plan guiding the administration and management of the trail is required for each national scenic or historic trail designated by the National Trails System Act of 1968 (as amended).



This effort was led by Forest Service Region 1 Recreation, Mineral, Lands, Heritage, and Wilderness staff and an Enterprise Program project manager, and assisted by an Enterprise Program GIS specialist and writer-editor. It will deliver benefits to the public by strengthening communities and connecting people to the outdoors (USDA Forest Service Strategic Plan Strategic Objectives E and F, respectively), included visits to a variety of culturally significant sites spanning much of the length of the trail and meeting with Nez

Perce tribal members, as well as Forest Service and National Park Service units managers, who provided important cultural and agency perspectives and information. The team is currently drafting the comprehensive plan and anticipates the NEPA phase will begin in 2018.



Top right photo: Snake River Canyon petroglyph (Photo Credit: David Fothergill)

Top left photo: Heart of the Monster (Photo Credit: Katherine Malengo)

Right photo: Group photo (Photo Credit: Julie Mohzhan)



SPEAKING ON THE LASSEN NATIONAL FOREST

CINDY WHITE, EP PUBLIC AFFAIRS SPECIALIST

Pictured on left: Cindy White (left) and Jennifer Erickson (right) on a field trip last week in the Lassen National Forest.

We took 40 members of the public, media, and congressional representatives to talk about the proposed change of roads to accommodate off-highway vehicles.

As you can tell, we had a great time together and it was truly a successful effort!

ENTERPRISE PARTNERS WITH THE SOUTHERN REGION AND VIRGINIA TECHNICAL UNIVERSITY TO RECRUIT STUDENTS

LISA WHITCOMB, EP ENGINEERING SERVICE LINE MANAGER



The Enterprise Program staff and detailers were on the George Washington-Jefferson (GWJEFF) National Forests to conduct field surveys for several Annual Operations Plan (AOP) projects including one at the Longdale Recreation Area. I coordinated with Virginia Tech faculty John Gray Williams and Kevin McGuire to bring out a 'van load' of natural resource and engineering students. The goal/purpose was to provide students a more 'one on one' opportunity to see and learn about what Forest Service employees do at work, so that they would hopefully be able to envision themselves as Forest Service employees.



The students arrived about noon Friday and while they ate lunch, we gave them a safety briefing, introduction to the SAF hiring event, orientation to the Forest Service and the unique history of the Longdale Recreation Area, and AOP projects in general. Then, they split into groups and went to three stations we had set up for site surveying, AOP site investigation & design, and hydrology. GWJEFF employee Liz Higgins gave a very insightful 'stand-up' on the unique history of Longdale Recreation Area; I believe it gave the students a better understanding of how our projects can be both socially and environmentally complex. Randy Schrank, a detailer to Enterprise from the Chugach Forest, led the site surveying station and taught them how to level the station, check plumb, and take sights on a rod and the types of data we gather at AOP sites. Jonathan Berry led the AOP site investigation & design station; in hindsight, I think we need to get more 'visual aids' for that station, like pictures of completed projects, etc. Enterprise Hydrologist Camilo Arias and GWJEFF fisheries biologist Pauline Adams led the hydrology station. Pauline just 'happened to come out' after hearing about the event and quickly volunteered to help out; she was a great help! The students seemed to really like trying out the testing equipment she brought with her.



After all the students spent about 20-30 minutes at each station, we took them to a completed AOP project down the road. I believe seeing a 'finished product' really helped their understanding.

First, top photo: Randy Schrank set up the surveying equipment and the students practiced leveling and sitting skills and taking shots at the rod.

Second photo: Jonathan Berry talks through site investigation requirements for AOP design. For next time, some additional visual aids like pictures of completed AOP projects; site designs, or sample contract packages might be helpful.

Third photo: Camilo Arias explains road crossing considerations to Forestry students.



Last, bottom photo: Camilo Arias and Pauline Adams guided the students through several water sampling techniques, pebble counting, water level indicators, and other factors in AOP projects. This station appeared to be the most popular.

CLIENT QUOTES

ANNE DAVY, EP PROJECT MANAGER, GOING "ABOVE AND BEYOND"

PATTI HIRAMI, ASSOCIATE DEPUTY CHIEF/STATE AND PRIVATE FORESTRY

Anne Davy, Project Manager in the Environmental Coordinator/Project Management (ECPM) Group, recently received the following comments from Patty Hiram, Associate Deputy Chief/State and Private Forestry on Anne's role as Project Manager for the work order with the Washington Office:

"Our assignment is to stand-up a new national program for the agency. There are a number of major components and over 30 participants. Anne was asked to help organize and coordinate the work, keep track of progress, and make sure that all the participants completed their work on time.

The thoroughness and organization she brings far exceeds my expectations. She has a knack for thinking both strategically and tactically as needed, and picks up all loose ends.

Although we are not yet completed with our monumental task, Anne's efforts in the last year are above and beyond those of a project manager."

The Forest Service currently lacks policy and guidance to provide medical assistance to its employees, as well as a licensed medical director who provides a liability umbrella for Forest Service EMRs and EMTs (emergency medical responders and emergency medical technicians). Because the Forest Service doesn't have standard policy and guidelines, Forest Service units have developed their own medical assistance programs in an unstructured manner, resulting in varied policies, training, and equipment.

As the project manager for the development of a new national interagency Emergency Medical Services (EMS) program between the Forest Service and the National Park Service, the program is designed to support employee activities needed to care for agency employees. Chief Tidwell signed a Decision Memo authorizing the creation of this new program in August 2017.

Anne oversees 20 subject matter specialist on 18 task teams working on new manuals, handbooks, medical protocols, communications, interagency agreements and coordination, union involvement, staffing, equipment, credentialing, quality control, performance measures, needs assessments, finances, coordinated database management with the National Park Service, etc. The first phase of a staged implementation will begin on Feb 28, 2018.

JENNIFER WRIGHT'S AWARD FROM INTERNATIONAL PROGRAMS

JAN SPENCER, EP LANDSCAPE ARCHITECTURE & RECREATION SUPERVISOR

Jen Wright has received an Extra Effort Award from the International Programs Office. Jen worked collaboratively with local government employees (ICCN) and local Wildlife Conservation Society (WCS) employees and initiated trail building work in Kahuzi-Biega National Park (KBNP). Located in the Eastern Democratic Republic of Congo (DRC), KBNP is home to one of the last populations of eastern lowland gorillas. Jennifer trained both park staff and local communities on how to build trails and develop interpretation. Throughout the series of missions, she has demonstrated adaptive management and effective community engagement in her work.

Subsequent community involvement, including the participation of women, not only improved the relationship between the park and the communities, but also expedited the trail building activities. Currently, there are now contracts established with the communities to pay them to maintain trails using the skills learned through Ms. Wright's trainings. Through this work Ms. Wright not only demonstrated her expertise in design and building of trails, but also her ability to be adaptive and problem solve, both key to the success of the missions.

As a result of her missions, most of the Waterfall trail was built and other potential trails to points of interest were identified, park staff and community members were trained in trail design, building and maintenance, and relations between the park and communities were improved. This has resulted in functional community contracts with the park to maintain trails, among other achievements. This work will be continue to be built upon in upcoming missions in 2018.

ENTERPRISER CORNER

CONGRATS, ALLISON BORCHER!



Enjoy the attached photo of big brother Oscar meeting baby **Parker!**

“We are a family of four now! Parker was born on Monday, November 6.

Thanks everyone again for the baby shower as well as the generous gift.”

– Allison Borchler

CONGRATS, KRISTEN WALTZ!



Mydas Link Waltz was born on Sunday, November 12, weighing in at a whopping 9 pounds, 9 ounces, and 22 inches! “Everything is perfect and we are enjoying our sacred time together as a family. Mydas is the species name for the green sea turtle. We swam with them in Maui and were entranced by

their peaceful nature and serenity in the sea. Mydas is a very calm baby boy (so far!) so the name suits him very well.”

– Kristen Waltz

CONGRATS, RACHEL KLINE!

A big congratulations to Rachel Kline!

Baby **Hugh** was welcomed to the world at 5:48 AM on Wednesday, October 11, coming in at 6 pounds, 11 ounces, and 19.5 inches. Hugh is a very handsome young man and momma and baby (and the rest of the family) are doing great.



CONGRATS, CHRIS MURPHY!

Congratulations to Chris Murphy on the birth of his new son, **Alden Skye Murphy**. Alden arrived on the morning of Friday, October 6 at 04:01 AM and is 8 pounds and 14 ounces.



ON THE MOVE

JULIE BELL

Please help us welcome Julie Bell to the Enterprise Program. She has agreed to perform the next 120-day detail as the head of the Heritage Pod in the GS-12 Supervisory Archaeologist position following Justin Moschelle, starting Nov. 27, 2017. Julie is coming to us from the Pike-San Isabel National Forest where she is a Zone Archaeologist. Her background includes a BA in Sociology, and MS in Anthropology. Julie started her career in 1997 with the Mesa Verde National Park in Colorado where she spent several years working her way up through the ranks to the Field Director of the Archaeology Program. From there she transferred to the BLM in Dolores, CO. Most recently, she joined the Forest Service in September, 2015, as the Zone Archaeologist. We look forward to seeing how she can help us move the Heritage program forward. – Tim Holden



RACHEL LIPSKY

Enterprisers, I am very pleased to share with you that Rachel Lipsky has accepted a lateral into a GS-0401-13 Project Manager position with our Program. Rachel will serve as the incoming Project Manager starting the week of June 26th of the 4 FRI project. Rachel is a Seattle native with ties to other beautiful places, including a long stint in the SF Bay Area. She has two young daughters Naima (4) and Azra (almost 2), and a gregarious husband, Ismaila. Her family enjoys hiking, biking, and swimming. She has worked for the Forest Service since 2010, focused on restoration, climate change, planning, and litigation. Rachel is starting with us after their trip to Cameroon and moving back to her hometown of Seattle. She is excited about the Enterprise model and looks forward to getting to know and work with all of you! – *Patty Beyer*

TERESA SUE

To Teresa, I would like to congratulate you on your new position with the B.L.M.! Roseburg, Oregon is my old stomping grounds and I think that it's a great place to live, I hope you find that too.

I also wanted to take this opportunity to thank you for your 18 years of public service in the Forest Service and 10 great years of meaningful work in Enterprise. You did a fantastic job as the lead wildlife bio on the Sage Grouse FIAT over the last couple of years, as well as being the lead wildlife biologist on the Spruce Beetle Epidemic and Aspen Decline Management Response on the GMUG in Colorado. And I know that there are many more projects under your belt as well. Everyone who has worked with you has nothing but glowing things to say about the quality of your work and your efforts. You will most certainly be missed. I wish you the very best of luck in your future endeavors and thanks for all that you have done for the public and the Forest Service. Kind regards and best wishes! – *Chris Feutrier*



STEFANIE GATCHELL

Stefanie Gatchell is on a 1 year NTE detail with the Enterprise Program as a Public Affairs Specialist. She is stationed on the Willamette National Forest in Sweet Home, OR. Her background includes a MA and BS in Recreation Administration where she held various positions with public and private recreation entities; ranging from Camp Counselor to Recreation Superintendent. She served with her husband Lance in the Peace Corps in Morocco from 2005-2007. She has been with the Forest Service for 10 years and has had experience in positions such as: Visitor Services Assistant, Public Affairs Officer and Specialist, Tribal Relations Specialist, Natural Resources Specialist, and her regular position of Support Services Supervisor.

She is excited to expand her knowledge and skills while on detail with the Enterprise Team. In her free time she enjoys hiking, gardening, canning, swimming, and photography. – *Kenton Call*

PATTY JOHNSON

Hello Everyone, I am happy to announce that Patty Johnson started her 120-day detail with the Fire and Fuels pod on November 6. She is located on the Gunflint RD, Superior NF, in Grand Marais, MN. Her permanent job is Zone FMO on the Superior. She will be working primarily with Don Helmbrecht on moving some of the projects forward that he brought to Enterprise, which require the specific GIS and Fuels/Fire Ecology skills that she has developed. We are really excited to detail someone as well-qualified and able to hit the ground running as Patty is. Please add her to your PDLs or email lists for all-Fire/Fuels pod or all-service line information. Welcome to the crew, Patty! – *Adam Shaw*



WALTER CLAY COLEMAN

Clay started with the FS in 2010 after serving in various engineering and project management positions in the military (US Air Force 14 years), local county government (8 years) and a private engineering firm (2 years). While his technical background and predominant experience is in engineering he has experience in and a passion for organizational development and managing multi-faceted projects. He worked as an engineering technician on the Osceola NF, Florida responsible for oversight of the engineering, contracts, fleet, and facility programs. He performed a 120 day detail earlier this year for EP and is now a full time

enterpriser in the Communications Service Line. Clay enjoys spending his free time with family, fishing and cheering on the Florida Gators in all sports! – *Kenton Call*



RACHEL FRANCHINA

Greetings, Enterprisers. Please join me in congratulating Rachel Franchina, Recreation Service Line Manager. Rachel has been offered and accepted a new position as the Rocky Mountain Region Mountain Resorts Center of Excellence Lead. Rachel will be leading a group of specialists who will focus on summer and winter projects on ski area lands across the region. The Center of Excellence is one of three that are supporting innovation and modernization of recreation special uses across the Forest Service (the other two focus on outfitter-guides and recreation events). This is a new position in the region and Rachel and

her team will be working with multiple forests, Regional Office staff, and the Washington Office to develop a model that can be shared with other regions. Rachel’s report date is January 7, 2018.

Rachel has been a great asset to Enterprise, and while she will be missed, her leadership and skills that contributed to her successes here will be a wonderful benefit to this new program. Congratulations, Rachel! We wish you all the best. – Rhonda O’Byrne

TESA VILLALOBOS

Teresa (Tesa) Villalobos has accepted a 120-day detail into the second GS-11 Supervisory Archaeologist position overseeing the field branch of the Heritage Program starting February 5, 2018. Tesa has been a long-term Enterprise Program Archaeologist and brings with her extensive knowledge of the requirements of the job. This will be Tesa’s first supervisory experience in her career. We expect that she will do an outstanding job and look forward to helping broaden her experience in this area. – Tim Holden



ANDREW GASTON

I want to announce Andy Gaston will be joining the Enterprise Program permanently with an expected start date of December 24th. Andy’s 120- day NTE assignment with the EP as the Recreation- Trails Group Supervisor recently ended. He accepting a voluntary reassignment into a GS-0401-12 Trails Program Supervisor position. Andy is currently working on the Cherokee National Forest. In his 30 year career, Andy has worked with the Forest Service, Corps of Engineers and National Park Service as a recreation program manager, wildlife biologist, law enforcement ranger, district ranger and forest staff officer. Andy also serves as

the Liaison Officer with the Southern Area Blue Incident Management Team. His experience in recreation, trail management, administration and collaboration with both internal and external groups will help with leading the Trails Program. Andy’s wife Becky is a high school math teacher. They have 4 daughters and live in Ringgold, Ga. – Chris Feutrier

JUSTIN MOSCHELLE

Justin Moschelle’s 120-day detail into the lead Heritage position has ended and I would like to thank him for his service in this capacity. He was able to help us keep this important program moving forward in a positive direction through the remainder of the FY17 field season. Justin liked the Enterprise Program enough that he has accepted a voluntary downgrade reassignment into one of the GS-11 Supervisory Archaeologist positions. He is expected to join us permanently in that role and help bring stability to the Heritage leadership ranks from the Kootenai National Forest on December 11, 2017. Justin’s archaeology career started in 2006 with the Lolo National Forest where he worked as an Archeological Technician. He then transitioned to the Gallatin National Forest, and then changed agencies from the Forest Service to the Bureau of Indian Affairs in order to broaden his knowledge of the rules, laws and regulations in accordance with the National Historic Preservation Act. In 2014, he came back to the Forest Service as the Heritage Program Manager/Tribal Liaison for the Kootenai National Forest. Justin currently lives in Lolo, MT with his family and is bringing a wealth of archeological knowledge and leadership experience to the Enterprise Program. – Tim Holden

ANDREW TASLER

Enterprisers, please help me welcome Andrew Tasler officially to the Enterprise Program as the Timber Group Supervisor! Andrew completed a 120-day detail into this position and liked it so much he competed for it and was unanimously recommended by the hiring panel. He is joining us permanently from the Deschutes National Forest. Andrew’s forestry career started in 2001 with the MN Dept. of Natural Resources in Grand Rapids, MN where he worked for one season as a Forestry Technician. He then began with the Forest Service in Anchorage, and then went to Iowa as a forestry consultant within the private industry for about a year.

In 2005, he came back to the Forest Service as the Lead Forestry Technician on the Lassen NF, and then moved to the Bitterroot NF and worked there from late 2006 through 2013 starting as a Forestry Technician and leaving as the Vegetation Management Officer. Andrew's last position prior to joining the EP was the Natural Resource Team Leader on the Bend-Fort Rock Ranger District. He is bringing a wealth of forestry and leadership experience.

Andrew's family, wife Sasha, and 10 year old son Gray currently reside in Bend, OR where they are outdoor enthusiasts. Andrew's official effective date is December 10, 2017. Over the next five weeks he is expected to have a soft entry to the Enterprise Program and exit from his prior duties. So, in other words he will maintain his critical roles for both positions and officially start with the EP on December 10. – *Tim Holden*

WELCOME TO THE EP FISH BIO AND EARTH SCIENCES GROUP, JEFF AND STACEY!

I am extremely excited to be able to finally introduce to you two new permanent members of the EP Fish Bio and Earth Sciences Group, Jeffrey O'Connell and Stacey Weems. These two provided overall outstanding application packages, interviews, and references, and ranked at the top of our cert list of 25 individuals for our combined Soils/Hydro vacancy (60 applied).

Stacey Weems is a Soil Scientist. She has been with the Forest Service for ten years, the last seven as Soil Scientist covering a diversity of project specialist needs across the large combined Uinta-Wasatch-Cache National Forest near Salt Lake City, Utah. She received a BS degree in Geology from Iowa State University and a Masters in Soil Science from New Mexico State University, then started her FS career on the Salmon-Challis National Forest in Salmon, ID the day after graduating. The hiring panel was impressed by her strong writing skills, passion for remote sensing and GIS, in addition to her significant contributions to the Intermountain Adaptation Partnership (IAP) Climate Vulnerability Assessment. When not working, she still loves to be outdoors. Stacey's favorite activities involve water; swimming, snorkeling, and rafting. She likes to travel and has been lucky enough to visit Kenya and China. She got married in October in Maui to her best friend, who is also part of the Forest Service. Stacey's duty station is Salt Lake City, UT.

Jeff O'Connell is a Hydrologist (and a Geologist). Born and raised in the Midwest, he began spending all his free time on public lands at a very young age backpacking and camping in the Appalachian Mountains. He is passionate about public lands especially regarding the protection and preservations of our watersheds and landscapes while effectively managing for multiple use activities in a responsible manner. He has worked for several Federal agencies and been exposed to a variety of projects and diversity of individuals in the western U.S. primarily as a Hydrologist. He possesses two Geology degrees with a major interest in geomorphic processes. Jeff stood out during the hiring process with his long and varied hydro/geo technical and writing experience (related to groundwater, water rights, minerals evaluations, snow survey, and BMPs, to name a few) in addition to his reputation of being highly communicative and responsive as a member of virtual teams. In his free time he enjoys international travel and "just about anything human powered outside" including rock climbing, mountain biking, and backcountry snowboarding. Jeff's duty station is South Lake Tahoe, CA.

Jeff and Stacey are looking forward to reporting for duty with Enterprise on January 8. Please help me welcome and orient them to life and work with the Enterprise Program! – *Erica Taecker*

WELCOME TO OUR NEW ENTERPRISE TIMBER EMPLOYEES!

Hello Everyone, I am excited to announce we have now filled 6 vacant positions in our Timber Services organization. Congratulations to our new Supervisory Forestry Tech Project Manager Ann Pallanes and our new Forestry Tech Project Leaders Anna Arnold, Stephen Bushy, John Young, John Smith, and Brady Hylton.

Ann Pallanes has been with Enterprise for 7 year as a Project Leader. Ann brings over 14 years of experience in timber sale preparation related work and has shown a large amount of leadership along the way. We are confident that she will be successful in her new role here with Enterprise. Ann's duty station will continue to be Sacramento, CA close to where the Eldorado National Forest is located.

Anna Arnold comes to us from the Chippewa National Forest in Walker, MN. Anna has a several year of experience in timber sale prep, almost ten years of experience in Forest Inventory and Analysis, and experience working with many other resources and agencies. We are excited about the broad background Anna brings to Enterprise. Anna's duty station will be Custer, SD where the Custer National Forest is located.

Stephen Bushy comes to us from the Happy Camp Ranger District on the Klamath National Forest. Stephen has more than 14 seasons of Timber Sale Prep experience. His leadership skills and experience in many other resource areas will be a great asset to Enterprise. Stephen's Duty Station will be in Placerville, CA where the Eldorado National Forest is located.

John Young comes to us from the Kisatchie National Forest in Winnfield, LA. John has many seasons in timber sale prep with the Forest Service and experience from private land management companies. We are happy to have his motivation and experience in Enterprise. John's Duty Station will be in Roanoke, VA where the George Washington & Jefferson National is located.

John Smith has been with Enterprise as a seasonal for 8 years located in Macdoel, CA. This is **his** first permanent appointment with the Forest Service. John has a strong background in timber sale prep and great leadership qualities. We are happy to have John as a permanent member of our team. John's duty station will continue to be Macdoel, CA where the Klamath National Forest is located.

Brady Hylton comes to us most recently from the Tally Lake Ranger District of the Flathead National Forest in Kalispell, MT. This is his first permanent appointment with the Forest Service. Brady has 5 seasons in timber sale prep. He has shown great leadership, multi resource understanding, and strong motivation. These traits will serve the Forest Service well and we are happy to add them to Enterprise. Brady's duty station will be Kalispell, MT where the Flathead National Forest is located.

Welcome to each of you, we look forward to all of the experience, innovation, and energy that each of your bring to our program.
– *Andrew Tasler*

ELIZABETH CASSELLI

Hello Everyone, I welcome in Elizabeth Casselli, contributing to Enterprise through an NTE120 starting December 11 as the Recreation Supervisor. She started her career 28 years ago on the Bitterroot National Forest as a Landscape Architect. Through the years, she has worked on a number of forests, primarily in Region 1, as a Landscape Architect, Forest Recreation and Trails Program Manager, and as the Director of the Lewis and Clark National Historic Trail Interpretive Center in Great Falls, Montana. Most recently, she was the recreation specialist on the Helena-Lewis and Clark NF Forest Plan Revision team. In this position, she was responsible for scenery, recreation, trails, and designated areas, such as wilderness, recommended wilderness, and wild and scenic rivers.

Outside of work, she has a 13 year old daughter with her husband John who also works for the Forest Service as a NEPA specialist and team leader. On their family farm in Central Montana, they raise sheep and do a lot of haying. In her spare time, she likes to garden, fish, and hike, and go camping in her 1969 camp trailer.

She is absolutely ecstatic about this opportunity to detail and work with Enterprise. Please give her our usual warm Enterprise welcome. – *Laura Nance*

CONGRATS AND FAREWELL TO OUR RETIRING ENTERPRISERS

JIM MORRISON

James "Jim" M. Morrison, is an Aviation Safety professional dedicated to his family, country, and the mission of improving the safety of Forest Service aviation operations. Jim began his service to our country in the United States Navy (1974-1979), where he served as a 2nd Class Petty Officer, Aviation Machinist Mate. Jim then attended and graduated from Northrop University ('80-81) with his Airframe and Power-plant FAA License. Jim then held a number of aviation related positions prior to beginning his career with the US Forest Service in Region 5 (1990-1999) as an Airworthiness Inspector. Jim then moved to Region 4 where he served as the FS Intermountain Regional Aviation Safety Manager (1999-2008). It was in 2008 when Jim co-founded the Safety System Enterprise team with a primary focus on aviation accident investigations as an "Air Safety Investigator". Jim has conducted 39 aviation incident investigations, always looking to improve the safety of Forest Service Aviation Operations. *(Continued on Page 12)*





With Retirement on his doorstep, Jim has stated on numerous occasions how much he'll miss working with Enterprise Program employees. Since 2008, the Enterprise group he has been a part of has contributed thousands of hours to improving aviation safety. Jim has stated that "the accident rate has almost gone down to nil from a rate of over 6-8/100,000 flight hours!), they are the best aviation professionals I've ever worked with!"

Jim plans on spending more time with his lovely bride of 35 years, his three beautiful daughters and his grandchildren. Jim loves woodworking, riding his BMW motorcycle, and bicycling with his wife. Jim volunteers his time working with the Mountain View

Baptist Church, in Ogden, UT, helping single moms and widows by providing labor to repair items in and around their homes.

Jim and his wife plan on moving from South Ogden, Utah to Tucson, Arizona (where he first met his wife), to work on restoring his retirement home this next spring.

Jim has worked tirelessly throughout his entire career to ensure that all pilots, aircrews and passengers arrived safely at their destinations. It truly has been an honor and a privilege to have worked with such a dedicated professional and a great person.

Thank you for your service, Jim, and we all wish you the best in your new adventure!

MAPLE TAYLOR



Maple Taylor began his career with the Forest Service 13 years ago after accepting a writer-editor position in the Region 5 office in Vallejo, California, before transferring to the Enterprise Program as a writer-editor a couple years later. He has written, edited, and produced uncountable EAs; EISs; and various other products from internal executive communications to other reports/plans of national scope.

"It has been a remarkable journey working for the Forest Service, particularly the Enterprise Program," Maple says. "Enterprise writer-editors have their hands in so much of what the agency does; we literally touch every resource and every national forest and grassland. We have, I think, an indirect and often hidden role in our agency's mission; but it is a big one. Making our documents cleaner, clearer, and more

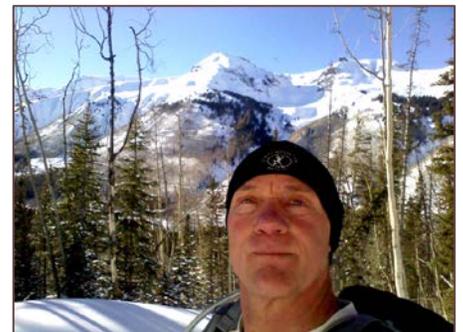
professional bolsters our credibility as a natural resource agency and helps to better tell our very important story—benefiting both the land and the people."

"As importantly," Maple adds, "are the fellow employees we get to meet and work with all across the Forest Service. I have worked with so many interesting, fun, professional, and dedicated folks that I can hardly count them all. As a Forest Service Enterpriser, that has been my singular blessing."

Maple has also served as writer-editor on numerous national teams and has published over 60 feature articles in a variety of national magazines and won several awards for his writing; most notably, he was nominated for the prestigious John Burroughs Nature Essay Award in 2015, was a selectee for the 2002 Olympic Arts Festival Land That We Love writing contest, won a Wildlife Society Publication of the Year Award, and was short-listed for the Orvis-Wildbranch Nature Writing Contest. During his federal career, he has been awarded six Department of the Interior "Star Awards" and five USDA performance awards for writing and editing.

Maple plans to continue to write after he retires; he says he might have a book or two in him and maybe even a screenplay. He looks forward to spending more time with his family (which includes seven grandchildren!) and working with his pack burros...not to mention ice climbing, snowboarding, snagging 14ers, and just generally enjoying each and every day in the San Juan Mountains where he lives in southwestern Colorado. He added that he will try his best to stay in one piece, but can't promise anything.

Thank you for your service, Maple, and best wishes for your future endeavors!



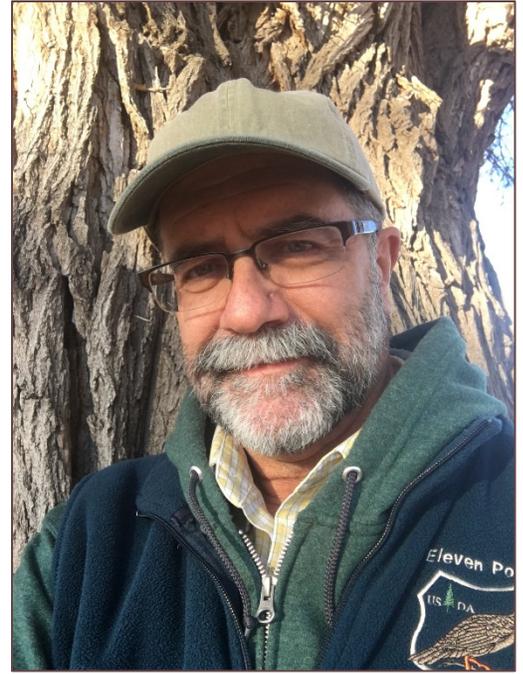
STEVEN ALARID

On June 10, 1984, I reported for my first day of duty with the Forest Service on the Fremont National Forest, Bly Ranger District. They handed me a Biltmore stick and a paint gun and I became a timber marker and cruiser in the mixed conifer woods of Southern Oregon. Since then, it has been a great ride working in timber and fire and leaving boot prints around most parts of the country, either at duty stations or on various details. From Alaska to Florida to Southern Cali to Ohio – even a fire crew gig in New York City - the long and winding Forest Service road has been a satisfying one – could not have spent my career in any better way.

Now, though, it's time to hang up the green jeans for the last time (just not the fire pants!). Time to pay full attention to my family, my apple/pear/plum/pecan orchard, my workshop, my grandkiddos. Time for some serious cycling. Time to dish up all the back-burner projects simmering in my mind.

Thanks for sharing part of this pilgrim's progress. Happy trails...

Steven Alarid



ABOUT ENTERPRISING PEOPLE

Enterprising People is a bimonthly publication focusing on the Enterprise Program 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).

The *Enterprising People* archive can be found on [the Enterprise Program website https://www.fs.fed.us/enterprise/news-and-events.php](https://www.fs.fed.us/enterprise/news-and-events.php).