



Enterprise Program

Enterprising People



Forest Service

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DIRECTOR’S CORNER - NOTEWORTHY OBSERVATIONS FROM EP LEADERSHIP

LAURA NANCE, ENTERPRISE PROGRAM DIRECTOR

All of us shared a collective new experience this quarter with the five-week furlough. Starting back to work, stories emerged of how each of us adapted and coped with very real personal impacts. There were accounts of painful hardships such as seeking temporary jobs or selling a car to make ends meet. Even for those not impacted with financial hardships, the discomfort and challenge of the furlough forced many to confront or question personal and professional values. We may have asked ourselves what drew us to Federal employment. Security is likely on the list, and within the Forest Service many employees cite that our jobs provide the opportunity to combine personal interests and values around the environment and public service with professional goals and values. As we take our individual and collective learning from the furlough, it provides a new frame through which to examine and evaluate our Enterprise Program and the Agency values. I am thankful that we now have a budget and can return to focusing on our important and inspiring program of work. That said, with recent events fresh in my mind as well as the challenges that life continually brings, the timing is ripe for further exploration of our values.

[\(Article continued on next page\)](#)



(Article continued from previous page) Since returning to work, the conversations I've had with you about what you value in this Program and in this Agency have been deeply enriching and thought-provoking. A few weeks ago we spent some time talking in small groups and a larger forum, about our values specific to our EP work environment. I found this exercise deeply moving. I appreciate your candor and your observations of our EP work environment. I look forward to keeping this EP values dialog going while staying connected to the Agency wide framing of "This Is Who We Are – Values based. Purpose driven. Relationship focused".

The next step in our own conversations about our values will occur within the supervisor-employee relationship and those conversations will help to inform our Enterprise Strategic Plan and path for the next few years. I am looking forward to engaging in conversation around our collective professional and personal values. I hope you are too. ■



ENTERPRISE FIRE FUELS LIDAR PROJECT

ERIK TAYLOR, ENTERPRISE PROGRAM FIRE, FUELS AND SAFETY SERVICE LINE MANAGER

In July and August of 2018, members of the Enterprise Fire, Fuels, and Safety Service Line associated with the Fire Behavior Assessment Team partnered with the Region 5 Remote Sensing Lab (RSL) and the University of Nevada Reno (UNR) to collect ground based Light Detection and Ranging (LiDAR) data with a Terrestrial Laser Scanner (TLS) on the Ferguson Fire located on the Sierra National Forest, which is west of the Yosemite National Park. This effort served as a beta-testing run to explore the feasibility of further collection of TLS data on active wildfires in the future. Six plots were established and all successfully captured pre- and post-fire data. This valuable data set will allow researchers at the RSL and UNR to explore methods for using the TLS data for improving estimates of biomass consumed and carbon released by wildfires. Among other uses, this information will help air quality specialists refine smoke emissions estimates. Furthermore, Region 5 plans to use the TLS in conjunction with aerial based and satellite based LiDAR data for a planned statewide fuels map and carbon inventory for California. The TLS data collected on wildfires will help track fluctuations in the carbon inventory as carbon is lost to disturbance along with the rate of carbon replacement as the fire site recovers over time.

Link to the 3D digital model fly-through created with the TLS data:

<https://youtu.be/dnuGwGYVu4U>

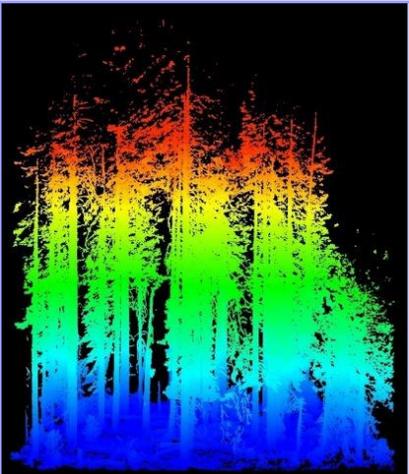


Pictured, top left: TLS scanner collecting post-fire data on the Ferguson Fire.

Middle left: Crew members setting up the TLS scanner at a plot on the Ferguson Fire.

Bottom left: Visualization of a TLS plot from a horizontal position with the colors representing height above terrain.

Bottom right: Employees collecting post-fire data on the Ferguson Fire.



MID-CENTURY BUILDINGS COME OF AGE

RACHEL KLINE, ENTERPRISE PROGRAM HISTORIAN



Those modern ranch boxes with their plywood siding and aluminum sliding windows, standing in glaring contrast to the “ideal” rustic ranger stations with their cute pine tree shutters constructed between 1956 and 1969 are now potentially historic. They also make up more of the forest’s administrative landscape than the rustic ranger stations.

Mid-century buildings reveal an important part of the federal agency’s story. Recently, Rachel Kline of the Heritage Service Line uncovered what makes these buildings distinct as part of a large heritage project with Region 6. She identified these buildings show the vast change the agency went through with the rise of environmental legislation, the 1960 Multiple Use Sustained Yield Act, and the hiring of numerous new specialist positions.

In 1956, the Forest Service received a substantial budget for a new building program to rectify its inadequate administrative landscape, which had dwindled after the boom of the Civilian Conservation Corps era and stalled after World War II. Initial plans in 1957 for offices and residences borrowed from the “rustic” style—cross-gable forms and wood materials. The later 1960s plans fully espoused new federal guidelines for modern and inexpensive building materials, as well as the ubiquitous American “ranch” style, which provided much-needed workspace and housing to meet the demands of multiple-use management and a growing workforce. The ranch style’s use of contemporary materials, egalitarian design, and most importantly, the attached garage—all indicative of modern American culture—symbolized the Forest Service’s transition into the second half of the 20th century. The buildings reflected the agency’s new policies and mission of recognizing more Americans’ democratic use of all Forest Service programs and resources. Maybe that plywood and aluminum isn’t so bad!

Left photo: Historic view of Ripplebrook Housing, Ripplebrook Ranger Station, Mt. Hood National Forest, Oregon, 1957. USFS Photograph.

Right photo: Gifford Pinchot National Forest, Randle Ranger Station Residence #1149, FS Standard Plan 371 (1963). USFS Photograph.

ENTERPRISE IT SERVICE LINE UPDATES AND CELEBRATION!

TRACY BIELER, ENTERPRISE PROGRAM TECHNOLOGY SERVICE LINE MANAGER

In recent announcements, the Enterprise IT Service Line, in collaboration with Mike Johnson, Region 6 and Region 5 AQM, was selected for the National Acquisitions award for “Leading Change.” This group has been working on the creation and implementation of a new Contract Portal web site that is used by all Agency employees to find existing procurement instruments, samples, templates and assistance.

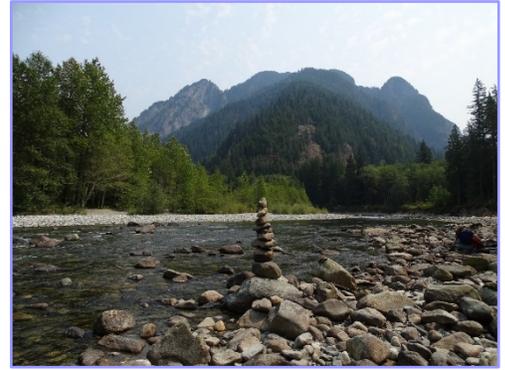
The IT Service line continues to work hard on the development and support of many Agency applications including: WorkPlan, LEIMARS (Law Enforcement), Pinyon/Box implementation, Content Database migration, web site and Sharepoint development, and many, many other small applications to keep Agency business running smoothly.

Tracy Bieler gives a SHOUT-OUT to all Technology Employees with her boundless appreciation for their hard work and dedication, especially during this time of Department and Agency chaos within the CIO and IT organizations.

ENTERPRISE WORK HONORS 50 YEARS OF WILD AND SCENIC RIVERS!

MARY EMERICK, ENTERPRISE PROGRAM NATURAL RESOURCE SPECIALIST

The Enterprise Program celebrated the 50th Anniversary of the Wild and Scenic Rivers (WSR) Act, in which America's most outstanding and free-flowing rivers are being protected for future generations. In recent years, the Washington Office Wild and Scenic Rivers Program has placed extra emphasis on preparing Comprehensive River Management Plans, which managers will use to protect and enhance unique river values. The Enterprise Program specialists are 'making a splash!' by lending a hand with expertise and support for this important work! From the wild rivers of the Mt. Hood National Forest to the scenic gorges of the Red River on the Daniel Boone, the Enterprise Program environmental coordinators, recreation specialists, and hydrologists have been completing river values assessments and capacity analysis and developing plans and projects to meet the requirements of the WSR Act. The Enterprise Program has also supported the agency through the development of templates and efficient planning approaches.



One example of where Enterprisers are helping to pave the way for river managers is with visitor capacity. Visitor capacity is an evolving area of visitor use management and one that has caused much discussion for all land management agencies. While approaches have changed over the years, the constant theme is that it is often necessary to determine the maximum amounts and types of visitor use that an area can accommodate. One of these situations involves the assurance of allowing visitor use and enjoyment while protecting wild and scenic rivers (as required by the Act).

Several Enterprisers have completed or are in progress of completing capacity analyses for WSR around the country. Each river and its visitation is different. This requires a flexible and open-minded approach to this work, as well as determining the scale of analysis. Some rivers, like the Black Butte on the Mendocino National Forest, have very little public access. Others, like the Selway in Idaho/Montana, have a well-established, high-demand rafting season. Some rivers have multiple designations from wild to recreational, requiring more detailed analysis of various segments. Others are less complex. There is not a one size fits all



solution; Enterprisers Elizabeth Sousa and Mary Greenwood of the Recreation Service Line, with input from other Enterprise Program employees, have developed tools to assist in determining capacity, including data collection forms, user capacity decision criteria worksheets, and an indicator evaluation tool.



More broadly, an Enterprise WSR Community of Practice is collaborating across the Planning, Recreation and Ecosystem Service Lines to share ideas, best practices, and experiences within the ranks on a bi-monthly basis (contact Jennie O'Connor Card for more information, or see Pinyon folder here: <https://usfs.box.com/s/enztgueo7voe7v6fax6cqyvh9d63eg1>). In addition, a capacity working group has been formed by the Recreation Service Line, which focuses on developing consistent examples and solutions to river and other capacity dilemmas (contact Elizabeth Sousa). The tools and expertise developed in the Enterprise Program will assist river managers in developing efficient and defensible strategies for river management.

Pictured from top to bottom: 1) and 2) Selway WSR by Mary Greenwood; 3) Pratt River Bar Middle Fork Snoqualmie, David Fothergill; 4) The team's field trip of Black Creek WSR which includes several Enterprisers. Taken by Heidi Klingel, EP Hydrologist/Geologist.

COMMUNICATIONS SERVICE LINE – RAP PROJECT

W. CLAY COLEMAN, ENTERPRISE PROGRAM PROJECT MANAGER

The Enterprise Program executed an agreement with the Washington Office - Recreation, Heritage and Volunteer Resources (RHVR) office in the summer of 2017 for a multi-faceted project involving the Resource Assistants Program (RAP). The RAP is an intern program that focuses on bringing emerging natural and cultural resource professionals into the Forest Service work environment, through partnerships with non-governmental organization partners, and allowing them to gain valuable experience working on Forest Service projects and programs. After completing a minimum of 960 hours and obtaining a post-secondary degree, the Resource Assistants (RAs) are eligible to apply for Forest Service positions (merit) for up to two years.

The project was very challenging with many moving parts. Deliverables completed included; designing a new SharePoint site, developing a strategic communication plan, creating various document and presentation templates for use by the RAP office, drafting a memorandum of understanding between the client and a non-governmental organization partner to create a RAP Community Facebook page, increasing collaboration and networking among the RAs dispersed throughout the nation and assisting the client with edits and coordination of OC review on a new RAP brochure the client created.

The project culminated with a “bang” as the Enterprise Program and the client planned, orchestrated and conducted the inaugural RAP professional development meeting, appropriately called Connect!, in Washington DC August 7-9, 2018. 100 RAs from across the country attended the event, which included extensive engagement via workshops, facilitated roundtable conversations, and many other activities led by Forest Service employees and other experts, including those from our sister land management agencies. The meeting also included a special hiring event targeted for eligible RAs.

While the RAs stayed at the National 4-H Conference Center and the aforementioned engagement took place on site, the RAs were also treated to a half day of interaction with Forest Service National Leadership at the Yates Building (including several speakers, a poster session and ice cream social). After hours social events and engagement was also included, making the 3-day event an exciting and truly collaborative connection for the RAs.

Several Enterprise Program specialist and a project manager worked diligently to complete all of the deliverables as well as overcame many challenges to the national meeting planning. The Enterprise Program entered into an agreement with an NGO partner to help coordinate the complicated travel logistical challenges and Enterprise Program worked closely with Region 6 AQM, Grants and Agreements and Enterprise Program micro-purchasers to facilitate travel arrangements, secure conference space, order meeting supplies and schedule charter busses for moving the RAs around DC. It was a true team effort!

LENGTH OF SERVICE AWARDS

People are and always will be our greatest asset. The success of the Agency is a direct result of employee efforts and dedication. We are delighted to recognize our Enterprise Program employees’ recent Length of Service milestones below:

MATTHEW WYNANT – <i>5 years</i>	ADAM SHAW – <i>15 years</i>	RACHAEL HOHL – <i>20 years</i>
KATHRINA MAGNO – <i>5 years</i>	RACHEL WALLER – <i>15 years</i>	AMANDA PATRICK – <i>20 years</i>
MICHAEL HILL – <i>10 years</i>	KATHLEEN SCHNIDER – <i>15 years</i>	MICHAEL DARDIS – <i>25 years</i>
STEPHEN BUSHY – <i>10 years</i>	VALENCIA MORRIS – <i>15 years</i>	STEPHEN OVERTON – <i>30 years</i>
KATHLEEN SALE – <i>10 years</i>	NICOLE WELSH – <i>15 years</i>	DEANNA EPPERSON – <i>30 years</i>
ELIZABETH SOUSA – <i>10 years</i>	AMANDA CAMPBELL – <i>15 years</i>	AMY BALLARD – <i>30 years</i>
VALERIE FOSTER – <i>10 years</i>	JANELLE GEDDES – <i>20 years</i>	

Thank you for your service!

HE'ĒIA WATERSHED AND ESTUARY RESTORATION PROJECT

BRIAN BAIR, ENTERPRISE PROGRAM WATERSHED RESTORATION PROJECTS LEAD; CAMILO ARIAS, ENTERPRISE PROGRAM HYDROLOGIST; AND GARY ASBRIDGE, ENTERPRISE PROGRAM DISTRICT RANGER



The He'eia Wetland and Estuary Rehabilitation project area is located on the windward side of the island of O'ahu, in coastal He'eia Ahupua'a (watershed). The project area includes a 405 acre wetland, the He'eia loko i'a (fishpond) estimated to be 800 years old and the corresponding reefs of Kāne'ohe Bay. The project is a multi-faceted Hawai'i community based partnership composed of non-profits, local, state and federal government agencies. The main goal of the project is to implement Māhuhua 'Ai o Hoi ("Regrowing the Fruit of Hoi"), restoring agricultural and ecological productivity to the area locally referred to as "Hoi" situated in the He'eia wetlands.



Throughout the 1800s and 1900s, kalo, sugarcane, pineapple, rice, and later cattle were the dominant land use in Hoi. Agriculture within Hoi decreased and then about 50 years ago flooding and erosion degraded the health and productivity of He'eia fishpond and Kāne'ohe Bay. Mangroves were introduced to control erosion in upland farm areas, but they made their way downstream, closing the He'eia Stream channel at its mouth. Today, mangrove and hau trees are choking the stream and have reduced wetland habitat for native species. The majority of historic agriculture fields are currently fallow.

The Hawaii Department of Lands and Natural Resources and US Forest Service Pacific Southwest Region signed a work order with the Enterprise Program Watershed Service Line for restoration services to assist with developing restoration and mitigation measures to restore and maintain water quality, and reduce sediment production and delivery to He'eia loko i'a and the Kāne'ohe estuary to protect coral reefs and maximize aquatic organism production. To accomplish this project, partners and the Enterprise team selected a hydraulic modeling platform that would allow for the simulation of different restoration alternatives. The Enterprise Program team presented preliminary modeling results to all stakeholders in March 2019, with the goal of validating the model and fine-tuning proposed actions. Final model results will be provided by May 2019, whereupon restoration actions will be prioritized and engineering and contracting packages prepared, ultimately leading to implementation in 2020 or beyond.



The Enterprise Program team working on this unique project includes:

- Brian Bair: project manager, partner/stakeholder liaison, and alternative development
- Camilo Arias: hydrologist, model development and facilitator
- Corinne Marzullo: engineer, drafting and contracting package development

Top photo: Figure X. Project locator map.

Middle photo: Brian Bair, Corinne Marzullo, and Camilo Arias standing in front of the He'eia wetland. The invasive mangroves can be seen in the left background.

Bottom photo: Corinne Marzullo, Brian Bair, Anthony Olegario (ex-EP employee), and Camilo Arias standing in the He'eia stream floodplain area.

CLIENT KUDOS

MIKE LARMAN, ENTERPRISE PROGRAM ENGINEER TECH

Mike Larman came to the Almanor Ranger District/Lassen National Forest several times this season with an Enterprise Agreement. He has helped tremendously with Specified Road Packages and Road Maintenance Packages for numerous timber sales and stewardship contracts. I just want to commend him on his professionalism, knowledge and work ethic. Without Mike's assistance we would not have met our annual timber targets for FY18. He is also working on the FY19 projects as well. Mike is committed to achieving excellence and perfection in all the projects I have worked with him on. His adaptation to the changing of work assignments and priorities is done with a constructive and forward-looking attitude. He has been dependable, punctual, organized and competent while working here. Mike is an absolute pleasure to work with.

I just thought I would let you know this, because many times in our jobs the positive things that people do get unrecognized and overlooked.

- MATTHEW E. WATERSTON
TIMBER SALE PREPARATION SUPERVISOR
LASSEN NATIONAL FOREST, ALMANOR RANGER DISTRICT

NANCY KELLY, ENTERPRISE PROGRAM WILDLIFE BIOLOGIST

I truly want to thank both of you for letting us use Nancy with this work order. She came to me at a time when I was in dire need of help. . . Nancy has stepped up to the plate and has knocked it out of the ball field. Sue loves her and we both appreciate all of Nancy's hard work toward the program. This work order could not be possible without Nancy.

Again, thank you for all you do Nancy - it is a delight having you work with us.

- JOANNA WILSON
ACTING RECREATION SUPERVISOR
WASHINGTON OFFICE ENTERPRISE PROGRAM

JANE GORDON EXCELS IN WRITER/EDITOR DETAIL WITH ENTERPRISE COMM POD

KRISTEN WALTZ, ENTERPRISE PROGRAM ECONOMIST

Jane has been a fantastic addition to the Enterprise Program Communications Group as a 120-day detailer. Jane is a skilled writer, editor, and communicator, and this was exhibited throughout every project she worked on.

She travelled to Missoula, Montana to assist with facilitating the "Aerial Firefighting and Use Effectiveness" (AFUE) week-long research meeting, she created architecture of Regions 1 and 4 State and Private Forestry's websites, edited and did 508-compliance work on Forest Product Modernization "At-a-Glance" document and timber training modules, travelled to the National Forest Service Research Executive Team (FSRET) meeting in Portland, Oregon, worked with EPLT on the Technology Needs Assessment, and facilitated nine interviews using face-to-face virtual technology.

Jane's skills have been put to great use. Her hard work and flexibility has been appreciated.



CONGRATS, JAYME BERARD!

Jayme Berard (Enterprise Program Lead Transportation Engineer) married Jack Cook on January 26, 2019 on a beautiful, sunny winter day. They currently live in Coeur d’Alene and Priest River Idaho.

Jack works as Frac Crew Lead in the oil fields in Texas and travels as much as Jayme does with Enterprise. They are thankful for everyone’s well wishes and look forward to many new adventures in the coming years!

CONGRATS, AMANDA PATRICK!

Amanda Patrick graduated with honors with a Master of Arts in marriage & family therapy from Northcentral University in mid-November 2018. After 5 years in the making, she is excited to be completed with school, at least for a while. She is really happy to be graduated and looks forward to next steps.

Attached is a pic of her with one of her professors, Dr. Postanowiz (or Dr. P as she was called). This was taken at the 2018 American Association for Marriage & Family Therapy (AAMFT) Conference last November in Louisville, Kentucky. A sign of her university, Northcentral University, is in the background.



CONGRATS, ELIZABETH SOUSA!

Craig and Elizabeth met on Valentine’s Day while working out at their local gym. Yes, it really does happen. After seeing each other working out for several months, Craig finally mustered up the courage to ask for Elizabeth’s phone number, and from that very day, the two were inseparable.

Craig proposed the following Valentine’s Day, doing it up real fancy with homemade surf and turf dinner, roses, balloons and candles galore.

The wedding was a wintery fairytale inspired event with some Christmas flare. It was held at the Chalet View Lodge in Graeagle, California on December 1, 2018.

CONGRATS, BRIAN BAIR!

Please help the Fish and Earth Sciences group congratulate first-time grandpa Brian Bair! Grandson Wesley Thomas Bair was born February 2, 2019 at 5:59 am.



ENTERPRISERS ON THE MOVE

WELCOME, JENNIFER SWACINA



Jennifer has joined the Enterprise Program as a Writer/Editor on a 120-day detail. Jennifer grew up in a small town in Idaho. She satisfied her travel bug with her first career, working for over ten years as a customer service agent in the airline industry, then pursued her passions for writing and environmental education. She attended Alaska Pacific University and Prescott College, earning a double major in journalism and environmental studies. Jennifer secured a permanent job with her hometown newspaper, but with a leap of faith, accepted a seasonal park ranger position with a state park in Moab, Utah. She loved connecting people to their public lands and successfully navigated her way into the National Park Service through the Student Career Experience Program. She has worked in the field of visitor services at beautiful locations: Haleakala National Park, Sequoia National Park, and (since 2015) the Salida Ranger District of the Pike-San Isabel National Forest. In her free time, she enjoys mountain biking, snowboarding, hot springs, and yoga.

WELCOME, ERIC BRACKEN



Eric Bracken has joined the Enterprise Program as a Communications Supervisor. For the last 17 years, he worked for the Forest Service Job Corps. He started his career as a counselor for Curlew Job Corps in North East Washington State and was then promoted to counseling manager again at Curlew. In 2010, he went to Wolf Creek Job Corps in Southern Oregon as a Center Director. Eric stayed in Oregon for four years and then moved back to Curlew to be center director where he has been since.

He received a Bachelor of Arts degree in psychology from Western Washington University and later a Masters of Social Work from Eastern Washington. He currently lives in a small community called Republic Washington where he raised a family with three children, Anneka, Liam, and Elliot. He is very excited to be working for the Enterprise Program and looks forward to being part of the team.

WELCOME, RYAN FARR



Ryan Farr has accepted the Trails Program Manager 120-Day Detail with the Enterprise Team. Ryan has spent the last 2-½ years serving and managing a complex developed recreation program while overseeing 250 miles of trail encompassing wilderness and non-wilderness trails as the district recreation manager on the Ocoee Ranger District. Ryan gained the bulk of his training and various skill sets in trails, wilderness, recreation, and expanded the district volunteer and partnership capacity while on the Chattahoochee Ocoee National Forest. Ryan worked on the Conasauga Ranger District for 3 ½ years as a trainee and served 2-½ years as the Assistant Recreation Program Manager in the Supervisor's Office. Ryan brings a wealth of developed recreation, wilderness, trails and volunteer experience and has established various partnerships with organizations throughout his career. He is a former member of the Southern Wilderness Advisory Group. Ryan is from south Alabama and received his Bachelor's Degree in forestry science from Alabama A&M University in 2010. Ryan is very excited about the opportunity and is ready to do some great work! Please welcome Ryan to the Enterprise Team and congratulate him on his new temporary appointment!

WELCOME, TAMMY CEFALU



Tammy Cefalu joins the Enterprise Program for a "120-day-ish" detail as a Writer/Editor. She comes from the Superior National Forest in northeastern Minnesota where she is currently in her 20th year as a wilderness ranger in the Boundary Waters Canoe Area Wilderness.

Growing up in Milwaukee, Wisconsin, she eventually made her way to Lake Superior. "I was a city girl... longing to live in the great north woods." She spends her off time chairing committees for the Violence Prevention Center, developing diversity policy guidance for the local school district, and getting kids into the forest. She lives with her spouse and their 11-year-old son, Juniper.

WELCOME, DAVID WATKE



David joins the Enterprise Program as one of two new realty specialist joining the Lands, Minerals, and Special Uses group. What started out as one winter of “ski bumming” turned into more than 25 years as a Steamboat Spring, CO resident. He has been with the Forest Service for 18 years and has spent the entire time working and playing on the same forest. He started as a seasonal employee, lasting only three weeks before being hired as PPT VIS. Since then, he has held a number of positions within the world of special uses, in both lands and recreation. Most recently, the zone realty specialist for the Routt National Forest in Region 2. As a Green Bay native, he is a Packer’s fan by default, but is absolutely thrilled to live in Colorado where he can enjoy being active in the outdoors and mountains while running, fishing, paddle boarding, camping, hiking, or just playing with the dogs.

WELCOME, KRISTEN KAHLER



Kristen joins the Enterprise Program as one of two new realty specialist joining the Lands, Minerals, and Special Uses group. She grew up as a beach bum in South Florida and attended the University of Florida for her undergraduate program and the University of Central Florida for her graduate program. Although she grew up on the beach, she knew she was destined to live in the mountains the first time when she saw them. She worked in the Cascades, the Sierra Nevada’s, the Appalachians, and now the Colorado Rockies for both the Forest Service and the National Park Service. She started her Forest Service career as a seasonal in 2000 working at Mount St. Helens, and has been with the Forest Service for close to 14 years with almost 11 years in special uses. She likes to spend time with her

family, work on her log house, and loves to read and travel. As a family, they camp, fish, and explore new places. She has two boys, Charlie (9) and Jake (6), and two miniature schnauzers, Gretchen (16) and Uter Joe (11).

WELCOME, NANCY HENDERSON



Nancy Henderson joins the Enterprise Program as a new management analyst in the public services pod. Originally from Wisconsin, Nancy spent most of her life based out of New Hampshire where she joined the Forest Service (White Mountain National Forest) in 2014, then followed her Forest Service husband to California (Shasta-Trinity and Tahoe National Forests) as the executive assistant. The Forest Service is her third career - she started as an army officer in logistics and as an international liaison in Germany, Haiti and Somalia. After graduate school in Monterey, CA (MA, international policy / commercial diplomacy) she entered business, first as a business development director for a German non-profit, then owning three hospitality and property businesses in the NH Mountains and chairing the

state’s largest industry association. She has four adopted children. In her free time, Nancy enjoys camping, cooking, quilting and working on their home and gardens in Nevada City, CA with husband Lon. Nancy is very excited about joining Enterprise!

WELCOME, DEQUINCY GORDON



Dequincy Gordon joins the Enterprise Program as a new management analyst in the public services pod. He graduated from Southern University Agricultural & Mechanical College with a Bachelor of Science in agriculture. While pursuing his degree, he participated in the Multicultural Workforce Initiative with the USDA as a Student Temporary Employment Program. He also participated in the Student Career Experience Program (SCEP) where he first interned as soil conservation technician with the Natural Resource Conservation Service (NRCS) in Louisiana. Dequincy interned with NRCS for two years before accepting a position with the Forest Service as a forestry aid wildland firefighter. Next, Dequincy was converted to a SCEP with the Ashley National Forest in Utah as a soil science trainee. Upon graduating,

Dequincy got a permanent position on the Chattahoochee-Oconee National Forest in Georgia as a fire and fuels specialist. Dequincy currently works on the Chattahoochee-Oconee National Forest in the Supervisor’s Office in Gainesville as the forest fire management specialist. He enjoys spending time with his family, and boating, hunting and fishing.

WELCOME, AMY SUTTON



Amy Sutton has sported a number of different hats for the Forest Service. Much of her time has been on the Arapaho & Roosevelt and Pike & San Isabel National Forests in areas of research, recreation, special uses, and most recently the Enterprise Program. Amy found herself in a contracting role supporting the Enterprise Team in Lands and Special Uses. Amy has a bachelor's degree in Environmental Studies, Sociology, and art. When she isn't working, she is on the trails around Salida, CO. She spends her time with her family and is an eager outdoor enthusiast. She enjoys camping, mountain biking, hiking, rafting, and skiing. She is thankful for the flexibility that the Enterprise Program offers and looks forward to working with all of our enterprise community.

WELCOME, NICK DIGIACCO



Nick DiGiacco brings a strong background in natural and historical interpretation, interpretive writing, community outreach, and partnership development, which he uses to build relationships with the public, coworkers and clients. The first eight years of his Forest Service career were spent in Colorado and New Hampshire where he developed leading visitor services programs, reaching diverse audiences through formal and informal interpretation. Nick has a bachelor's degree in recreation management from The College at Brockport, State University of New York. Nick's favorite hobby involves tapping maple trees with his wife and two daughters and turning that clear sap into tasty golden maple syrup.

WELCOME, GARY ASBRIDGE



The new Enterprise Program Fisheries Biology Supervisor, Gary Asbridge, officially started on February 11. Gary is from the Ochoco National Forest in Central Oregon, where he served as a district ranger since September 2015. In that position, Gary led employees through a variety of planning and implementation efforts, including many related to forest health, stream and riparian restoration, sustainable recreation, and the 2017 solar eclipse. Steve recently certified as a type II Logistics Section Chief. Steve is a veteran. He served in the US Air Force as a computer maintenance technician. Steve brings a wealth of knowledge regarding partnering, agreements, wildlife habitat enhancement/restoration, etc. and is happy to assist all Enterprisers in any efforts.

WELCOME, DEANNA EPPERSON (AKA DEEDEE OR D2)



Deanna, a long-time Enterpriser, has stepped into a new role as a management analyst in the recreation data group. She began her career with the Forest Service on the Okanogan National Forest in February of 1989 where she held positions as an Information Assistant and a Bio Tech conducting stream inventories for the forest. DeeDee transferred to the Enterprise Program in January of 2000. While working for the Enterprise Program, DeeDee has served in various capacities including Business Management, Public Affairs, Web Development, GIS, and Recreation Data Management. DeeDee, her husband Richard, and 17 year old son Tony, live in Okanogan County located on the east side of the North Cascades in Washington State. She enjoys spending time outdoors, camping, hunting, fishing, and riding dirt bikes.

WELCOME, KATY POLLUCONI



Katy joins the Enterprise Program as a permanent realty specialist in the LMSU service line, starting next week. She joined Enterprise in June 2016, allowing her to realize a long-term dream of working with the Forest Service. Her career path has provided more than twelve years of land realty experience, and she has a sincere enthusiasm and intrigue for the ever-evolving landscape of federal land management. She is honored to be actively engaged in managing the forests she considers a sanctuary, and which hold a very special place in her heart from the time she was a young child and began hiking, camping and biking on NFS lands. Before joining Enterprise, she spent two years with the Alaska Department of Natural Resources as a chief policy advisor and regulations manager in the director's office. Prior to this

work, she practiced as an attorney focusing on land use, real estate and various aspects of governmental law. Katy lives in Bend, Oregon and maintains a lifelong passion for the great outdoors and environmental stewardship. She is an avid mountain biker, trail runner and hiker, and enjoys any and all types of recreation on forest lands.

WELCOME, HEIDI HOGGAN



Heidi joins the Enterprise Program as a permanent realty specialist in the LMSU service line, starting mid-May. From the southern California sky island community of Idyllwild, she served in Lands, Special Uses and Minerals on the San Jacinto Ranger District of the San Bernardino National Forest since 2009. She studied biology at Whittier College and began as a zoo keeper and animal trainer at the Living Desert Zoo, where she was lucky enough to rehab native wildlife and raise baby birds, rabbits, foxes, gazelles, a cheetah, a mountain lion and a wolf.

In 2005, Heidi joined the Forest Service as a wildlife technician. Through a research project she met fellow biologist Todd Hoggan. He made her laugh and he laughed at her jokes, so she married him. In 2009 she began an internship in special uses, lands, and minerals - a career path she had not expected but soon fell in love with, especially communications sites. She has enjoyed learning opportunities through detailed assignments with the Angeles NF, El Yunque NF in Puerto Rico, and the Huron-Manistee NF in Michigan. She lives with Todd and their 11 year old daughter, 10 year old son, a dog, a gopher snake, a rattlesnake and a scorpion. She enjoys hiking, knitting, dancing, educating about nature and helping her kids with last-minute costumes and school projects.

ABOUT ENTERPRISING PEOPLE

The *Enterprising People* newsletter is a quarterly publication wherein content is created by and for Enterprise Program employees with a main focus on sharing project work obtained and performed by the Enterprise Program and its partners. The newsletter is circulated to its employees and partners on a regular basis; project work obtained and performed by the Enterprise Program and its partners are not always inclusive and rarely include all facets of obtained client unit's/organization's project, mission, or goals. The articles in the newsletter are therefore not necessarily a description of the unit's/organization's objective in its entirety, but only that of the work acquired and contractually obligated to perform. The portrayal of a project in the newsletter is not all encompassing of the project due to the Enterprise Program and its partners working only on a piece of the larger project.

Enterprise Program employees and their partners are encouraged to share stories, provide comments and/or questions, and join the mailing list by emailing the newsletter editor Kathrina Magno at kathrina.magno@usda.gov. Content submissions for the next issue are due to the editor before **June 1, 2019**.

The *Enterprising People* archive can be found on the Enterprise Program website at <https://www.fs.fed.us/enterprise/news-and-events.php>.