



Enterprise Program

Enterprising People

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DIRECTOR'S CORNER – "GRACE AND A HOT TUB"

FRAN SMITH, ENTERPRISE PROGRAM ASSISTANT DIRECTOR

Reflecting on a very busy and successful field season for the Enterprise Program I thought of a few sticky incidents where I was asked to intervene. It's not surprising a higher percentage of these interpersonal challenges arise when pressure to meet deadlines and accomplish project goals collides with work fatigue and stress, often peaking during summer months. I was thinking about what the differences were between how people felt after the incidents were resolved. Why did some end with people feeling content and satisfied and others left people still frustrated and angry even though the issue was settled? What stuck out in my mind was grace; extending grace, being graceful, being gracious.

In mythology the three graces were sister goddesses known as the Charities. Their role was to bring beauty, charm and joy to others. Ancient Greeks would appeal to the Graces to inspire their art, music and dance. Today in our work environment we can draw inspiration from numerous sources including the core agency values and the Enterprise Program vision statement where we find grace interwoven throughout both. As Forest Service employees we value being in service to each other, we value interdependence, we value diversity of people, culture, perspectives and ideas. The Enterprise program strives to be a workplace where employees encourage and support each other in our journeys to become the best professional and personal version of ourselves.

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(Article continued from previous page) Extending grace can mean being respectful, considerate or thoughtful. It can mean being supportive to a co-worker through a particularly challenging work assignment. Being graceful can mean being poised or unruffled. It can mean appearing confident in a way that puts others at ease. It's not being irritated, annoyed or criticizing. Being gracious can mean giving someone the benefit of the doubt, being tactful, working through a problem together, or not taking things personally. Grace is listening before talking, understanding before being understood, getting both sides of a story. It's not weak or an excuse, it's not arrogance, it's being firm and having someone's back.

Extending grace to others is advantageous – it might alleviate their stress, might boost their confidence, and could help them be more productive. Grace can lead to better outcomes and may be the exact little thing someone needs to get across a finish line. Grace focuses on someone's strengths and maximizes those strengths despite their weaknesses. Grace is one of those cool things the more you give it the more you get it back. Extending grace to each other allows us to get really difficult things done.

It's not easy always being grace-full and having a reserve of grace to draw from. Sometimes our grace runs low or we just plain run out. It's important to find a way to recharge yourself and your grace regularly so you can stay in good graces. Some people keep a grace reserve by meditating or doing yoga. Some go for a run or a walk through the woods. Some do arts and crafts like wood working, quilting, or scrap booking. Me, I like to spend early mornings soaking in my hot tub. The morning light is that soft pale pinkish orange. The water is warm, relaxing, the air is still and quiet and allows me to think about my upcoming day. It gives me some moments of calm reflection; that is until I'm jolted from my thoughts by the raucous chattering of a gray squirrel and the sharp check, check, check of a Stellar's jay trying to steal the squirrel's breakfast. Quiet you winged scoundrel from the Cretaceous! Perhaps my morning hot tub visit is providing me an opportunity to extend grace to the local, noisy wildlife. It's no use though, the commotion in the trees is followed by a high-pitched, ear piercing yap from my terrier as he playfully attacks the cat that's trying to pull my clean, dry towel off the deck railing so she can lay on it and get it full of cat hair. Oh well, it's probably time to get ready for work anyway. Now if only I could gracefully climb out of the hot tub... ■

References: The Enterprise Program Strategic Plan; "Be Graceful", Neilthompson.info, November 3, 2016; "What it Means to be Gracious", Arthur Dobrin, psychologytoday.com; "Extending Grace in the Workplace", T.J. Allen, thesaltyeclectic.com.

BALD MOUNTAIN ECOSYSTEM RESTORATION PROJECT ON THE MODOC NATIONAL FOREST

LYNETTE MILLER, ENTERPRISE PROGRAM ENVIRONMENTAL COORDINATOR

This summer brought the kick off of the Bald Mountain Ecosystem Restoration Project on the Modoc National Forest in Northeastern California. More than half of the interdisciplinary team is comprised of Enterprise specialists. In July, the team met for an in person meeting in Alturas, California to finalize the proposed action, visit the project area, and complete some field work for the project. In spite of a number of challenges, the team was able to get the project out for public scoping in August, and they will be integrating a number of Environmental Analysis Decision Making (EADM) strategies and tools including the new specialist template and Endnote to begin a focused analysis for the Environmental Assessment this fall. ■



Pictured: *The Enterprise folks from the Modoc National Forest Bald Mountain IDT out visiting one of the project meadows proposed for some restoration work at the in-person IDT meeting field day in July.*

Pictured from left to right: Crystal Perez Gonzalez (silviculture), Terry Miller (botany), Ray Rivera (fisheries), Scott Williams (Fuels—partially hidden behind Ray), Lynette Miller (EC/IDT Lead), Bill Overland (hydrology), and Jake Hemingway (archaeology).

USING TECHNOLOGY IN THE FIELD TO STRENGTHEN PARTNERSHIPS

ERIN HOOTEN, ENTERPRISE PROGRAM SILVICULTURIST

During the 2019 summer field season, Enterprise Program Silviculturist Steve Overton and Erin Hooten traveled to the Lassen National Forest to kick off the Badger Mountain Vegetation Restoration Project, an approximately 38,000 acre landscape assessment in conjunction with Lassen Volcanic National Park. The Badger Project was borne, in part, from the Reading Fire that ignited in Lassen Volcanic National Park in July 2012 and spread into the neighboring Hat Creek Ranger District of the Lassen National Forest. The project area spans an ecological gradient ranging from lower-elevation ponderosa pine forest, through slopes of dense Sierra Mixed Conifer, to high-elevation red fir forest, to the volcanic slopes of Lassen Peak. Myriad challenges exist in creating a more resistant and resilient landscape – wildland-urban interface, insect and disease outbreaks, fire- and drought-related mortality, volcanic soils, a changing climate, and California spotted owl and goshawk habitat. A field tour with Region 5 Entomologist Danny Cluck highlighted the complex nature of the project and served as a mini-forest health training opportunity for a variety of employees, from the forest silviculturist to the district marking crew. The IDT emphasized the need to establish solid partnerships and communication in the early stages; highly-functional, versatile data collection between specialists from both agencies was identified as key to this process. Erin Hooten and Lucretia Smith, EP GIS Specialist, developed a Collector survey useful for all the Interdisciplinary Team members. Each member of the IDT can collect and view data in real-time on most mobile devices and PCs, creating efficiency in field surveys and information sharing. Using Collector also provided an opportunity for technology transfer – Erin led a Collector field training session for Hat Creek Ranger District employees. The Badger Project has been an excellent opportunity to showcase the strengths of the Enterprise Program – partnership-building, collaboration, specialist expertise, and technology transfer. ■



Top photo: Lassen National Forest employees on a forest health-focused field tour of a fire-damaged white fir stand in Badger Project area with Region 5 Entomologist, Danny Cluck, and Northern Province Ecologist, Michelle Coppoletta, August 2019.

Bottom photo: Lassen National Forest, Hat Creek RD Reading Fire (2012) footprint, high-severity area in Sierra Mixed Conifer forest type adjacent to Lassen Volcanic National Park, June 2019.

ENTERPRISERS ON THE SIERRA NATIONAL FOREST

NATE REZEAU, ENTERPRISE PROGRAM RECREATION SERVICE LINE MANAGER

In August, Enterprise trail crew members Kevin Klinefelter, Rick Pinson, and Scott Johnson, along with in-service agreement employees Hunter Hedman, Luis Lomeli, and Joshua Meyers, completed work for the Region 5 Sierra National Forest Railroad Fire Project. They mitigated hazard trees, installed drainage features, and completed maintenance on severely burned trails associated with the 2017 Railroad Fire on the Sierra National Forest. This was extremely important work for the safety of recreating visitors and employees of the forest. ■



Left photo: Tools of the trade – Enterprise employee Kevin Klinefelter on a mini-excavator.

Right photo: The landscape that was worked on in the Sierra NF post Railroad Fire.

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:

MICHAEL ADAMS – 5 years

JOHN YOUNG – 5 years

LYNETTE MILLER – 5 years

MARY YANG – 10 years

PAUL MEZMARICH – 10 years

JAMEY STOGSDILL – 10 years

SCOTT JOHNSON – 15 years

CHAD HERMANDORFER – 20 years

TIFFANY YOUNG – 20 years

CHRISTOPHER MEASE – 20 years

JANET MCCURDY – 20 years

SCOTT DAILEY – 20 years

JOANNA WILSON – 20 years

NANCY ARKIN – 25 years

TRACY BIELER – 25 years

CASSANDRA KLEE – 30 years

PATRICIA DIFIORE – 30 years

THOMAS LOWELL – 30 years

CHANS OBRIEN – 30 years

MARY EMERICK – 30 years

DONNA MATTSON – 30 years

Thank you for your service!

VALERIE FOSTER, ENTERPRISE PROGRAM WILDLIFE BIOLOGIST

Valerie Stein Foster, wildlife biologist, recently completed a 120-day detail with Region 5's Regional Office in Vallejo, CA. While on detail, Valerie provide wildlife expertise to the regional planning team who is currently revising land management plans for the Inyo, Sierra, and Sequoia National Forests. The three forests are one of a handful of "early adopters" revising their forest plans under the 2012 Planning Rule. All three forests were included together in a Draft Environmental Impact Statement released in 2016. Valerie provided support for the Inyo National Forest objections process with an emphasis on at-risk species. She worked with Regional Office and Forest staff in support of the objection resolution process by ensuring the Final Environmental Impact Statement and Record of Decision for the revised plan incorporates the best available science, follows the appropriate directives for species diversity, and is responsive to feedback from the public and Washington Office. Public engagement is a critical component of the 2012 planning rule and Valerie also provided support for the Sequoia and Sierra National Forests revised Draft Plans and revised Draft Environmental Impact Statement roll out. She helped develop communication materials for at-risk species and represented the wildlife resource at webinars, virtual office hours and in-person meetings in California. Valerie along with wildlife biologist Tiffany Young had previously provided support for these forest plan revision projects via an Enterprise work order developing forest level species of conservation concern rationale for wildlife species, contributing to development of the persistence analysis process; and writing persistence analysis for each wildlife species of conservation concern. Valerie's previous work with Region 5 through Enterprise provided a solid foundation from which to begin her detail, making it a win-win for Enterprise and the National Forest System. Valerie was able to provide regional office support through her existing subject matter expertise on at-risk species and working knowledge of the planning rule and associated directives, while gaining recognition from leadership and all team members that did not occur under the previous work order. She also gained new experience on the objections and public engagement processes.

There are 26 forests currently in revision (under either the 1982 or 2012 rules). There are 68 forest plans that are greater than 15 years old and in need of plan revision. There are another 20 plans that are 10 years and older and will need revision "soon". However, forest plan revisions have taken longer than anticipated under the 2012 planning rule. There are numerous reasons for this but one critical need that has been highlighted repeatedly is high staff turnover and limited capacity. Further, there is a steep learning curve associated with forest plan revision and some units lack the necessary skill sets and policy background to complete them; leveraging capacity was a discussion topic during the Forest Plan Revision "Lessons Learned" Workshop held in Albuquerque last June. The Washington Office has issued a moratorium on new revision "starts" until those forests currently in revision are finished. This "pause" provides Enterprise the opportunity to position itself so it can be more responsive to future demand. Details like the one Valerie was selected for can provide another great way to gain "field" experience working on a revision team while also marketing skillsets Enterprise can bring to the table. Valerie was able to utilize her existing plan revision skillsets, while also being exposed to phases of the revision process she had not yet worked on. For more information, see the [Public Involvement and Outreach Site](#). ■

HOW CITY SLICKERS AND ABCS "DEEP DIVE FOR INNOVATION" LED TO THE CONVERSATION SPARK

RACHAEL HOHL, EP ECOSYSTEMS SUPERVISOR, WITH CHARLENE BUCHA, EP PROJECT MANAGER SUPERVISOR AND MOLLY COBBS, EP FOREST PLANNING AND NEPA SERVICE LINE MANAGER

Enthusiasm was high at our projects and planning meeting in May. This was the first time that our team met face to face and there was an excitement and support of each other that words cannot describe. As supervisors and service line manager, we didn't want to lose the momentum in the room but we saw an opportunity to create something wonderful. Should we stick to our original plan or seize the opportunity to allow our team to shine? Ultimately, we chose the risk of putting a challenge to our team because we believed they would exceed our expectations as they always do! So Charlene, Molly, and I with help from Valencia, stayed up late and met early as we planned the challenge: "1 thing". In our current world, we never get to work on just one thing and do it well and we also know we have fewer finishes than we have starts. With Environmental Analysis & Decision Making (EADM) the trend is the same, which is why we felt it urgent to design a process that would lead to the "1 thing" that everyone could do to influence change and we knew it had to be largely complete by the end of our face to face meeting so it didn't become a statistic. [\(Article continued on next page\)](#)

(Article continued from previous page) Our set up included two video clips: City Slickers as curly talks about “1 thing” (<https://www.youtube.com/watch?v=X1cmvzRKCCg>), ABCs Deep Dive for Innovation (<https://www.youtube.com/watch?v=M66ZU2PCicM>), and pre-established group leaders. We then set up groups of 9 people with a pre-established leader and a half page of direction and told them to brainstorm, create, and land on one idea as a group. It turns out that this was the easy part of the journey.

After approximately an hour, we pulled the pre-established group leads, who became known as the “distillers” to then merge their nine ideas into one idea. As it turned out, none of the nine ideas were the same so the “distillers” had their work cut out for them. As the group “cussed and discussed” (as the saying goes) it appeared that all the facets of leadership (challenges, struggles, styles, conflict management, etc.) emerged in one form or another. As we watched the tensions unfold in our group, Charlene, Molly, and I resisted the urge to jump in and rescue and often were talking ourselves or each other back to the sideline. We knew the capabilities of our group. We believed in them, and after all, had seen our expectations exceeded many times before; this time would be no different. Under the pressure of “the ask”, despite the struggle, after ordering lunch in, and altering the meeting schedule, a diamond emerged: the *Conversation Spark* (see below), which represented one idea of a group of approximately 50.

As you think about what you might do to help further EADM within the agency, please know it begins with a conversation. Hopefully this sounds as simple as it really is, our 1 thing is to talk about environmental analysis with EVERY person in our spheres of influence as often as possible because our conversations will spark action!

Outstanding work, we couldn’t be more proud to be part of this group – it is truly an honor and what keeps us going!

P.S. We are seeing the effects of the *Conversation Spark* and to date, WO-EMC has requested a copy that we are seeing circulate to the EADM training cadre to then share across the agency through the EADM courses. ■

CONVERSATION SPARK¹

WE CAN BE SUCCESSFUL AT EFFICIENT ENVIRONMENTAL ANALYSIS AND DECISION-MAKING WHEN WE ALL HAVE MINDFUL AND DELIBERATE CONVERSATIONS AT EVERY STEP!

ASK YOURSELF, YOUR TEAM, YOUR TEAM LEADER, YOUR LINE OFFICER....

- 🌲 Why are we doing this? Is the “juice worth the squeeze”? (Is the result worth the effort?)
- 🌲 What are the relevant legal requirements? Do we agree about what they mean? How does this relate to NEPA significance?
- 🌲 Is there something special/unique about this situation which would require something out of the ordinary or beyond the legal requirements?
- 🌲 Is there a way to handle this task or situation that will take less time and effort?
- 🌲 What is the appropriate scope and scale?
- 🌲 Is the timing right? Is the topic ripe for discussion or decision?
- 🌲 Do we have the appropriate/relevant information to inform our decision? Do we need to pause to gather more information or should we proceed despite some uncertainty?
- 🌲 What is the Line Officer intent? Has this been made clear or should we seek clarification?
- 🌲 What is the risk to the resource? What are the social, political or economic risks? How can we mitigate these?
- 🌲 Who should be included in the conversation? Do we have all the right people? Do we have capacity? Have we considered the human relationships involved?

ASK YOURSELF OR OTHERS THESE QUESTIONS....

- 🌲 When developing or amending work orders, estimates, and project management plans;
- 🌲 During team meetings;
- 🌲 At key line officer checkpoints (FSM 1950.41); or
- 🌲 When discussing new assignments with your supervisor.

¹ This conversation starter was developed for use by the Enterprise Program Projects and Planning Group in May 2019. It can be used by any employee to spark mindful and deliberate conversations supporting efficient and legally sufficient environmental analysis and decision-making!

ENTERPRISE SUPPORTS WOOD TO STEEL POWERLINE PROJECT - CLEVELAND NATIONAL FOREST

CHAD HERMANDORFER, ENTERPRISE PROGRAM HYDROLOGIST

In 2018, the Watershed Service Line signed a work order with the Cleveland National Forest (CNF) to support their efforts during implementation of the San Diego Gas & Electric (SDGE) Wood to Steel Project. The Cleveland Forest Supervisor signed a Record of Decision (ROD) in 2016 which permits SDGE to upgrade certain power lines across the Descanso Ranger District of the Cleveland National Forest primarily from wood to steel. This transition, along with better technology, reduces the risk of fire starts from SDGE power lines during high fire risk weather events.

In addition to upgrading power lines, the ROD permits access routes to support power line management as well as the decommissioning of other routes that are steep and erosive, located in sensitive environmental habitat or riparian areas, or affect heritage resources. The ROD permits access routes to support power line management for the next 50 years.

The work order with the Cleveland National Forest directs a hydrologist to support these efforts primarily through the development of road access management plans, road decommissioning plans, and continuous monitoring. The hydrologist works with both a Forest interdisciplinary team of engineers, wildlife biologist, archeologist, and botanist as well as environmental contractors from SDGE to implement the project to meet the Cleveland National Forest Land and Resource Management Plan, the San Diego Regional Water Quality Control Board beneficial uses, and Fish and Wildlife Service and State Historic Preservation Offices direction to name a few.

In the end, the project will reduce the risk for large scale wildfires across San Diego County as well as improve watershed condition and other Forest resources. Implementation of the project is expected to last through 2022. ■

Photo: An access route that was decommissioned as part of the project.



NATIONAL AND FUN OBSERVANCES

October

National Hispanic Heritage Month
National Fallen Firefighters Memorial Weekend (October 5-6)
Fire Prevention Week (October 6-12)
National Forest Products Week (October 20-26)
Bio-Energy Day (October 23)
Halloween (October 31)
Bat Week (Oct. 25-31)

November

American Indian Heritage Month
Daylight Saving Time Ends (November 3)
Veterans Day (November 11)
National Take A Hike Day (November 17)
Thanksgiving (November 28)

December

Capitol Christmas Tree (December 1-7)
First day of Winter (December 21)
Christmas (December 25)

FOREST LEADERSHIP TEAM MEETING ON THE SAN BERNARDINO NATIONAL FOREST

STAN HELIN, ENTERPRISE PROGRAM LMSU SERVICE LINE MANAGER

Some of the Lands, Minerals, and Special Uses crew attended a two day Forest Leadership Team meeting on the San Bernardino National Forest to assist them developing a forest-wide zoned program to administer special uses on their forest. ■

Pictured left to right: Laura Nance, Heidi Hoggan, Christine Brown, Stan Helin



ENTERPRISERS ON THE MOVE

WELCOME, JAKE BENES



Jake Benes has joined Enterprise as a Program Specialist. He comes to Enterprise from the Gifford Pinchot National Forest in Region 6 where he served as the Forest's Administrative Staff Officer and Budget Officer. Prior to the Gifford Pinchot, he served in the same role on the Columbia River Gorge National Scenic Area. In nearly 20 years with the Forest Service, he's served in three line officer details (District Ranger and Job Corps Center Director), worked 9 years in the Forest Service Job Corps CCCs (Counselor and Residential Manager) and as a SCEP/HR Specialist. His first job was on a trail crew in Region 10. Jake has a Social Science BS from the University of Montana and a Masters in Management from Minot State University. He's happiest out-of-doors and enjoys hiking, photography, fishing and exploring public lands. Jake lives with his wife Lindsay and apprentice Labrador, Otis in Portland, Oregon.

WELCOME, AMY RACKI



Amy Racki joined Enterprise as a permanent trails supervisor on October 13, 2019. Over the past 15 years of experience in federal and state public land management, she has been on the forefront of emerging issues in recreation, trails, special uses, lands, and specially designated areas. She currently serves on the Deschutes National Forest, where she leads a team in managing a complex and year-round recreation program. Her strengths are in planning, business management, project coordination, collaboration and partnership development. Amy has authored state trails plans, hosted trails conference and workshops, spent considerable time resolving a multitude of controversial trails issues, administered millions of

dollars in grants and partnership agreements, conducted NEPA analysis for recreation and restoration projects, and led teams in implementing strategic direction for sustainable recreation developments. Early in her professional career she worked in the private sector as an environmental consultant. Amy has a Bachelor of Science in Earth Science and a Master's in Recreation Management. In her free time she enjoys travel, reading, volunteering for the local theater, plus a wide variety of outdoor activities including backpacking, hiking, skiing, kayaking, and mountain biking. She is excited to join the Enterprise Team and is physically located in Bend, Oregon.

WELCOME, AMANDA ROGERS



Amanda started her career in 2007 with the Bureau of Land Management in Colorado and Wyoming working seasonal, term, and eventually a SCEP position as a fire fighter, range tech, rec tech, GIS specialist, natural resource specialist, and even completed a detail as a special use permit administrator. She will be staying on the Inyo National Forest where she was the Timber Sale Prep and Admin Forester. She received her BS in Environmental Science from Colorado Mesa University, and her MS in Natural Resource Management from the University of Denver. She is excited about being able to use her diverse skillset with the Enterprise Program!

In her free time, Amanda likes to ride her horse (Storm), cross country ski, ride dirt bikes with her husband, Darick, and knit lots of useful hats and scarves for her friends. She grew up in Georgia and hopes to get an opportunity to work and live again back east and be close to her family.

WELCOME, RYAN PEDERSON



Ryan is excited to broaden his background with the Enterprise Program in timber. Ryan started working in 1997 with the Wisconsin Department of Natural Resources in fisheries and fire. His time with the Forest Service began in 1999 on the Apache-Sitgreaves National Forest in fire. His first permanent appointment was on the Hiawatha National Forest as an engine captain then later as the Lead Forestry Tech and HI/SA. In 2006, he moved to the Washburn Ranger District on the Chequamegon-Nicolet National Forest as a Sale Administrator.

Outside of work, he enjoys time fishing, hunting, trapping, camping and canoeing with his three children Bradley (13), Annalee (11), and Wesley (6).

WELCOME, MICHAEL RAPAPORT BEIGHTLEY



Michael has worked with the Enterprise Program since 2016 as a Seasonal Timber Sale Preparation Technician. He is now proud to continue his career with the Forest Service as a Permanent Lead Forestry Technician.

Before the Enterprise Program, Michael graduated from the University of Vermont with a B.S. in Environmental Studies and a minor in History. While there, he served as president of the university's club rugby team. After graduating, Michael worked with the Nature Conservancy and multiple Americorps Conservation Corps doing conservation work in Vermont, Oregon, and Colorado. The work included tree climbing and trimming, tree felling, and a 6-week hitch. Last fall, he took 45 days to hike the Arizona Trail which is around 800 miles long, and stretches from Utah to Mexico. He currently resides in Denver, Colorado, where he enjoys spending his time hiking, fishing, and seeing live music. In this position, he is most looking forward to playing a larger role in completing important conservation work, and seeing some more bears.

WELCOME, MATT BROWNLIE



Matt has joined Enterprise as an Acting Trails Program Supervisor. He originates from Alexandria, Virginia and studied Recreation Management at the University of Montana in Missoula, Montana. He has had the pleasure of living and developing his career in Trails/Recreation throughout Montana, Wyoming, Colorado, Nevada, Oregon, and more recently California. Matthew has been working on the Tahoe National Forest in Foresthill, California for the past seven years as the District Trails Manager. The majority of his work is grant writing and motorized and non-motorized trail construction/maintenance. Matthew's personal interests include hiking, trail running, fly fishing, riding dirtbikes, and of course building sweet singletrack!

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.

The 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.

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