

Enterprise Program

Enterprising People

CONTENTS

Contents.....	1	Lynette’s Legacy or EndNote (Where We Have Been, Where We Are At, Where We Hope To Go).....	8
Director’s Corner.....	1	Enterprisers On The Move.....	9
Forest Service Job Corps Launches New Campaign, Thanks To Enterprise Program	2	Enterprisers On The Move.....	10
Wild and Scenic River Planning—Virtually.....	3	Enterprisers On The Move.....	11
Recreation.gov Digital Passes	4	Enterprisers On The Move.....	12
Angeles National Forest Recreation Data	5	Enterprisers On The Move.....	13
Camp Hale Home to the Tenth Mountain Division.....	6	Enterpriser Corner- News About the People of Enterprise.....	13
In the Faint Footsteps of Frank N. Meyer, USDA Plant Explorer.....	7	Length of Service Anniversaries.....	14
Enterprisers Supporting Ask USDA Contact Center During Pandemic	8	About Enterprising People.....	14

DIRECTOR’S CORNER

RHONDA O’BYRNE, ENTERPRISE ASSISTANT DIRECTOR FOR PUBLIC SERVICES

Greetings, Enterprisers! Wow, it’s September and fall is right around the corner —my favorite time of the year! 2020 has been quite the year, and there is still a third remaining. We are near the end of the fiscal year; despite all of the challenges, changes, and barriers, you all have done an amazing job in successfully providing critical services to the agency. I’m not disregarding or making light of any challenges people have had to face or will continue to face. I want us to pause and reflect on the good we have done and the successes we’ve had along the way, whether that’s at work or in personal life.

Budget modernization, Enterprise 3.0, COVID-19, homeschooling, social injustice, an election year, etc. So many changes and stressors that affect us all. I understand how overwhelming all of these stressors can be because I feel them too, and I want to share some of my coping strategies that really have helped me get through hard times. That is, I focus on my attitude. Attitude can be defined as a settled way of thinking or feeling about someone or something, typically one that is reflected in a person’s behavior.



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(Article continued from the previous page) There are many things thrust upon us where we have very little influence to change or control. One thing we always have is the ability to control is our attitude.



These two items sit in my office. When I notice I'm allowing my attitude to affect my work, a relationship, or my overall view on life, glancing at the rock that says "ATTITUDE is everything" is enough to get me back to a good place. But, every now and then, I allow myself to wallow in a bad attitude, and the hammer needs to be put to use! Not really; I've never hit myself with the hammer. However, there have been times where I've had to tell myself, "Okay, I'm giving myself permission to stay here for one more day. Then I must readjust, shake this off, and have a better attitude." And it works!

If you have not heard of or attended training in emotional intelligence, I highly recommend it. Briefly, emotional intelligence is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. The following link provides some additional information:

<https://www.helpguide.org/articles/mental-health/emotional-intelligence-eq.htm>.

I remain grateful and feel so fortunate to work for this amazing program, as well as honored to be able to serve all of you. Together, we can and will make it through the challenges to come, just as we have to get here. Take time to enjoy the changing seasons— go for a drive and see the leaves changing, bring out those comfy sweaters, enjoy a hot cup of apple cider, carve a pumpkin— whatever makes you happy. ■

FOREST SERVICE JOB CORPS LAUNCHES NEW CAMPAIGN, THANKS TO ENTERPRISE PROGRAM

TRACY FIDLER, ENTERPRISE PUBLIC AFFAIRS SPECIALIST

Forest Service Job Corps seeks to empower students' dreams by nurturing a connection with nature. Thanks in part to the Enterprise Program, Forest Service Job Corps now boasts a new campaign that captures this vision. The campaign hearkens back to its legacy with the Civilian Conservation Corps, while looking towards the future; see below.



Forest Service Job Corps banners, using its new brand.

"We convened a series of focus groups to deepen our understanding about the program's strengths and challenges," said Tracy Fidler, Enterprise Program public affairs specialist. "We learned that student expectations don't match the reality of being in a remote, rugged landscape. In the new campaign, we combine nature-based images with the program's values of service, community, and conservation."

The campaign hearkens back to the woodcut travel tourism prints that were common in the early to mid-1900s. The Enterprise team created three pieces of art: a woman who is working with fire, a man doing construction, and a woman working with a team on an aquatics restoration project. Each student is seen looking toward the future.

This campaign is part of a broader Forest Service Job Corps initiative to more directly connect Civilian Conservation Centers with the Forest Service mission, while improving outcomes for students. In addition to the campaign, the Enterprise Program is supporting this initiative with its Job Corps Leadership Academy and new communications strategies. ■

MARY ELLEN EMERICK, ENTERPRISE NATURAL RESOURCE SPECIALIST

Enterprisers in the Public Services and Projects and Planning Service Lines have risen to the challenge of leading virtual Wild and Scenic River Management workshops. Originally, these week-long workshops were intended to be conducted onsite. Onsite meetings allow team leaders to become familiar with the river system, typically through a field trip, and to conduct formal and informal meetings with specialists and line officers. Studying the river in person also places the project in an important regional context. With travel for these projects suspended because of COVID-19, team leaders had to develop innovative solutions.

Flexibility was the key to virtual workshops. Workshops were planned for half-day blocks to allow forest staff time to attend to personal or professional COVID-related duties. Both Microsoft Teams and Adobe Connect platforms were used, and Enterprisers prepared presentations on Wild and Scenic River topics that normally would have occurred as a face-to-face discussion. These presentations can be used for later workshops, which improves efficiency in the long run.



Elkhorn Creek, submitted by Jodi Leingang. Photo credit: Peter Kauss, Bureau of Land Management.

The interdisciplinary teams needed innovative ways to see and experience the river from afar. Together, forests and Enterprisers viewed YouTube videos and drone footage, and forest staff shared personal experiences. In the future, FaceTime “real-time” visits could be used for other projects. In lieu of stakeholder meetings, there is a potential to work with Geographic Information System specialists to develop story maps.

While the virtual workshops can create unique technological and logistical challenges, Enterprisers are well-positioned to continue this type of offering in the future now that it has been successful in several locations. The change to virtual meetings also reaped some rewards. Break-out groups worked well using virtual platforms because documents could be shared on screen and edited in real-time. While Enterprisers did not have the opportunity to meet their counterparts in person to exchange information and knowledge, there was valuable additional time with more spaced out workshop dates to connect virtually, brainstorm, collaborate, and learn about the river using other resources.

The following Wild and Scenic River workshops were conducted or are ongoing virtually:

- Elkhorn River, Willamette National Forest (Jodi Leingang),
- Piru Creek, Angeles and Los Padres National Forests (Christine Handler),
- Red River, Daniel Boone National Forest (Lynette Miller, Christine Handler, and Mary Ellen Emerick),
- Wasson/Franklin Creeks, Siuslaw National Forest (Jodi Leingang and Lynette Miller), and
- Eleven Point River, Mark Twain National Forest (Mary Ellen Emerick and River Management Society). ■

RACHEL STANGER, ENTERPRISE MANAGEMENT ANALYST

RECREATION.gov

PASS ID: ZLLOZNN4ZWL2WHHIZY

Arapaho And Roosevelt National Forests

PASS TYPE
Arapaho National Recreation Area 1-Day Pass

PASS HOLDER (PHOTO ID REQUIRED)
Smokey Bear

START DATE
11/01/2020

VALID THROUGH
11/01/2020

VEHICLE TYPE
Personal Vehicle

LICENSE PLATE
FSROCKS

1SMZY120AR

Pass Overview

This pass is valid for use of recreation facilities at day use fee sites administered by the U.S. Forest Service within the Arapaho National Recreation Area.

This pass admits the passholder and accompanying passengers of a single, private (non-commercial) vehicle.

This pass is valid until 11:59 PM of the date listed on the pass, and only for the date and vehicle specified for this pass.

This pass is non-transferable, non-refundable, not replaceable if lost or stolen, and is void if altered or reproduced.

Additional Pass Details

If you purchased your pass on-site, no printed copy of the pass will be available. Instead, your license plate number will be used to confirm compliance.

If you purchased a pass in advance, a printed copy of the pass is recommended for your vehicle as connectivity is limited. Fold the printed pass on the dotted line and display it on your vehicle dashboard, with the quick response (QR) code visible at all times during your visit.

An example of a digital pass from Recreation.gov.

online in advance of their visit, and the compliance application can be refreshed while in cellular-connected areas to download sales data for use in areas without a cellular connection.

Bringing a forest into the program involves a combination of work between members of the Washington Office and Enterprise Rachel Stanger. First, a virtual meeting is coordinated with the interested forest to discuss cellular connectivity, compliance protocol, visitor behavior, day-use site options, and activity offerings. Following the call, Rachel completes two types of information templates that identify the desired pass types, prices, requirements, and preferred custom language for the main page and passes. Recreation.gov then creates the forests' page and passes in a test environment.

The Washington Office and Rachel host a virtual training with the forest's recreation staff to teach them how to perform a pass purchase and compliance check. Rachel creates individual user accounts for any staff interested in participating in testing. Rachel performs any requested minor edits and communicates with Recreation.gov developers to address larger-scale changes. Once the forest is comfortable and satisfied with its page and passes, they are moved into the production environment. From there, the forest can choose to go live and begin selling its digital passes or maintain a "COVID-19 Banner," which prevents sales until the forest is open and ready. The Washington Office and Rachel host a Questions and Answers session every other Thursday to answer questions and offer assistance to participating forests.

Digital passes encourage and enable stronger fee compliance, minimize face-to-face interaction between staff and visitors, and reduce cash handling for both fee tubes and pass sales. With the COVID-19 pandemic, digital passes have provided forests a great opportunity to improve the safety of their staff and visitors. Fifteen national forests are currently participating in the digital pass program, but more are anticipated to join as the pandemic and safety measures associated with it continue. ■

Digital passes began as a way for visitors to pay day-use fees onsite through an interactive website called Your Pass Now. Enterprise Recreation team members Rachel Stanger, Liza Honorio, Amanda Loye, and Todd Harbin (now assistant recreation program manager, Washington Office) initiated the Your Pass Now program at three pilot locations: Columbia River Gorge National Scenic Area (Oregon), Wayne National Forest (Ohio), and the Uinta-Wasatch-Cache National Forest (Utah).

In spring 2019, digital purchasing was moved to Recreation.gov. The same Enterprise team worked with Susan Valente, Forest Service program manager for Recreation.gov, to perform website and compliance application testing, provide input to developers, and guide the pilot forests through their transition from Your Pass Now. Digital passes now provides visitors the opportunity to pay day-use fees as well as purchase special recreation permits (such as off-highway vehicle permits and climbing permits) and annual passes onsite or in advance of their visit. Compliance is performed through a mobile application that scans quick response (QR) codes of printed and displayed passes or verifies the license plates of parked vehicles. A cellular connection is not required throughout the forest to incorporate digital passes. Visitors can purchase their passes

DEANNA EPPERSON, ENTERPRISE RECREATION DATA SPECIALIST

The Enterprise Program is working with the Angeles National Forest in southern California to help with its developed recreation sites and trails data. After a great deal of transition of personnel on the Forest, the current recreation staff is working to clean up its recreation data to have it corrected and ready for public consumption.

What does that mean? It means that every trail segment and every developed recreation site needs to be assessed, and the data needs to be updated in Geographic Information System (GIS) and Natural Resource Management (NRM) database.

Several Enterprise employees across various service lines are working collaboratively on the project:

- **Mike Aughenbaugh**, GIS/Data Management,
- **John (Fender) Diefenderfer**, Recreation Data,
- **Deanna (DeeDee) Epperson**, Recreation Data,
- **Matt Fitzpatrick**, Recreation Data,
- **Mary Greenwood**, Landscape Architect and Recreation, and
- **Amy Odom**, GIS/Data Management.



Photo credit: Michael Thompson, Share the Experience.

Enterprise members meet weekly with Forest staff to review the trails and site data. The end result will provide planning tools for the forest as well as more accurate data to the public from published data at the Enterprise Data Warehouse, Interactive Visitor Map, as well as any third parties that are consuming Forest Service data. It's a win for the forest and a win for the public!

Trails Review

When capturing the information on trails, Amy and Mike are working with GIS. Fender, DeeDee, and Matt are making corrections to the NRM data, simultaneously ensuring that the information in GIS and NRM coincide and complement each other. Some of the goals of the cleanup of data are:

- ensuring trails are spatially correct in GIS,
- adjusting trails spatially in GIS based on several data sources, including the staff's professional knowledge, hill shade, topo maps, and satellite imagery,
- confirming the direction of the trail, as well as beginning and end points in both GIS and NRM, and
- entering mileage where trails cross property boundaries, such as county, state, or private ownerships.

When the spatial data and NRM data are complete, Fender and DeeDee will meet virtually with the Forest recreation specialist to discuss all the data requirements for centerline, basic, and management. These requirements include:

- **Centerline:** trail number, trail name, type, beginning milepost, ending milepost, length, security id, administration organization number, managing organization number, and control number;
- **Basic:** class, typical trail grade, trail surface, national trail designation (if applicable), special management area (if applicable), and accessibility status;
 - If a trail is designated as accessible, there are four more fields: surface firmness, minimum trail width, typical tread width, and typical tread cross slope; and
- **Management:** access and travel management fields that provide information about management along the trail, such as managed for pack and saddle, motorized restricted (includes dates), etc.

After the data cleanup, Mary will help the Forest get its trail management objectives in order and guide Forest staff in getting them signed and official.

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Developed Recreation Sites Review

Additionally, Fender and DeeDee are leading the Forest through the recreation site analysis process to clean up the data of their developed recreation sites. This is a five-step process that includes:

1. **Data preparation:** ensures an accurate description of the current situation on the ground. This is accomplished first to be sure the best data is available in the NRM database for the next steps.
2. **Current prioritization:** reveals the current situation in the Forest. The Forest is asked to score sites using sustainable criteria. Some criteria are automatically calculated based on NRM data. Other criteria are scored based on the staff's professional knowledge about the sites, visitors, and partners. The outcome is a listing of sites from most sustainable to least sustainable.
3. **Management option code:** build the five-year intention of the recreation site program.
4. **Future prioritization:** look ahead five years and assume that the intentions are implemented from the management option code meeting and then re-score the sites.
5. **Five-year program of work:** document reports and charts from the tool used in steps 2-4 along with additional narratives. ■

CAMP HALE HOME TO THE TENTH MOUNTAIN DIVISION

KATHRYN BUCHHOLZ, ENTERPRISE HERITAGE RESOURCE SPECIALIST

Nestled high up in the west-central mountains of Colorado, the Eagle River Valley provides a snapshot into the past where once thousands of World War II soldiers trained for battle. About 1,500 acres of valley floor were specifically landscaped for a wartime training facility such as the Nation had never before witnessed. About 15,000 soldiers trained year-round in this location that was chosen to replicate high-altitude conditions found in the European Alps. Soldiers trained on skis and learned to rock climb, obtaining skills that would eventually lead to their success in Europe. After World War II, many of the buildings were removed, but foundations, structures, and landscape features are readily seen today. Prevalent on the landscape is the channelized Eagle River, which was modified at the camp's inception into a straight line running through the center of the valley so that adjacent lands could be used for buildings and training activities. This cultural feature remains a prominent visual aspect of the landscape and offers



Soldiers at Camp Hale marching in formation with skis and rifles, circa 1942. Courtesy of the Denver Library Collection
"Tenth Mountain Division."

visitors the opportunity to understand occurrences that only took place in this one location.

The Enterprise Program is participating in a wetland restoration project proposed for the valley, which would construct the Eagle River back to a natural meandering state. Kathryn Buchholz, Enterprise heritage resource specialist, evaluated all historic features within the camp for not only their contribution toward a potential historic landscape, but also for a project effects analysis. A site visit was conducted with Enterprise Heritage staff to document onsite features. Using Geographic Information System software, Kathryn analyzed layers containing extant features, a historical Camp Hale map, and proposed actions as assess potential impacts documented in the project's NEPA analysis. ■

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Camp Hale soldiers training on skis and dressed in white to blend in with the snow, circa 1942. Courtesy of the Denver Library Collection "Tenth Mountain Division."



Camp Hale, circa 1942, looking north with channelized river prominently running through the center of the camp. Courtesy of the Denver Library Collection "Tenth Mountain Division."

IN THE FAINT FOOTSTEPS OF FRANK N. MEYER, USDA PLANT EXPLORER

DAN O'TOOLE, ENTERPRISE HISTORIAN

Frank Nicholas Meyer was one of USDA's first and most storied international plant explorers, collecting some 2,500 species and varieties of plants during his 13-year career and essentially remaking the face of American agriculture through his contributions. Meyer's travels took him from China to Korea to Mongolia, Russia, Siberia, Crimea, Azerbaijan, Armenia, Turkmenistan, Turkestan, and the Caucasus Mountains. He is said to have walked 1,000 miles from a Chinese railhead, collecting samples of any plant that looked interesting, and returning "tired, but satisfied." He was one of the first Westerners to make this trek across China's vast interior.

Though his legacy is present wherever soybeans are sold, there are few places that can tangibly represent his contributions to the present-day American diet. One of these places is the Chico Seed Orchard Administrative Site, historically known as the Chico Plant Introduction Garden. Conveyed from the USDA Agricultural Research Service to the Forest Service in 1974, this property was one of the first of its kind, specializing in the introduction and cultivation of primarily Asian fruit and nut trees in order to expand America's productive land base and variety of commercial food crops. Meyer visited the site at least three times to see how his introductions were faring on American soil. A number of ornamental and agricultural trees and shrubs, introduced by Meyer, remain onsite today, forming a collection of sorts of his botanical legacy. One of the best known of these is the Meyer lemon, a hybrid between a lemon and a mandarin orange, introduced by Meyer from China in 1908. Today the Meyer lemon is a specialty item wherever it is cultivated, used for culinary, aromatic, and ornamental purposes. Forest Service historian Dan O'Toole visited the site in 2019 to evaluate the 208-acre property for historical significance and integrity. ■



The sole Meyer lemon observed at the Chico Seed Orchard in 2019. Photo credit: Dan O'Toole, Enterprise Program.



Photogenic and adventurous, USDA Plant Explorer Frank N. Meyer was something of a celebrity in his own time, chronicled in major newspapers including the Washington Post and the Los Angeles Times. Here he is pictured in China in 1909 and 1910 "doing the impossible, getting along in impossible places and with impossible people," according to a journalist of his day.

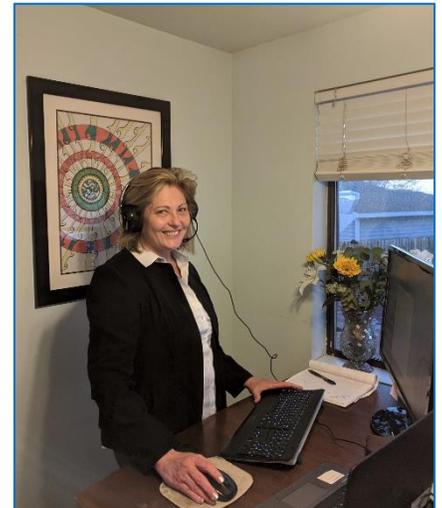
ENTERPRISERS SUPPORTING ASK USDA CONTACT CENTER DURING PANDEMIC

BARBIE COLDWELL, ENTERPRISE PROGRAM SPECIALIST

In summer 2019, USDA launched the “Ask USDA” contact center to provide a one-stop shop for customers to interact with the Department. Customers can now reach USDA through live chat, phone, and email. The new contact center is a high-profile initiative of Secretary of Agriculture Sonny Perdue. To help support Ask USDA during its first year, USDA sought employees who demonstrated exemplary customer service, excellent communication skills, and who were adaptable and mission driven. Enterprisers Sara Daehn and Barbie Coldwell volunteered to be part of this groundbreaking project from November 2019 through July 2020.

During their detail, the COVID-19 pandemic hit the nation, and Ask USDA was suddenly at the forefront of providing critical information to farmers, ranchers, schools, and the general public. With information and direction changing on a daily basis, Sara and Barbie provided guidance on a variety of important topics, including flexibilities to the school lunch program that helped feed children while they finished the school year from home, emergency pandemic Supplemental Nutrition Assistance Program (SNAP) benefits, the Farmers to Families Food Box Program, which delivered fresh produce to families in need, and helping other members of the public find access to food, as many people were quarantined at home and had lost their jobs. They also provided guidance about financial relief to countless farmers and ranchers. Many of the phone calls, chats, and emails were highly emotional while people worried about losing their livelihoods, having to put down livestock, and not having the means to provide food for their families.

This detail gave Barbie and Sara the chance to contribute to and shape Ask USDA before it will ultimately be handed over to a contract staff. It also presented them the opportunity to serve on the frontlines during the COVID-19 pandemic, helping the public wade through the unknown, while guiding them to resources and information, and when possible, providing hope. <https://ask.usda.gov/s/> ■



Barbie Coldwell working from her home office.

LYNETTE’S LEGACY OR ENDNOTE (WHERE WE HAVE BEEN, WHERE WE ARE AT, WHERE WE HOPE TO GO)

ANGELA GATTO, ENTERPRISE WILDLIFE BIOLOGIST

EndNote is a time-saving tool for citing references, producing bibliographies, and compiling project records. In 2019, Regional Forester Leanne Marten announced her intent to use EndNote and the Region’s EndNote library for all new planning processes and projects in Region 1 beginning in fiscal year 2020. Because of this requirement, Enterprise resource specialists working on projects in Region 1 were provided access to the Regional EndNote library for use on those projects. As a result, Enterprise specialists recognized the benefits and efficiencies of EndNote and now intend to use it for projects outside of Region 1.

Lynette Myhre was initially tasked with bringing EndNote to the Enterprise Program. The first step was to train its librarians to upload references to the EndNote library. Having Enterprise librarians working directly with resource specialists to upload references “as we go” has greatly increased the Enterprise Program’s ability to fully implement EndNote. The Region 1 library has grown by 1,700 references since May with help from Enterprise librarians Amy Oaks, Pam Pelligrini, and Beth Ann Waterson.

Next, the EndNote training cadre took the show on the road, from EndNote commercials at seven pod meetings and a brown bag session, to a feature two-hour film training for about 50 Enterprisers. As a direct result of those training sessions, two interdisciplinary teams have committed to using EndNote for their projects.

In the meantime, Enterprisers are encouraged to start using EndNote and continue to send their references to the program’s librarians. Check out the EndNote folder in the “EP_OneStopShop” folder in Pinyon for recorded trainings and other resources. If you need any other assistance, please reach out to any of the training cadre (Angela Gatto, Jodi Leingang, Katherine Malengo, or Bill Overland). ■

ENTERPRISERS ON THE MOVE

WELCOME, AMY SUTTON



Congratulations to Amy Sutton, who has joined Enterprise as a realty specialist with the Lands, Minerals, and Special Uses Service Line! Amy has sported a number of different hats for the Forest Service. Much of her time has been on the Arapaho and Roosevelt and Pike and San Isabel National Forests in Colorado in areas of research, recreation, special uses, and most recently, the Enterprise Program. The Enterprise Program came to Amy as much as Amy came to the Enterprise program. After taking a leap and choosing to spend time with her young family, Amy found herself in a contracting role supporting the Enterprise Team in Lands and Special Uses. Fast forward a few years (all too easy to do), and she is full circle and back. Amy's bachelor's degree in environmental studies, sociology, and art tells a lot about who she is as a person. She is a caring individual, both of people and the environment, and finds beauty in the world around her. When she isn't working, Amy can be found on the trails around Salida, Colorado. She spends time with her family and is an eager outdoor enthusiast. Living in the mountains of Colorado, 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 the Enterprise community.

WELCOME, JASON SELIN



Congratulations to Jason Selin, who recently joined the Lands, Minerals, and Special Uses Service Line as a realty specialist! Jason has been with the Forest Service for a decade as of this year. Jason has worked in fuels, fire, timber, reforestation, special uses, lands, recreation, and on the Special Uses Database System Redesign Team. For the last five years, he has served as a realty specialist on the Francis Marion and Sumter National Forests in South Carolina, supporting the Special Uses Program and recently the Land Adjustment Program. Jason is team-oriented, provides assistance, and loves to support his colleagues. He appreciates the "odd-ball" proposals and "problematic" projects and enjoys researching and networking to find solutions. His educational background includes an undergraduate degree in biology from the University of Northwestern-St. Paul (Minnesota) and a master's degree in forestry from Michigan Tech University (Houghton, Michigan). Jason lives in Columbia, South Carolina, with his beautiful wife, two young sons (ages 3 years and 8 months), and their mutt Matilda. Outside of working hours, Jason enjoys being active. He loves to paddle, hike, camp, exercise, play games (indoor or outdoor), and travel.

WELCOME, CHRISTY LOZZO



Congratulations to Christy Lozzo, who recently joined the Lands, Minerals, and Special Uses Service Line as a realty specialist! Christy is a Chicago native and currently lives on the North Shore of Lake Superior in Minnesota. She received her bachelor's degree in forestry from Southern Illinois University – Carbondale. She worked seasonally as a recreation technician at the Midewin National Tallgrass Prairie until she was accepted into the Student Career Experience Program in 2011 as a realty specialist trainee, stationed at the Kawishiwi Ranger District of the Superior National Forest in Minnesota. From there, she worked as the zone realty specialist for the eastern half of the Superior National Forest. The entirety of her permanent career with the Forest Service has been solely focused on land adjustments, special uses, minerals, and boundary management. She enjoys creating partnerships and relationships with both internal and external contacts and providing support and guidance for others. She currently resides in Grand Marais, Minnesota, with her fiancé Steve and their combined five children ranging in ages from 3 to 16. You will find them outside playing sports, going on bike rides or to the beach, fishing, and spending as much time as possible at their family's resort up the Gunflint Trail.

ENTERPRISERS ON THE MOVE

WELCOME, KALEIGH MAZE



Congratulations to Kayleigh Maze, who recently joined Enterprise as an environmental coordinator in the Project and Planning Service Line. She worked for a year as the Klamath National Forest's environmental coordinator in Yreka, California. Prior to this position, she spent three years as a biologist with the Army Corps of Engineers' Sacramento District, working primarily in environmental permitting and planning. She has also worked as a botany/range field crew leader for the Bureau of Land Management in southern Oregon, a weed crew technician for the Chequamegon-Nicolet National Forest in Wisconsin, and briefly worked for an environmental consulting company. Originally from northern Wisconsin, she moved to the

West Coast for graduate school, earning a master's degree in botany at Oregon State University. When not at work, she enjoys hiking, camping, and canoeing the beautiful forests, mountains, rivers, and coastlines of Oregon and northern California with her husband and two dogs. She is very excited to be joining Enterprise and can't wait to (virtually) meet everyone!

WELCOME, JACKIE BANKS



Congratulations to Jackie Banks, who recently joined Enterprise as the new supervisor of the Communications Service Line! She has been a public affairs professional in the Federal Government for the last 22 years. In her most recent role, Jackie served as the public affairs officer for the Kaibab National Forest in northern Arizona, which has the distinction of bordering the Grand Canyon on both its northern and southern sides. Jackie is also a red-carded public information officer for incidents and previously served as the lead public information officer for the Arizona Wildfire Academy and Northern Arizona Incident Management Team.

Prior to the Forest Service, Jackie held public affairs positions as a civilian for the Air Force at Headquarters Air Education and Training Command (Randolph Air Force Base in San Antonio, Texas), 71st Flying Training Wing (Vance Air Force Base in Enid, Oklahoma), and Headquarters Air Force Space Command (Peterson Air Force Base in Colorado Springs, Colorado). Jackie received a bachelor's degree in journalism from the University of Texas at Austin.

Jackie loves the challenges of public affairs, as well as the opportunities it affords to constantly learn new things. She is passionate about finding new ways to tell the Forest Service story and especially the stories of Forest Service employees, who she believes are some of the most dedicated people with whom anyone could hope to work. Jackie is eager to start in her new role and is ready for new challenges and adventures.

Jackie believes strongly in the need for public lands and the importance of connecting with nature. In her free time, she loves hiking, mountain biking, and running. She is also an avid traveler, recently visiting Iceland, the Galapagos, and Belize.

WELCOME, SARAH BROWNE



Congratulations to Sarah Browne, who recently joined Enterprise as an environmental coordinator in the Project and Planning Service Line! She was born and raised in Albuquerque, New Mexico, and has worked in the environmental consulting and planning field for the last 15 years. Before joining the Forest Service as the assistant planner for the Cibola National Forest and Grasslands in New Mexico, Sarah worked at the City of Albuquerque Open Space Division as an associate planner and at various environmental consulting firms. Sarah managed the forest plan revision process and forest-wide NEPA projects at the Cibola as its forest planner/environmental coordinator for the last four years. Sarah is a mother to three

young boys, two of which are 3-year-old twins, which makes for a chaotic home life that is never dull and full of surprises! In her time off, she enjoys lots of bike rides, walks along the Rio Grande, and hikes in the forests of New Mexico with her sweet boys and loving husband. As a NEPA nerd and forest plan revision warrior, Sarah looks forward to joining Enterprise.

ENTERPRISERS ON THE MOVE

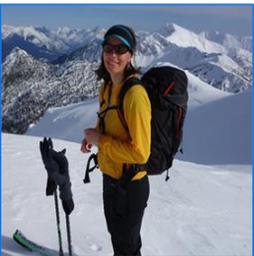
WELCOME, HEATHER MCKENNY



Congratulations to Heather McKenny, who recently joined Enterprise as an environmental coordinator in the Project and Planning Service Line! She has worked for three of the four land management agencies over the course of her 15-year history working for the Federal Government. She was born and raised in Colchester, Vermont. She completed her bachelor's degree in biology and a master's degree in forestry at the University of Vermont. She started her career as a wildlife biologist for the Bureau of Land Management in Needles, California. She briefly ventured north to Caliente, Nevada, before heading west to Yosemite National Park, where she worked as an environmental compliance specialist and an aquatic ecologist. After working in the hot Mojave Desert and Sierra Foothills, Heather took her career north to Denali National Park and Preserve, where she was the road ecologist. After 10 years from home, Heather moved back to New England to be closer to family. She started at the White Mountain National Forest as a forest-wide NEPA specialist, and then became the forest planner and environmental coordinator.

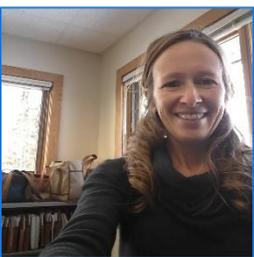
Heather has a 10-year-old daughter who loves mountain biking, swimming, traveling, and hiking as much as Heather. She and her husband spend lots of early morning hours hiking with the dogs in the woods surrounding their home in New Hampshire and making plans for future travel and home renovations. She is really excited to join the Enterprise team.

WELCOME, SARAH CANEPA



Congratulations to Sarah Canepa, who recently joined Enterprise as an environmental coordinator in the Project and Planning Service Line! She grew up on a small farm outside Troy, Montana, and spent her childhood days exploring the Kootenai National Forest. After attending the University of Montana's School of Forestry, Sarah shipped off to Paraguay as a member of the Peace Corps. After realizing how much she missed snow and mountains, Sarah came back to northwest Montana after completing her Peace Corps service. She spent a few years working for various conservation organizations and county government, before following her passion for public lands back to the Kootenai National Forest. Given that her last name was CaNEPA, her first Forest Service job as a NEPA coordinator in her hometown of Troy seemed destined. Sarah eventually moved to the neighboring Flathead National Forest, where she served as an interdisciplinary team leader on the Hungry Horse District, before looking for an opportunity to practice NEPA in new places with the Enterprise Group. Sarah and her husband live in Whitefish, Montana, where they enjoy exploring mountains by ski, foot, and bike.

WELCOME, BRANDEE WENZEL



Congratulations to Brandee Wenzel, who joined Business Operations and Program Support as a program specialist within property services! She has worked with the Forest Service for 25 years in northern Minnesota. The majority of her career was spent as a lead wilderness ranger in the Boundary Waters Canoe Area Wilderness. Brandee has contributed to and worked extensively with the Botany Program, Lands and Special Uses, as well as Asset Management. In her most recent role, Brandee served as a supervisory support services specialist on the Superior National Forest. She is proud of the administrative team she supported locally, forest-wide, and regionally. Brandee values a strong work ethic, creating healthy work environments, and contributing to the success of this agency and its mission. In 1997, Brandee earned a bachelor's degree in biology with an emphasis in botany from Northland College in Ashland, Wisconsin. She continued her education as a resident at the Southwest School of Botanical Medicine in 2001. Brandee loves spending time with her 12-year-old son Juniper, and spouse of 20 years, Tammy Cefalu. She also enjoys gardening, paddling, and cross-country skiing. Brandee is eager and honored to start this new chapter in her career as a program specialist with the Enterprise Program.

ENTERPRISERS ON THE MOVE

WELCOME, FREDERICK (AUGUST) WRIGHT



Congratulations to Frederick (August) Wright, who recently accepted a temporary promotion within the Timber Service Line on a 120-day detail as a forest technician/project manager! A diehard Oregonian (from Roseburg logging stock) who now lives in Washington, August's first job with the agency was on a stand exam crew on the Rogue/Gold Beach District in the early 1980s. Since that first experience playing hacky-sack with the crew every morning (Oregon physical training), he's worked on the Willamette National Forest performing stand exams, with the Oregon Department of Forestry conducting root rot and insect surveys), and served 10 years in Germany as a U.S. soldier. While in Germany, he studied philosophy, German, and American literature at the University of Mannheim and the University of Heidelberg.

After college, August returned stateside, where he was unemployed (a logical step on the career ladder for a philosophy student!). After a few months living with a sister in Corvallis, Oregon, August found himself a summer job with Forest Health Monitoring Program out of the Pacific Northwest Research Station in Corvallis. He surveyed monitoring plots in Washington, Oregon, and then California. In California, to the joy of his three sisters, he met his present partner, Brandy. The two began dating during the Fourth of July fireworks display in Olympia, Washington, in 1994 and have been together ever since. August (along with Brandy) worked 4 ½ seasons in southeast Alaska for the Pacific Northwest Research Station, then worked a brief stint for the Rocky Mountain Research Station, before returning to the Pacific Northwest Research Station to assist with silviculture research. In 2002, he became a permanent member of the Enterprise Program. August loves fireworks and dogs, tolerates cats, often stares at spider webs in tearful thanks to still be alive, definitely prefers the pronouns he/him, loves reading anything that challenges both his literary as well as philosophical tendencies, and hopes that the remaining years of his life will have shown him to have lived a good life, both in smiles and tears, and learning ever-more from all the great critters in his life.

WELCOME, JAN HOPKINS



Congratulations to Jan Hopkins, who recently accepted a temporary promotion within the Timber Service Line on a 120-day detail as a forest technician/project manager! Her work experience in forestry began in her mid-teens on a Youth Conservation Corps trails crew working in the Inyo National Forest's Ancient Bristlecone Pine Forest. It was not until later in life that she was able to return to her heart's desire of working in forestry and has now been doing so for more than 19 years with the Forest Service, and more specifically, the Enterprise Program. Although she has primarily worked in Timber Management Services with Timber Measurement and Expert Services (TEAMS), she has also taken advantage of opportunities to expand her skillsets through work in wildlife, hydrology, heritage, engineering, and motor vehicle route designation inventory. She has worked as a crew member, resource specialist, supervisor, and project manager during her time with the Forest Service. She is a native of California and was raised in the eastern Sierra Nevada. Her education includes a bachelor's degree in criminal justice and an associate's degree in forestry, both of which she has applied to separate, distinct, and rewarding careers in her life. Her interests include spending time in the great outdoors fishing and camping, rockhounding, reading, learning new subject matters, and enjoying time with close friends.

WELCOME, ELYSIA RETZLAFF



Congratulations to Elysia Retzlaff, who recently joined Enterprise as an environmental coordinator in the Project and Planning Service Line! She has been a planning and NEPA ninja since 2009, when she accidentally stumbled into the world of plan revision for the San Juan National Forest in Colorado. Since that time, she has worked in planning and NEPA on the San Juan, Chugach, Willamette, and Ochoco National Forests, as well as the Bureau of Land Management, Federal Highways Administration, and the Federal Aviation Administration. Elysia is mother to one adventurous 4-year-old girl and one snuggly fur baby (yellow lab). Time away from work is spent exploring the mountains with her kiddo, gardening, running, and binge-reading murder mysteries and fantasy books when she should be doing chores. Elysia looks forward to the challenges, fast pace, and diversity of projects Enterprise will bring her way.

ENTERPRISERS ON THE MOVE

WELCOME, PAUL POWERS



Congratulations to Paul Powers, who joined the Wildlife, Fisheries, Botany, and Range Service Line as a fish biologist! Paul lives in Bend, Oregon, and has spent the past 17 years on the Deschutes National Forest. Paul brings a broad suite of skills to Enterprise, including a solid resume of forest land management planning experience, as he's served on a variety of interdisciplinary teams analyzing a range of projects. However, Paul's passion and his professional focus is stream and watershed rehabilitation.

Paul began working on aquatic rehabilitation projects in 1995 with none other than Brian Bair (a long-time Enterprise employee). Brian has been a mentor ever since and was the initial inspiration prompting Paul to pursue a career dedicated to restoring rivers. Paul has worked to improve stream and floodplain function on projects across the western United States. As a long-time member of the Region 6 Restoration Assistance Team, he's worked with an incredible team of professionals expanding the boundaries of process-based rehabilitation, specializing in restoring depositional river valleys. Their approach is referred to as "Stage 0," which results in a rich and complex river valley mosaic with multiple flow paths, wetland complexes, riparian islands, and diverse habitats. He has been working collaboratively with a broad range of researchers to document the physical and ecological responses to Stage 0 restoration as well as possible implications for combatting climate change. This work has led Paul to several speaking/training events, both nationally and internationally.

When not working, Paul spends his free time with his wife, two kids, and a dog. He doesn't always make them visit nearby stream rehabilitation projects when they are on vacation.

ENTERPRISER CORNER- NEWS ABOUT THE PEOPLE OF ENTERPRISE

WELCOME, MACK



Macklyn Waldron, daughter of Alexis, at five months old! Congratulations, Alexis and family!

LENGTH OF SERVICE ANNIVERSARIES

In Enterprise, 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' length of service milestones below:

APRIL WHICHARD EVANS- 5 years

LENORE LAMB- 10 years

CHRISTOPHER ROBERT MALLEK- 5 years

ALLISON M BORCHERS-10 years

BRADY JAMES HYLTON- 5 years

JASON MARK SELIN- 10 years

JENAFER JEANNE RIZZI- 5 years

CRAIG FRANKLIN COMSTOCK- 15 years

RAUL MELGAR-SMITH- 5 years

NANCY CHAPMAN HENDERSON- 15 years

CAITLIN ALICE STARK- 5 years

MATTHEW T LITRELL- 20 years

RACHEL SHEILA LIPSKY- 10 years

PERRY R NOLAN- 20 years

DANIEL WRAY MCKEAGUE- 10 years

CARLA J TURBIVILLE- 20 years

CARMARI GOMEZ DAVILA- 10 years

THOMAS H LAURENT- 30 years

ADAM L CROWTHER- 10 years

SUZANNE E LAYNE- 40 years

NATHAN L REZEAU- 10 years

VERA JEAN WESTMOLAND- 40 years

Thank you for your service!

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 because of 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 and provide comments or questions by emailing newsletter editor Richard Parker at richard.parker@usda.gov.

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