

Enterprise Program

Enterprising People

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LEADERSHIP CORNER

ANDREW TASLER, ENTERPRISE TIMBER SERVICES PROGRAM SUPERVISOR

Are we there yet? ALMOST! It’s just around the corner. I promise it’s true! We are almost at the finish line of 2020. While we had our sights set high on completing what would be a challenging marathon, we ended up at the starting line of the 2020 Ultra-Modernized Enterprise Budget Covid-19athon—all sponsored by election-year dynamics, Social Isolation LLC, and the Offices of Civil Unrest. Now we are close to the finish line, and I find myself a little speechless. I can’t remember most of the race, and I know much of what I encountered along the way was not covered in the race description or the recommended training plan.

Maybe you can relate? I will be honest: It wasn’t a very fun experience. Does anyone want to sign up again next year?

As I look ahead to the 2021 FOREcaST, I see many reasons to be optimistic. However, I also see signs that make me cautious. At first glance, it appears likely many of our 2020 challenges are going to be sticking around. While I know we will have struggles, I also know we have the collective ability to develop solutions for anything that may come our way. I know I am not alone when I say I am tired of surprises and ready for more everyday life stability. A little more social interaction wouldn’t hurt either. As each of you reflects on 2020, you will likely be reminded of many negative experiences. When I explore my own experiences, I’ve found a number of times when I have become distracted, weighed down, and out of touch with what was truly important in the present.

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Tasler family above East Lake in the Newberry National Volcanic Monument, Deschutes National Forest.

As I reflect on 2020, my initial thoughts are not positive. They are thoughts of canceled family outings, milestone celebrations for birthdays or weddings missed, the struggles in being both a parent and teacher, mourning the unanticipated loss of close friends and family members, and the list goes on. While reflecting on such negative experiences can feel overwhelming, I have personally found it helps me realign my focus on where I need to concentrate. During this time of reflection, a different perspective emerges, one with a broader understanding and empathy for those who surround me. It's at this point that I can find my stable footing, reenergize, and heal. I'm not afraid to admit sometimes I need to seek support and counsel from other resources to help me along.

As an organization, we have gone through so much this last year, so many unanticipated changes and challenges to our personal and professional lives. Yet, we have still accomplished a substantial amount of work. As a result, Enterprise is now a more stable program than before. We have officially established our program as a long-term cornerstone in the Forest Service through our hard work and reliable service. While Forest Service units on the frontlines continue to build relationships and partnerships, we continue to be there to provide them increased capacity, boosts in energy, and opportunities for innovation. More than ever, we share the tremendous responsibility that Americans entrust Forest Service employees with as stewards of their vast lands and resources. Everywhere you look in Enterprise, we see programs and individuals rising to challenges resulting in successes and accomplishments, in

many cases, more than we ever knew we were capable of achieving—so many personal and professional forced changes, challenges, and hurdles along the way for each of us. Yet, we have navigated a safe and productive path through 2020 together. Well done!

It's been a challenging year for all of us, and while it's not the race we had planned on, it is the race we had to run. I believe each of us has reached new levels of personal and professional growth, integrity, and character along the way. Before we all start 2021, I encourage everyone to pause and reflect on your current mental and physical well-being. Are you who you want to be? What do you need to find to maintain stability in your life? I have found that life has a way of presenting new challenges that often turn out to be opportunities for us to embrace. I'm ready to embrace all that 2021 has to offer, and I know I won't be there alone. I wish each of you the best as you put closure on 2020, find your footing, and recharge your batteries. I am looking forward to our next race together, and I can't wait to see you at the 2021 starting line. ■

SEE SOMETHING, SAY SOMETHING

TIM HOLDEN, ENTERPRISE ECOSYSTEMS GROUP SUPERVISOR

This last summer I forwarded a couple accident reports from the Salmon-Challis National Forest that involved a couple of roll-over vehicle accidents. One of them included a link to a wildland firefighter article about safety. I didn't have time to read the entire article. However, reading the headline alone made a huge difference in mine and at least one other family's Labor Day weekend.

On September 9, I saw what appeared to be a family (two adult males, two late teen males, and two pre-teens, one male, one female) carrying a rented 16-foot raft to what usually is the take-out for the Class 3+ Cabarton section of the North Fork Payette River. The four older individuals wore good quality whitewater personal flotation devices, but the pre-teens wore flatwater personal flotation devices. In addition, nobody was wearing a whitewater helmet.

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I felt uncomfortable approaching them because many people put paddleboards, innertubes, and other flotation devices in at this location and take out about ½ mile downriver before it gets into any rapids. This situation felt and looked different. I had never seen anyone put a raft in at this place. So, I took the chance that they might be entering the river to do something different.

When I asked them how far they intended to float, they stated that they would pull out at “Big Eddy,” about 6 miles downriver from their current location. I asked them if they had ever run that section before. The answer was “no.” I asked if they had scouted the section. They stated that they had looked at it in several places and didn’t think any of it was beyond their ability. I asked them if they had ever seen another raft on that section of the river. They indicated that they have seen many kayaks and saw a video of a raft running portions of it from a recent spring. I, too, had watched that single video. The video depicted four expert whitewater rafters on a small, narrow raft specifically designed for paddle rafting. These experts also had many safety precautions in place. They were all wearing big-water personal flotation devices, whitewater helmets, all individuals had throw lines, and safety boaters (expert kayakers) with them. These experts were prepared and knew the stretch of the river and how to minimize their risk exposure.

I talked to the family about their whitewater experience. They indicated that they rafted the Cabarton section the day before and had a blast getting into water fights with other rafters along the way. The adults were looking for a more challenging run and had looked at the South Fork of the Payette River. However, the water flow was too low, and they didn’t think they could navigate it safely.

I personally hadn’t run the section of the river that they were about to launch on, so I didn’t have first-hand knowledge about it. However, I believed technical rapids that couldn’t easily be seen from the highway were running adjacent to the river. About that time, fate intervened and one of their friends, whom they had been camping with, stopped by as they were still standing at the launch. Their friend requested that they rethink running that section, stating he thought they were crazy for thinking about doing it. The family was concerned about already paying for their shuttle and wanted the “adventure.” I offered to help them with their shuttle, so they wouldn’t worry about getting back to camp.

I reminded them about all the fun they had the day before in the water fights and guaranteed they would not have anyone to have fun with or assist them. They thought and talked more about it and eventually decided to err on the side of safety and would do another Cabarton run.



Whitewater rafting on the Stanislaus National Forest. Photo credit: Jerry Snyder

I talked to my super experienced boating buddy a day later about the incident. He confirmed that three Class 5 rapids couldn’t be easily seen from the road and were entirely impassable by a 16-foot raft in most high-water years, let alone during low flows. He assured me that I saved one to several lives by seeing something and saying something. Please take the time to read the safety messages that are sent out. You never know when you, too, may save someone’s life, including your own. ■

TRACY FIDLER AND PAUL MEZNRICH, ENTERPRISE PUBLIC AFFAIRS SPECIALISTS

Agroforestry in America is at a tipping point. For decades, the National Agroforestry Center and others sought to build understanding that agroforestry was the intentional integration of agriculture and forestry. Today, farmers and landowners no longer ask “what,” but “how.” Additionally, business leaders, investors, lenders, and non-profit organizations increasingly are interested in sustainable agriculture that meets the needs of people, profit, and the planet.

This shift creates opportunities—and new challenges. That’s why the center asked the Enterprise Program to assess its business and how it communicates.

The Enterprise Program’s assessment of the National Agroforestry Center uncovered:

- Agroforestry is being hailed as one way to address climate change. This translates into increased interest and questions about agroforestry coming from leaders, decision-makers, and the media.
- More people need assistance, creating a mismatch between need and available resources.
- The agribusiness landscape is changing with more, smaller farms.
- A shift in the workload of USDA employees created a gap in how the center provides information to landowners.
- And, emerging opportunities with specific sectors are dramatically improving the agribusiness landscape.

Alone, these shifts are critical to the center’s business model. Together, they form a tectonic shift in its business environment. Its ability to remain relevant depends on how it navigates this changing environment. The assessment and strategy from Enterprise is its plan for doing so.

Good communications assessments begin by taking a hard look at an organization’s mission, its vision, and its metrics for success. To develop the assessment, Enterprise conducted 15 interviews, analyzed communications metrics, and researched business trends. The result was a communications strategy that aligns the National Agroforestry Center with its new business reality. ■



Riparian buffer (top), silvopasture (bottom)—USDA Forest Service, National Agroforestry Center photos

TURNING FOREST MAPS GREEN

PATTI TURECEK, ENTERPRISE REALTY SPECIALIST



Photo of Portage Lake near Bena, Minnesota.

Photo credit: Christine Brown

The Lands, Mineral, and Special Uses Service Line is leaving a legacy for current and future generations by facilitating land purchases with funding granted through the Land and Water Conservation Fund. The Land and Water Conservation Fund protects critical resource areas and provides increased public recreation opportunities and benefits. On September 30, the Lands, Mineral, and Special Uses staff and the Chippewa National Forest closed on a parcel located on Portage Lake, near Bena, Minnesota. The 43-acre parcel contains 1,300 feet of shoreline, bald eagle habitat, recreation such as hiking, hunting, fishing, wildlife viewing opportunities, and dispersed camping.

Acquiring this property met the Chippewa National Forest Plan's goals of protecting

resource values and interests, improving management effectiveness, eliminating conflicts, and reducing the cost of administering landlines. This acquisition addressed growing public concern about access to National Forest System lands. "Land adjustment projects and acquisitions are the most fulfilling types of projects Enterprise staff can assist," said Lands, Mineral, and Special Uses program manager Christine Brown. Many national forests do not have the capacity or expertise to work on land purchases, making this a win-win situation. Opportunities to purchase private property to put into Federal ownership are becoming increasingly rare and should not be missed. In addition to the Portage Lake purchase, Lands, Mineral, and Special Uses staff are working on two other purchases for the Chippewa and Superior National Forests in Minnesota and the Francis Marion National Forest in South Carolina. Lands, Mineral, and Special Uses staff are also facilitating land exchanges for the following forest units, which are protecting critical habitat and increasing recreational access: the Pike National Forest and Arapaho-Roosevelt National Forests in Colorado, the Medicine Bow-Routt National Forest in Wyoming, the Caddo National Grassland in Texas, the Superior National Forest in Minnesota, and the Francis Marion National Forest in South Carolina. Lands, Mineral, and Special Uses staff are proud to be working on these projects, delivering these critical public benefits and turning more of our forest maps green. ■

ROCK ART OF THE KANAB CREEK WILDERNESS

DAN O'TOOLE, ENTERPRISE HISTORIAN

Rock Art of the Kanab Creek Wilderness in northern Arizona constitutes the densest concentration of pre-contact rock art within the National Forest System. These sites also represent tremendously well-preserved examples of a distinctive art style in a remote and dramatic setting. The majority of Kanab Creek Wilderness rock art was painted on rock walls using natural pigments applied with pigment sticks, brushes, and fingers. In many cases, these paintings depict human figures, or anthropomorphs, with elaborate headgear and bodily adornments. Flute players are also present, as well as bighorn sheep, hunting scenes, and other abstract elements. The aesthetic value and skilled artistic execution of these rock art sites, as well as their research potential, make them prime candidates for listing in the National Register of Historic Places. Enterprise historian Dan O'Toole spent much of the last few months pouring through thousands of photographs meticulously collected throughout the years by the Kaibab National Forest and partners to complete nomination forms for many of these sites, with the goal of helping to preserve the record of this unique form of expression. ■

IS IT TOO SOON TO TALK ABOUT PUTTING SMOKE IN THE AIR?

MICHAEL DARDIS, ENTERPRISE FUELS MANAGEMENT SPECIALIST

The United States just experienced an epic fire season. Nevertheless, thousands of acres in the Intermountain West need prescribed fire to thrive, mitigate undesirable effects, and enhance community protection. Enterprisers Michelle Hawks (GIS specialist), Matt Shaffer (environmental coordinator), and Michael Dardis (fire management specialist and team leader) are supporting 12 national forests in the Intermountain Region to develop decisions to apply landscape-scale prescribed fire in southern Idaho, western Wyoming, Utah, and Nevada. Why here, why now? The overall project objectives include improving watershed conditions, ecosystem health, and wildlife habitat throughout the region. Principles of a cohesive strategy—to improve ecosystem function, reduce the risk of catastrophic fire, and improve firefighter and public safety—guide the project from proposed action development to resource specialist analysis, to decision and implementation. The team is assessing current vegetation, any departures from historical conditions, and what’s necessary to achieve desired conditions. They are using an analytical, science-based, ecological approach to determine the need for prescribed fire at an increased pace and scale. They will co-develop a proposed action with each forest and deliver it to an Enterprise interdisciplinary team for NEPA analysis. The Enterprise interdisciplinary team leaders are Christine Handler, Sarah Canepa, and Joe David. Region 4 Fire and Aviation is the primary client, closely supported by the regional planners in this multi-year, phased project.

Interaction with each forest’s primary resource staff requires coordination and communication through a series of multi-day meetings. However, face-to-face meetings were sidelined because of COVID-19. The Enterprise Program team adapted by incorporating virtual meetings. These were successful thanks to everyone’s hard work, willingness to adjust to change, and professionalism. We are excited to see Region 4 implement this ambitious project. Interdisciplinary team members who are integral to the completion of this project are Amanda Campbell, April Evans, Bill Overland, Chans O’Brien, David Sheehan, Glen Lewis, Juliana Willsen, Kim Piccollo, Mark Lehner, Mary Greenwood, Michael McNamara, Mike Hill, Nancy Kelly, Pam Pellegrini, Ray Rivera, Robyn Morris, Stacey Weems, Ted Frank, Tiffany Young, TJ Broom, and Tracie Buhl. ■

MODOC NATIONAL FOREST ARCHIVAL ASSESSMENT AND COLLECTIONS MANAGEMENT PLAN

SEVRIE CORSON, ENTERPRISE ARCHAEOLOGIST

The Modoc National Forest has an abundance of fantastic archival records collected throughout the years and stored among several buildings at the Supervisor’s Office and Devil’s Garden Ranger District Office in Alturas, California, and Warner Mountain Ranger Station in Cedarville, California. Forest staff recently secured funding to have their archival collection digitized and cataloged onto a database management system for more efficient retrieval for the heritage staff. The archival records are invaluable for their irreplaceable historical information about the Modoc National Forest and surrounding region for current and future research projects for heritage, engineering, silviculture, and other program areas.

Sevrie Corson from the Heritage Service Line visited the Modoc offices in October 2019 to assess the heritage archival collection to provide a general overview of the collection, including location, condition, needs, finding aid, and identifying digitization priorities, partnerships, and an action plan. The Modoc heritage archival collection contained more than 218 linear feet of archival records, more than 1,335 oversized documents, 38 ledgers, and various archival materials. The subject material of the collection spans northeastern California from the late nineteenth century to the modern period. The archival records include archaeological surveys and site forms; topographical, historical, and project maps; historical aerial photographs of the Modoc National Forest; historic land survey records; and administrative and project records from forest program areas, such as heritage, timber, range, silviculture, wilderness, recreation, and wildlife. Corson provided a collection management plan and a digitization training guide to the Modoc Heritage Management Program to assist in the handling, storage, and future digitization of the heritage archival collection of the forest. ■



File cabinets in plotter printing room in the Warner Mountain Fire Fuels Office at the Modoc National Forest, in Alturas, California. Photo credit: Sevrie Corson

RACHEL KLINE, ENTERPRISE HISTORIAN



Angie and Sandy on the front porch of Pine Mountain Ranger Station. Photo from *OldSmokeys Newsletter, Newsletter of the Pacific Northwest Forest Service Retirees—Fall 2011*.

As we approach the holiday season in the Forest Service during this unprecedented time, history shows us that our curtailed holiday activities during a difficult time are not really that unprecedented at all. In fact, history reminds us how we've persevered and found the meaning of the season amid turmoil. A short story of a Forest Service ranger and his wife during the Christmas of 1917 certainly resonates with our shared experience this year.

Harold and Angie Smith lived at the remote Pine Mountain Ranger Station on the Deschutes National Forest, 36 miles from Bend, Oregon, with their 14-month-old daughter Sandy. It was in the middle of World War I, the pay was low, and scarcity was the norm. With the nearest trading center 15 miles away and 16 to 18 inches of snow on the ground, Christmas presents and treats would be hard to come by. The Smiths opted to stay at the ranger station that Christmas. So, with that decision made, Angie asked Harold to get a tree for little Sandy. Harold recalled, "I concurred with her decision and started out in quest of an evergreen. I was rewarded by finding a perfect specimen of a lodgepole pine. It had grown in an open space, where it had access to sunlight from all sides, resulting in a perfectly formed crown.

When I brought in the tree and mounted it atop the filing cabinet, Angie took over. With a pair of scissors, some tin foil, and an assortment of highly colored postal cards, she transformed the little evergreen into a sparkling mass of multicolored beauty. Sandy was too young to long-remember the tree, but the momentary effect was gratifying to behold. Her eyes danced with wonderment as she gazed at the tree glittering in the light of the wood fire burning behind the isinglass door of the Coleman heater."

Tragedy soon came calling. It would be Angie's last Christmas; she died the next year during the Spanish Flu pandemic.

But that Christmas in 1917 was to be held in Harold's heart forever as he wrote, "As we turned out the kerosene lamp that night, our happiness was complete. Furthermore, I believe we had learned something from that experience, a lesson that others might find useful and rewarding: that mere wealth is not necessarily a prerequisite to happiness. Happiness, on the other hand, can spring from mutual love, companionship, and understanding."

The parallels in this Forest Service Christmas story seem similar to our own this year. Staying home to celebrate the holiday, some of us grieving the loss of beloved family and friends or simply the inability to gather with those we love, we too can find wonder in the glittering light of a decorated tree and creating more holiday memories together. It's a simple thing. But it is these kinds of moments that the Smiths remind us of that ground us to our shared history, stewardship, and love for this land, tradition, and each other.

Excerpts from "Angie Smith, Oregon," in *Foresters Wives Clubs of Washington D.C. Sampler of the Early Years* (Washington D.C., 1980), 38-39. ■



Pine Mountain Ranger Station constructed in 1914. Photo from *OldSmokeys Newsletter, Newsletter of the Pacific Northwest Forest Service Retirees—Fall 2011*

ENTERPRISERS ON THE MOVE

WELCOME, KRISTIN KAHLER



Congratulations to Kristin Kahler, who recently accepted a realty specialist promotion within the Lands, Mineral, and Special Uses Service Line! Kristin joined the Enterprise Program in February 2019. She has worked for the Forest Service since 2005, with more than 12 years of that time immersed in special uses. Kristin has worked in both recreation and lands special uses and is thrilled to work nationwide to help national forests move forward with special uses modernization, completing prospectuses, and reducing the backlog of expired permits. She has experience in administering various permits, including outfitter guides, recreation events, recreation residences, roads, utilities, communication sites, and filming and photography. She is experienced with Special Uses Data System, inspections, permit administration, NEPA, prospectus work, and working with proponents or permit holders. Kristin has a background in visitor information and education and is focused on providing exceptional customer service and communication. She is passionate about the Forest Service, agency mission, and conserving public lands. Kristin lives in Conifer, Colorado, just outside Denver in the beautiful Rocky Mountains. She enjoys reading, camping, playing with her dogs, and exploring new spots with her family.

WELCOME, HEIDI SCOTT



Congratulations to Heidi Scott, who recently joined the Lands, Mineral, and Special Uses Service Line as a realty specialist! Heidi began her Forest Service career as an interpretive ranger at Newberry National Volcanic Monument in Oregon and has served as a ski resort and lands special use permit administrator on the Mount Baker-Snoqualmie National Forest in Washington. Heidi's career with the Forest Service spans more than a dozen years and virtually every type of special use imaginable. Much of that experience stems from her nine-year stint as lands and recreation special uses administrator on Oregon's Ochoco National Forest and Crooked River National Grassland before joining the Enterprise Program. In that position, she played an integral role in the successful resolution of one of the most contentious communication site special use controversies ever in Region 6, which went all the way to the U.S. Supreme Court. She has completed details with Oregon's Columbia River Gorge National Scenic Area lands program and as a recreation planner on the El Yunque National Forest in Puerto Rico. She played a critical role in helping restore the only National Forest System tropical rainforest after Hurricanes Maria and Irma devastated the island. She holds a bachelor's degree in outdoor recreation leadership and management and a graduate certificate in sustainable natural resources from Oregon State University (Go Beavs!) in Corvallis. She has also engaged in extensive training, including participating in the Georgetown University Government Affairs Institute's Congressional Briefing Course in Washington, D.C., giving her valuable insights into the legislative process. While not on the job, Heidi likes to teach NEPA courses, travel the world, snowboard, skateboard, fish, and camp with her two children.

WELCOME, LILY PALMER



Congratulations to Lily Palmer, who recently joined Enterprise as a public affairs specialist with the Communications Service Line! Lily comes to the Enterprise Program from the Ottawa National Forest, where she worked as a soil scientist. Besides her scientific and technical writing skills, she will also be bringing project management skills from her time in private industry environmental consulting and project management training. She has spent years of her professional and personal life developing public affairs, communications, facilitation, and training skills. She has served in several public affairs details and roles and worked as a public information officer for several incidents. She has experience developing communication plans for high-profile, controversial issues and projects and other communications products, including newsletters, fact sheets, press releases, briefing papers, and more.

ENTERPRISERS ON THE MOVE

WELCOME, KYLE ROTHMICH



Congratulations to Kyle Rothmich, who recently joined the Heritage Service Line as a historian! Kyle is originally from New England, but now lives in the Shenandoah Valley of Virginia with his fiancé Nora and their dog Harley. Kyle earned his bachelor's degree in history from James Madison University in Harrisonburg, Virginia, and a master's degree in history and cultural resources management from West Virginia University in Morgantown. Since 2017, Kyle has served as the cultural resources program manager at Cedar Creek and Belle Grove National Historical Park in Middletown, Virginia. In that role, Kyle worked with park staff and partners in managing a diverse range of resources, ensuring compliance with the National Historic Preservation Act, and leading research efforts to update park interpretation. Kyle looks forward to joining the Forest Service, learning about a wide range of new resources, and collaborating across disciplines.

WELCOME, JESSICA HAAS



Congratulations to Jessica Haas, who recently joined the Fire, Fuels, and Safety Service Line as a fire and fuels ecologist! Jessica is a skilled ecologist joining the Enterprise Program from the Rocky Mountain Research Station in Bozeman, Montana, where she has been an ecologist for 13 years. Her past work has centered around natural hazard risk assessment and mitigation, focusing on wildfires. Her work has been used nationally to support wildfire and natural hazard mitigation efforts for prominent land management agencies and organizations, such as the Forest Service, Bureau of Land Management, The Nature Conservancy, and various state forestry departments throughout the western United States. She received her master's degree in resource conservation in 2010 from the University of Montana in Missoula, where she studied national parks' vulnerability to climate change and ex-urban development. Before going back to school, she worked as a private consultant assisting in open space planning and conservation easement planning throughout Montana. She started with the Forest Service as an archaeologist for the Inyo National Forest in California and Humboldt-Toiyabe National Forest in California and Nevada. In a former life, she was a ski bum in Big Sky, Montana, and now spends her time skiing and climbing throughout the mountains of the Greater Yellowstone Ecosystem.

WELCOME, JEFF WILLIAMS



Congratulations to Jeff Williams, who recently joined the Timber Service Line as a silviculturist! Jeff lives in Mason Township, Maine, and has been working in forestry since the mid-1990s. He earned two bachelor's degrees from the University of Maine in Orono in wildlife ecology and forest management. Jeff began his career with the Boise Cascade Corporation as a silviculture technician. Jeff became an operations forester and eventually a silviculturist leading planting, conifer release, pre-commercial thinning, and prescription review teams. In 2002, he transitioned to the State of Maine Department of Inland Fisheries and Wildlife, where he established a lands management program with habitat-driven outputs for all indigenous wildlife, including rare, threatened, and endangered species. Jeff comes to Enterprise from the White Mountain National Forest Androscoggin District in Gorham, New Hampshire, where he led forestry NEPA, timber sale preparation, and timber sale operations while also serving on the district leadership team. Jeff went through the first National Advanced Silviculture Program and became a certified silviculturist in 2009. He detailed as the White Mountain and Green Mountain timber contracting officer in 2015 and as the assistant Region 9 silviculturist in 2017. Jeff and his wife Serena have two children, Coulton and Madeline, who also reside in Maine. In his free time, his interests include carpentry, paddling, upland bird hunting, traveling, and spending time in "downeast" Maine at their family property.

ENTERPRISERS ON THE MOVE

WELCOME, CHRIS BOGAN



Congratulations to Chris Bogan, who recently joined the Timber Service Line as a silviculturist! Chris started working with the Forest Service in 2005 as a silviculture technician on the Arapaho and Roosevelt National Forests in Colorado. Most of his career has been in Region 2, primarily on the Black Hills National Forest as a district silviculturist on the Bearlodge Ranger District in Wyoming. Chris has completed various details in timber management assistant and silviculture roles around Region 2, including an Enterprise silviculture position in 2018. He recently worked in Region 6 as timber operations staff on the Central Coast Ranger District on the Siuslaw National Forest in Oregon. Chris currently lives in Bend, Oregon, where he enjoys the desert climate. He was born and raised in Denver, Colorado, and earned his bachelor's in forest management from Colorado State University in Fort Collins. He enjoys the outdoors, including working outside, biking, hiking, fishing, and winter sports recreation.

WELCOME, KIMBERLY (KIM) PICCOLO



Congratulations to Kim Piccolo, who recently joined the Wildlife, Fisheries, Botany, and Range Service Line as a wildlife biologist. Kim has worked for the Huron-Manistee National Forests in Mio, Michigan, for the last 14 years. As a wildlife biologist in the heart of the jack pine forests of northern Michigan, much of her focus has been on Kirtland's warbler recovery and conservation. She was recently detailed into the forest biologist position on the Hiawatha National Forest in Michigan and enjoyed learning a new role on a different forest. She received her bachelor's and master's degrees from the University of Illinois, Champaign-Urbana. She started her career in wildlife biology trapping and tracking red foxes in Illinois. She moved around the country, working for universities and multiple Federal and State agencies, gaining experience in zookeeping and recreation in addition to wildlife research. She enjoys spending time with family and friends, hiking with her dogs, paddling, and snowshoeing. Kim's two daughters (ages 15 and 10) look forward to watching season 2 of "The Mandalorian," enjoy sports and the outdoors, but mostly love teasing her about being a science nerd.

FAREWELL, NANCY ARKIN



Nancy Arkin retired on October 31 after a long career as a landscape architect, planner, manager, and most recently, the Enterprise Heritage Service Line manager. She began her career in Montana as an aide on the Deerlodge National Forest's first all-female survey team in 1980. She then worked for the National Park Service's Denver Service Center as a landscape architect while still completing her master's degree. Nancy left the National Park Service in 1998 and worked for Teton County, Wyoming, as a senior planner, and in the private sector as well. In 2010, she returned to the Forest Service, this time as the recreation, wilderness, and trails program manager on the Bridger-Teton National Forest in Wyoming. She worked on the Los Padres National Forest in California before coming to Enterprise in 2017, where she oversaw the heritage program's transition into Enterprise 2.0. Nancy plans to spend her retirement traveling and surfing. We miss her but wish her the best!

ENTERPRISER CORNER- NEWS ABOUT THE PEOPLE OF ENTERPRISE

WELCOME, SULLY



Sully Devada Jean, granddaughter of Tiffany Totten! Congratulations, Tiffany 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:

SARAH GILSTRAP BROWNE - 5 years

VANESSA KRYSTAL DEJEAN GARDNER - 15 years

CHRISTINA MARIE IOZZO - 10 years

HILLARIE L JACKSON - 20 years

NICHOLAS THOMAS DIGIACCO - 10 years

RYAN C PEDERSON - 20 years

KENNETH WAYNE GUTIERREZ - 10 years

TROY A GROOMS - 25 years

AARON JAMES THOMAS - 10 years

TONJA S OPPERMAN - 25 years

CAMILO ARIAS - 15 years

GLEN E LEWIS - 30 years

CHRISTINE M BROWN - 15 years

G DOUGLAS MIDDLEBROOK - 30 years

RICARDO RINCON JR - 15 years

THOMAS BRIAN BAIR - 30 years

JUSTIN C MOSCHELLE - 15 years

RICHARD S HELIN - 30 years

CHARLES M SHARP - 15 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).