

Enterprise Program

Enterprising People

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Mt. Baker-Snoqualmie National Forest,
Washington. USDA Forest Service
photo by Sydney Corral.

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Leadership Corner

By Lenore Lamb, Project Manager Supervisor

During my first job with the Forest Service, one of my supervisors always talked about his leadership model based on empathy, trust, and tolerance. He would add how important it was to assume positive intent from others. One day in a meeting, he gave me those three words on a sticky note. I had heard him talk about it so many times before, and I felt like those were leadership qualities that I already possessed. I thought about throwing the sticky note in the trash, but I was curious why he had given it to me. Instead, I hung it on my wall and looked at it every morning.

I started to realize that the busier I got, the easier it was to push aside empathy, trust, and tolerance, in favor of a job focused on accomplishing tasks. Being a relationships person, I enjoy

getting to know people. Sometimes productivity can be at odds with the time it takes to lead with empathy, trust, and tolerance. I realized that I did have some work to do in this department to slow down and approach people and conversations differently.

It was easy to allow office gossip or previous experiences to stop me from trusting. My lack of understanding of someone's circumstances could keep me from showing empathy even though I felt it. My tolerance level when others needed more analysis or additional conversations often decreased when I was busy. Through that experience, I learned how important it was to stay curious, remain humble, and continue learning and growing. The empathy, trust, and tolerance I've gained are leadership traits that are well worth it!

Hurricane Michael Recovery Project on the National Forests of Florida

By Jeffery Williams, Silviculture Group Supervisor

The Hurricane Michael Recovery project is located on the Apalachicola National Forest in Franklin, Gulf, and Liberty Counties—a unit of the National Forests in Florida. In the June 2021 edition of the “Enterprising People Newsletter,” K’Lynne Weldon shared Enterprise’s efforts collecting compartment stand exam data in the 55,000-acre project area. Since publication, contractor F4 Tech, overseen by John Young and Raul Melgar-Smith, collected data on 32,000 acres. Excellent work by the contractor, the Enterprise contracting officer’s representative staff, Emma Vakili (GIS), Gary Scott and Brad Eckert (project managers), many Enterprise stand examiners, Natural Resource Manager staff in Fort Collins, Colorado, and our partner forest has enabled data manager Beth Waterston and silviculturist Jeff Williams to begin the native pine forest restoration project planning phase.

Enterprise silviculturists Chris Bogan and Crystal Pérez-González supported field efforts. They assisted with ground reconnaissance and forest type truthing to develop a proposed action based on collected data and field notes. Following the fieldwork, Beth Waterston supervised the upload of the common stand exam. Her critical role updated the corporate data in FS Veg and FS Veg Spatial. This enabled vegetation reports that staff used to identify restoration opportunities in the longleaf pine-dominated ecosystems, home of the federally endangered species red-cockaded woodpecker.

Longleaf and slash pine dominate the project area, with more concentrated loblolly pine in richer soils closer to the Apalachicola River. A mosaic of bottomland hardwoods like oaks, cypress, magnolia, cedar, sweetgum, sweetbay, redbay, and water tupelo provide habitat diversity and access challenges! With a gain in only 2 to 5 feet in elevation, soils become much drier, providing good growing conditions for southern red oak and occasional northern red and white oak communities. Interestingly, some longleaf pine still have hardware, carving, and other signs left behind from the turpentine harvest industry from the 1800s through the early last century. Turpentine comes from pine tree resin. It was used for many things, but most extensively by the naval industry to waterproof wood

and repair ships. In summary, the ecosystems of the Apalachicola National Forest in Florida are extremely diverse, full of surprises, and present land managers with many restoration challenges.

The historic fire return interval is six months to five years in many portions of the project area due to natural starts from intense summer lightning events. A combination of chemical and mechanical site preparation methods is often needed in fire suppressed areas to reset vegetation in advance of prescribed fire to truly emulate natural disturbances. A suite of management actions is key to maintaining an uneven-aged forest structure resembling the historic

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Grass stage longleaf pine seedling (natural).



Hurricane damage in a mixed pine stand.

range of variation. For restoration, the National Forests in Florida most commonly use prescribed fire for site prep and maintenance.

Silviculturists recommend clearcut with reserves, shelterwood with reserves, group selection, thinning, and timber stand improvement activities to alter the species composition, structure, and density to begin the restoration process. The most recommended activities are commercial operations that provide receipts to the National Forests in Florida to fund non-commercial silvicultural activities.

After preliminary planning in 2020, the field project began in January 2021. Enterprise will complete stand data collection and upload it into the corporate warehouse in October. The silviculture products include a proposed action for nearly 1,300 stands and fully developed prescriptions for hurricane-damaged stands. The National Forests in Florida will take Enterprise deliverables through the NEPA process. On-the-ground restoration efforts are currently in progress and will be ongoing for the next 10 years. This is truly a team effort with multiple players making a resounding, positive influence restoring Florida's native longleaf pine ecosystem while reintroducing landscape-level forest management to the west side of the Apalachicola National Forest. I feel extremely fortunate to being part of a resilient team of land management professionals making a difference on the landscape!



Longleaf pine with red-cockaded woodpecker designation protected from prescribed fire treatment.

Longleaf pine with turpentine industry hardware—cultural resource.



Amanda Rogers and Aaron Thomas aging a longleaf pine.



Salvage operation to reduce fuels and regenerate the stand to longleaf pine.



Pieces of gold found on the Tahoe National Forest. USDA Forest Service photo by Tara Cole.



“We struck up a conversation with a hiker who turned out to be panning for gold. . . . he pulled an Advil bottle out of his pack and carefully poured out about a half teaspoonful of gold nuggets onto the sleeve of Tara’s hoodie for us to look at.”

Working on the Tahoe National Forest

By Michele Disney, Biological Science Technician

Our first day (April 2021) traveling to the Tahoe National Forest in California and Nevada was filled with the usual first-tour uncertainty nervousness. Visions of losing a job for missing a flight ran through the mind of one of our newer crew members, and we all can relate to that feeling. Some of us were meeting our supervisor Zya Levy for the first time.

“There is nothing like that first time meeting a coworker face-to-face at the airport you know only from Teams meetings. Smiles, immediate rapport, and the stories of what people overcame during their travels came flooding out. So far, so good!”

The chaos of practically no access to government computers and the Forest Service intranet weighed heavy on all

of us—we knew we had to use ESRI Collector to collect spotted owl survey data. Information Technology security issues can create problems when non-Forest Service equipment, wireless systems, and unsecured devices are being used.

Zya has a knack for enhancing the travel side of projects. She reserved rooms in all of our names at two beautifully restored hotels on either side of a bubbly river next to a one-lane bridge. It was love at first sight when I opened the door to mine: original pine paneling throughout, even on the ceilings! It smelled just like my aunt and uncle’s cabin along Lake Tahoe so many years ago. The hotel owners referred to the building as having positive energy, and I agree; to my left-leaning brain, the building was also a vestige of bygone times and a reminder of how forests can subtly lift our spirits, even indoors or many miles away or many years away. Zya mentioned that both hotels are “mom and pop” businesses coming out of a tough year in a tiny forest town, so our business also supported the Forest Service

mission by contributing to the health of this rural economy—go Zya!!

Day Two—We were all business the next day as we went to meet Zya and our forest partners. Inside we were dreading the moment when we would have to lay out everyone’s lack of access to the files and apps that would enable us to do what we had been tasked to do. Zya showed up like a hip fairy godmother, got us set up with an open-air “office” with an ethernet cable running out a window (COVID-19), and it wasn’t long before we were all good to go. Once again, we had that feeling of relief after accomplishing the Enterprise equivalent of walking through a brick wall. Later in the forest, there was more magic when a spotted owl responded to Tara Cole’s verbal hooting. We all turned to each other with eyes wide and big amazed smiles, listening for where the responses were coming from. We found three owl pellets and lots of whitewash beneath a tree.

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We verified that spotted owls were present but could not confirm breeding status. For those who didn't know, Tara is a spotted owl survey expert. She even gave us our first lesson in how to hoot like a spotted owl on our way from the airport.



A sparrowed owl on the Tahoe National Forest. USDA Forest Service photo by Tara Cole.

On April 26, our day went from zero to 90 miles an hour (on a curve)

after a teleconference. We handled logistics like a team of trapeze artists. Soon, Tara and I were parking Billy (the Jeep) and starting up a trail to visit a protected activity center (known range of past spotted owls). We struck up a conversation with a hiker who turned out to be panning for gold. A bit later in the conversation, he pulled an Advil bottle out of his pack and carefully poured out about a half teaspoonful of gold nuggets onto the sleeve of Tara's hoodie for us to look at. Okay, I am a Forest Service mission nerd, and I have no life, so fair warning: I absolutely treasure meeting real-life, modern-day versions of American legends—in this case, a real, honest-to-goodness 49er. Well, a modern-day 49er, anyway, and another person benefitting from this national forest. His dog also deserves mention—a blue heeler mix that kept looking back at us the way some trail dogs do to make sure “his two new humans” were okay.

When we got to the protected activity center, we left the trail and headed for the nest site. I became “a

forest investigator” (Tara's words), listening for owl responses to our calls while searching the trees for nests and the ground for whitewash and other signs. It was peaceful, quiet work that is such a privilege to do in beautiful surroundings still dotted with old-growth trees. While the work itself was a gift, Tara and I were nonetheless thrilled when we heard distant owl hoots (it took AN HOUR for it to respond—dawdling owl!). We shot coordinates, and Tara dropped location points as we moved as quickly as we could toward the faint sounds. We eventually found ourselves underneath the owl, who was making calls our forest liaison later called “interesting.” Tara thinks it's a sparrowed owl (a hybrid between a spotted owl and the invasive barred owl native to the Eastern United States).

Suffice it to say that we are all safe and happy and implementing our collective vision of a successful assignment. I hope I didn't just jinx it, but experience suggests that I can indeed go out on that limb.

ENTERPRISE'S FIRE AND FUELS POD IN THE WALL STREET JOURNAL!

By Jessica Haas, Acting Fire and Fuels Program Manager



Fire behavior analyst Glen Lewis views wildfire-modeling tools at the incident command post for fires including the Divide Complex in Montana last month. Picture by Stuart Palley for the "Wall Street Journal."

This fall, the “Wall Street Journal” wrote an article featuring wildfire analytics that were developed at the Forest Service's Rocky Mountain Research Station in Colorado. The analytics are being implemented by the Forest Service's Risk Management Assistance group on wildfire incidents. This year, Enterprise assisted in this effort by producing the Potential Control Line models in a wall-to-wall fashion for Region 1, and a nationwide Snag Hazard model via an agreement between the Risk Management Assistance group and Jessica Haas of the

Fire and Fuels Support program.

The Sharepoint, Web and GIS program area created an ArcGIS Online dashboard that displayed the analytical datasets for widespread, rapid use via an agreement between the Risk Management Assistance group and Enterprise GIS specialist Lauren Miller. Glen Lewis, a Fire and Fuels Support planner for Enterprise, is also a long-term fire analyst on an incident management team under the command of Dan Dallas. He uses these analytics on wildfires to help develop strategies that facilitate the safe and effective management of wildfires.

Passive reflector on Medicine Bow-Routt National Forests, Wyoming and Colorado. Photo by Galvanized Endeavors, LLC.



Long-expired Special Use Permit Closed on Medicine Bow-Routt National Forests

By Hillarie Jackson, Acting Lands and Special Uses Program Manager

“It was a dusty windblown day when Nick Digiacco rode onto the Medicine Bow-Routt National Forests in Colorado. Like a gunslinger, Nick had been hired to resolve a nagging problem, a long-expired permit, and a challenging situation.”

Nick, and special use permit administrators on the forest, successfully closed a long-expired special use permit last month after contractors removed a passive reflector from the Rock Mountain area. Due to new advances in telecommunications technology, the obsolete reflector had been abandoned—its permit expired in 2015. Qwest and its contractor, Galvanized Endeavors, LLC., conducted 148 successful helicopter flights and hauls removing the structure while leaving the setting to recover its old character. We can find many quotes centered around perseverance and determination, and realty specialists throughout the

Forest Service at times must find deep wells of both to get these projects to the finish line. Thank you, Nick, as you ride off into the sunset, for reminding us that strong perseverance and determination pay off!



Reclaimed Rock Mountain site on the Medicine Bow-Routt National Forests, Wyoming and Colorado. Photo by Galvanized Endeavors, LLC.

Enterprise Buddy Program

By Tim Holden, Ecosystems Group Supervisor and Joe David, Environmental Coordinator



Smokey Bear and Woodsy Owl partnering up for an event in Vallejo, California. USDA Forest Service photo.

TIM HOLDEN'S EXPERIENCE:

What's the Enterprise Buddy Program, and why would you want to participate in it? Here's why I participate. For most of my 31-year career, I've been with my colleagues in the field or office. Through all of my 20 years of virtual Enterprise work, my feeling of being a part of the Forest Service family has continued because I was traveling on a somewhat regular basis for work, meeting new colleagues, and working on projects face-to-face.

During the last 17 months of the pandemic, I have been working from home. I don't have the feeling of connection to my Forest Service family, and it has been the most difficult time in my entire 31+ year Forest Service career. Not only are all my officemates absent from my everyday life, official travel, with few

exceptions, is canceled. All of that created a big opening in me that used to be filled by personal interactions. Someone told me several years ago that relationships are the most important thing in any career. I really didn't understand that until recently.

"The Buddy Program has been the real bright spot during this difficult time. I participated in the first (pilot) round of the Buddy Program and gained enough positive energy from it that I wanted to participate again."

-Tim Holden

During the second round of the Buddy Program, I was paired up with Joe David. Joe is someone I crossed paths with at an Environmental Analysis and Decision Making training. We had never had a work-related opportunity to get to know each other, much less build a real relationship. Joe set us up with 30-minute weekly calls every Wednesday. The first calls were fun opportunities to get to know Joe on the surface and establish that relationship. Since then, our calls have been much more than that. I can't go into any details about what Joe and I talk about because it has occurred in our "cone of silence." These calls have been what has been missing for me, a needed connection to my Forest Service family. For that, I am deeply grateful that our leadership has supported this program and encouraged us to participate. I now take this opportunity to encourage you to participate. Go get to know and create relationships with other

Enterprise Program members you don't normally get to work with. It will be worth it.

JOE DAVID'S EXPERIENCE:

I'd like to share a few thoughts I had about the unique Buddy Program opportunity. This is one of the most interesting and engaging ways to get to know the rest of the program in a real way and Tim as a whole person specifically.

Before joining Enterprise, I had 10 years of National Park Service and Bureau of Land Management experience. As a ripe "newby" of the Forest Service (five years all with Enterprise), I had jumped at the opportunity to participate in the pilot of this program within the Planning and Ecosystems groups before it was reincarnated across the whole program under the Culture and Values umbrella. This time around, I wanted to really focus on what I had been seeking—a greater understanding and engagement with our community that is sometimes difficult in the isolating silos of our project or pod-specific opportunities.

My newly-assigned buddy Tim was game for an Outlook calendar weekly check-in, so I was excited to get to know him and all of his agency and Enterprise experience—at least as much as I could solicit in 30 minutes a week (well, maybe a few more minutes a few weeks—I am the gregarious and talkative type)! Little would I know that a mentor relationship with a man of so much experience was so much more than I imagined! There is so much diverse experience and character that

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“This time around, I wanted to really focus on what I had been seeking—a greater understanding and engagement with our community that is sometimes difficult in the isolating silos of our project or pod-specific opportunities.”

-Joe David

Enterprising people have (just maybe lurking under the surface of our brief interactions with our work teams).

Getting buddy'd up with Tim meant not just learning of the early days of Enterprise. I looked forward to these smooth and easy chats each week that allowed us to disconnect from our distinct roles within the organization and converse as whole people—we could share in our dumb house project mishaps, commiserate over our shared struggles of the pandemic's impact on our personal lives, and celebrate our excitement about outings and trips to break away from the sometimes-mundane realities of our relationships within and beyond Enterprise.

Isn't this just the experience and engagement you miss from your previous non-virtual work life? Whether driving out in the field together, asking “What's eating your lunch?”, venting about the changes and difficulties in FOREcaST or a challenging project or just enjoying the shared experience of a community of like-minded folks, 300+ strong that all ended up signing up to see a new model within the agency, this is the possibility with the Buddy Program. My buddy gives me perspective of a full career I can only dream of someday getting—what will yours give you when you sign up for this next round of the Buddy Program? What will you give them?

IT TAKES A VILLAGE

By Richard Parker, Public Affairs Specialist

Since its inception, changing how the Forest Service trains its employees has been a goal of the Communications, Education, and Training team. Over the last fiscal year, several specialists and detailers on the team have been busy working with the Forest Management, Rangeland Management, and Vegetation Ecology program of the Washington Office in conjunction with the Forest Products Modernization team in developing online training modules that will be hosted in AgLearn. Due to the onset of COVID-19, many units across the Forest Service have been unable to train employees in person on new management techniques, available trust funds opportunities, and changes to Forest Service policy. Using the expertise of Enterprisers Lily Palmer, Paul Meznarich, Richard Parker, project manager Peggy Wilson, and detailers Tammy Cefalu and Sheila Holifield, the team developed 26 AgLearn modules to improve forest product delivery efficiency. These modules focus on various issues relating to Forest Products Modernization, including brush disposal, uses of timber funds,

proper completion of paperwork, and line officer responsibilities. Speaking about the efforts of the team, project manager Peggy Wilson says,

“This team was able to work with the client to develop content for virtual adult training, create assessments, and layout and design of 26 training modules that range from simple to complex concepts and ideas. They worked together to make the process seamless for the client with changing specialists and within the timeline initially established. They did a fantastic job, so much so that the client has asked us to build more. Working with such a great team made my role as the project manager easy, and I owe a big 'thank you' to all who supported the project.”

Enterprise Helps with U.S. Capitol Christmas

By Richard Parker, Public Affairs Specialist

Every year the Forest Service provides a Christmas tree to be placed in front of the U.S. Capitol building. This year is no exception, but unlike previous years, one of our own Enterprisers, Peggy Wilson, a public affairs specialist on the Communications, Education, and Training team, played a crucial role in developing the visual elements of the tree's logo for the Six Rivers National Forest in California. The design elements Peggy incorporated into the logo contain several symbols representing the theme of this year's tree motto, "Six Rivers, Many Peoples, One Tree." Here are the design elements found in the logo:

- The mountains reflect mountains near the Six Rivers National Forest (to include the Trinity, Siskiyou, and Lassic mountains).
- The six colors of the river, hence the Six Rivers.
- The trees, our plentiful and vibrant forests, and home to Bigfoot!
- The salmon—anadromous fish.
- The rainbow of people represents the region, state, and nation, holding hands in peace and support.
- The flower is the endangered Lassics lupine, complemented by acorns, which are foundational to the native peoples of the area.
- There are 113 red and white lights on the tree, representing the native Tribes of California.
- The 16 in red represent the 16 local Tribes that call the Six Rivers part of their ancestral land.
- The tree skirt design is used with permission from a local Tribal basket cap.
- The design around the border is the traditional friendship design used by native basket weavers.

In addition, the singular and emblematic elements of the logo, Peggy also designed banners that will be used on the semi-truck trailer escorting the tree to Washington, DC. The route this year's Capitol Christmas Tree will take from the Six Rivers National Forest has not yet been announced. However, we encourage you to visit the visit [U.S. Capitol Christmas Tree \(https://www.uscapitolchristmastree.com/about-2/\)](https://www.uscapitolchristmastree.com/about-2/) to see when the tree will be in your area. Kudos to Peggy for her outstanding graphic design work!



Speaking about this unique assignment, Jackie Banks, Communications, Education, and Training team supervisor, said,

“Peggy achieved the extremely hard-to-reach goal of including a vast array of elements with various values-based meanings and symbolism into this one beautiful logo. To design a national Forest Service logo is not an opportunity that comes around often, and Peggy proved that Enterprise is the place where all future projects should come. Our graphic designers are incredibly talented and accomplished visual communicators, and we are fortunate to have them on our team. The entire agency and all the communities involved in the U.S. Capitol Christmas Tree will soon be seeing Peggy’s brilliant work.”

New Faces of Enterprise

Welcome, Catherine Means!



Congratulations to Catherine Means, who recently joined Enterprise as a fish biologist! Catherine's first experience with the Forest Service began in 2012 as a volunteer with the Okanogan-Wenatchee National Forest in Washington, checking wolverine traps in the North Cascades. In 2018, she took a slightly less exciting but rewarding job as a NEPA planner on the Klamath National Forest in California and Oregon, where she worked primarily on vegetation management projects. Previously, she worked in the field, collecting fish habitat data in the upper Columbia Basin and

later for the Washington Department of Fish and Wildlife as a biologist translocating beaver for a watershed restoration project. She also spent a season with the U.S. Bureau of Reclamation monitoring streams and electrofishing. Catherine holds a bachelor's degree in biology from the University of Puget Sound and a master's degree in forest resources from the University of Washington. While at the University of Washington, she conducted a study on stream temperature variability in beaver dam complexes concerning environmental hydrologic factors. While she enjoyed her time as a planner, she is excited to focus on aquatic resources. Catherine, her husband, Dan, and their 6-month-old daughter are settling in Portland, Oregon, where Dan "retired" from a Forest Service smoke jumping career to attend law school. They are learning how to continue participating in their favorite activities of climbing, skiing, and camping as a family of three.

Welcome, Kelly Warnke!



Congratulations to Kelly Warnke, who recently joined Enterprise as a botanist! Kelly comes from the Black Hills National Forest in South Dakota and Wyoming, serving as the district botanist since 2011. While on the Black Hill National Forest, she gained valuable experience in sensitive plant management, invasive species control, and rangeland monitoring. She began her Forest Service career in 2009 as a seasonal employee working for the Rocky Mountain Research Station in Colorado, not long after she graduated from the University of Wyoming with a

bachelor's degree in botany. Kelly is excited to be part of Enterprise! She lives in Rapid City, South Dakota, with her husband Marcus, son Jasper, daughter Sylvia, and many pets. They enjoy camping, biking, skiing, and generally making the most of the outdoors when the weather is nice.

Welcome, Cassandra Marszal!



Congratulations to Cassandra Marszal, who recently joined Enterprise as a wildlife biologist! Cassandra's last position was on the Six Rivers National Forest in California, working as a wildlife biologist. She served a unique role supporting forest and district wildlife needs on the Smith River National Recreation Area. She worked on the Six Rivers National Forest for nearly six years. She also occasionally supported the Happy Camp and Oak Knoll Ranger District on the Klamath National Forest in California and Oregon. Before her career with the Forest Service, Cassandra

spent 10 years working for the Bureau of Land Management in central Oregon on various projects ranging from recreation, food and cover crops, the Oregon and Washington Bat Grid, and golden eagle telemetry and management. She lives in Crescent City, California, with her husband, son (age 4), and daughter (age 2). They enjoy playing in all the surrounding ecosystems—beach, redwoods, forest, and river. In addition to being a mom, she loves being a lizard on rocks along the river, bike riding, and hopes to get back to rock climbing soon.

Welcome, Ben Hoppus!



Congratulations to Ben Hoppus, who recently joined Enterprise as a silviculturist! After graduating from the U. S. Naval Academy in Maryland with a degree in oceanography, Ben served as an officer in the Navy for six years. He worked for the Forest Service as a wildland firefighter in the southwest before taking time off for graduate school. Ben took classes at the University of Montana and subsequently attended the University of Idaho, receiving a master's degree in forest resources in 2009. He has worked at the Pacific Northwest Research Station lab in La Grande, Oregon, and as a stand improvement and reforestation technician on the Gifford Pinchot National Forest in Washington. Ben became a certified silviculturist in 2020. In his spare time, Ben enjoys whitewater canoeing, hiking, and reading. He resides in Trout Lake, Washington, with his wife and two children.

Welcome, Ben Pursley!



Congratulations to Ben Pursley, who is serving as the acting logging systems specialist for the Timber Services program area! Ben is coming to Enterprise from the Umpqua National Forest in Oregon, where he has been working as a logging systems specialist for the last year and a half. Before his last position, Ben worked as a presale forester on the Willamette National Forest in Oregon, a silviculture technician on the Siuslaw National Forest in Oregon, and for a logging company in southwest Washington. Ben graduated from Oregon State University with a bachelor's degree in forest engineering. Outside of work, Ben enjoys hunting and hiking.

Welcome, Catherine (Kate) Shilley!



Congratulations to Kate Shilley, who is serving as an acting writer-editor for the Projects and Planning program area! Kate is coming to Enterprise from the Okanogan-Wenatchee National Forest in Washington, where she has been the executive assistant to two forest supervisors. In 2019, after 30 years living and working in Oregon, Kate moved back to Washington to be closer to her aging father and four siblings. Before her move, Kate worked as a writer-editor on the Malheur National Forest in Oregon, primarily as the forest-level writer-editor assigned to a range NEPA team, which served the subunits in the reauthorization of grazing on the forest. She also handled forest-level projects, annual consultation documents, and assisted subunits in getting "languishing documents over the finish line." Outside of work, Kate enjoys quilting and sewing, fishing, working with power tools, and spending quality time with family.

Welcome, Chris Roy!



Congratulations to Chris Roy, who recently joined Enterprise as a silviculturist! Chris grew up in Minnesota and headed out west to go to college and study forestry at the University of Montana, where he started working seasonally for the Forest Service during the summers. His first permanent job with the agency was as a fuels technician on the Black Hills National Forest in South Dakota and Wyoming. Chris also met his wife, Amber, while working on the Black Hills National Forest. Chris spent the last decade in timber sale prep and silviculture on the Flathead National Forest in Montana, the Deschutes National Forest in Oregon, and the Kootenai National Forest in Montana and Idaho. In 2020, he finally achieved his professional goal of becoming certified as a silviculturist. Chris is excited for the opportunity to join Enterprise and relocate his family to Duluth, Minnesota, to be close to extended family. Chris, Amber, Calvin (age 7), and the family dog, Jack, enjoy exploring the outdoors and traveling.

Congratulations, Ben Eby!



Congratulations to Ben Eby, who recently joined Enterprise as a support services specialist! In his new position, Ben serves as the primary micro-purchaser for Enterprise. previously, he served as the administrative support assistant on the Huron-Manistee National Forests in Michigan. He brings a unique breadth of experience, providing an important connection between the field and business operations. Before shifting his professional focus toward procurement, Ben played an integral role in the fire community, starting as a wildland firefighter with the Lassen Volcanic National Park in California, working his way to engine operator on the Lake Tahoe Basin Management Unit, and then serving as engine captain on the Huron-Manistee National Forests. Ben takes every opportunity to enjoy the great outdoors with his wife Tammy and their three children during their spare time. It has also been said that he is a great cook, with the grill being his instrument of choice.

Enterprisers On the Move

Congratulations, Lynette Miller!



Congratulations to Lynette Miller, who is serving as the acting program manager for the Communications, Education and Training program area! Lynette joined the Forest Service after completing a master's degree in public administration from the University of Arizona in 2016. She has been an environmental coordinator with Enterprise since March 2018. Before starting a career in the Forest Service, Lynette worked on trails and developing programming with the Southwest and Arizona Conservation Corps, coordinated rangers in marine protected areas and sea turtle conservation efforts on beaches in Cape Verde, and served in the Peace Corps as an English teacher. Lynette lives in Flagstaff, Arizona, with her spouse, Chris, and their toddler, Kaia. When she's not playing outside and digging in the dirt with Kaia, she enjoys aerial trapeze, mountain biking, and hiking, especially in the nearby Grand Canyon National Park.

Congratulations, Jessica Haas!



Congratulations to Jessica Haas, who is the new supervisor for the Fire and Fuels program! Jessica joined Enterprise in November 2020 from the Rocky Mountain Research Station in Bozeman, Montana, where she worked as 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. 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.

Congratulations, Justin Moschelle!

Congratulations to Justin Moschelle, who is serving as the acting assistant program manager for Public Services! Justin is an archaeologist and has been with Enterprise since 2017. With more than 15 years of experience between the Bureau of Indian Affairs and the Forest Service, his work has focused on consultation, cultural resource management, regulatory policy and law, NEPA, fire, supervision, and program development. He lives in Montana with his wife, their two children, and the family manager, Dotty (a 14-month-old bloodhound). Justin enjoys spending time with his family, coaching his children's sports teams, traveling, fishing, hiking, camping, and hunting.

Congratulations, Jim Duckett!



Congratulations to Jim Duckett, who is serving as the acting program manager for the Watershed and Soils program area! Jim has been with Enterprise for three and half years as a lead transportation engineer. Before coming to Enterprise, he worked for 27 years in Region 9 on the Allegheny National Forest in Pennsylvania as the construction and maintenance engineer. In this role, Jim managed the Road Construction and Maintenance programs, the Bridge Inspection program, and was the lead engineering representative for timber sale contracts. During his Forest Service career, he has had the opportunity to travel to and work on projects in every region except Region 10. Most of his free time is spent traveling with his wife and two sons, trying to get in a round of golf, or working on one of the many home improvement projects.

Congratulations, Hillarie Jackson!



Congratulations to Hillarie Jackson, who is serving as the acting Lands and Special Uses program manager! Hillarie has been enterprising since August of 2016 and has spent twenty-one years working for the Forest Service, with her last fifteen years focusing on realty and special uses. Her previous experiences with the Forest Service were in various disciplines, including fire suppression, fire dispatch, aviation contracting, administrative assistance, NEPA coordination, land and realty management, special use and mineral administration, and recreation management. She is looking forward to developing and maintaining relationships across the agency, which are key to reaching collaborative solutions to complex issues that arise in resource management. Fostering these relationships is critical and relies on actively listening to concerns and communicating our mission as land stewards. Hillarie, her husband Jake, two teenagers, Elijah (age 17) and Elisabeth (age 13), enjoy the outdoors, whether gardening, hiking, kayaking, fishing, or wrangling the new puppy. They call Spearfish, South Dakota, home. However, all have a tenacious appetite for travel and still have 16 states and four continents left to explore.

Enterprise Corner

News About the People of Enterprise

Congratulations, Amanda Walker!



Every once and a while wandering through the woods, an explorer will come across a hidden waterfall with a most dazzling display of dancing water. Well, that's how it was for our Lands and Special Uses program when we met Amanda Walker. Born and raised in a small town in flat farm country of Ohio, later studying at Muskingum College in Ohio, her first position in the Forest Service was as an apprentice (environmental education) at Land Between the Lakes National Recreation Area in Region 8 (2000-2001).

Continued on next page.

Fast forward to today, and just three years after joining Enterprise, Amanda was requested to take a detail as the National Recreation Special Uses program manager in the Washington Office. That alone describes how brilliant the display of splashing and trickling water has become on the national landscape.

This is not Amanda's first foray into high-profile leadership in special uses. She was selected for a promotional detail as the Northeast Regional Office recreation special uses program manager in 2020. Amanda is also the lead within Enterprise for Prospectuses and National Visitor Use Monitoring. National program leaders in the Washington Office have come to rely on her and her teams to assist forest in accomplishing the necessary process and maintaining national consistency.

Congratulations Amanda, we look forward to your portrait of spills and splashes when you return!

Congratulations, Frank Yurczyk!



Forest Service Employee 1962-2021: All the way back in 1962, just 57 years after the Forest Service was established, Frank began his first permanent position and career with the Forest Service. In June of 2021, he decided to retire after more than 59 years of service. While his time spent surveying our public land in pursuit of safe and efficient timber operations may be over, his boots are still laced up in pursuit of his ambitions among these natural resources. It's hard to put into words the impact a nearly 60-year career has made on the National Forest System or even comprehend the perspective that someone carries after such an experience.

Frank served for 12 of the 20 chiefs in the history of the Forest Service. He was there in the 1960s when the Forest Service experienced the largest increased demand for forest resources. During the 1970s and 1980s, he saw the Forest Service shift its focus to managing lands as integrated systems through forest plans instead of individual resources. He was there in the 1990s when ecosystem management and sustainability again shifted Forest Service values toward biodiversity, water quality, and recreation. He was there in the 2000s as the Forest Service began to tackle new challenges with decades of fire suppression, changing climate, extreme weather conditions, and a better understanding of our relationship with the wildland-urban interface. He was even here in 2020 when we figured out how to manage our Forest Service lands during the international COVID-19 pandemic. Anyone who has met or worked with Frank knows immediately they are working with a professional forester who is confident, humble, and full of wisdom. Congratulations, Frank, on a career filled with success. Well done!

DID YOU KNOW?

The Northern Idaho Ground Squirrel pictured here in Mud Creek, Payette National Forest in Idaho, is found only in Adams and Valley Counties in the Central Idaho Mountains. This species was listed as threatened April 3, 2000 and is one of the rarest mammals in North America.

Habitat restoration for the Northern Idaho Ground Squirrel has been underway since 1997 on the Payette National Forest. When the species was listed in 2000 the estimated population was 350 individuals, by 2011 the population estimate was 1500 individuals. The squirrel is limited to one of the smallest geographic ranges of any ground squirrel in the world and is the only mammal endemic to Idaho, "A True Idaho Native."



USDA Forest Service photo by Bill Rautsaw.

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:

› Alysia Aelangie 5 Years	› Erica Lee 15 Years
› Scott Bingham 20 Years	› Amanda Loye 10 Years
› Jennifer Card 20 Years	› Katherine Malengo . . . 20 Years
› Jason Cox 20 Years	› Robyn Morris 20 Years
› Kristi Eichner 30 Years	› Richard Parker 5 Years
› Kathleen Goode 15 Years	› Brant Selig 5 Years
› Mary Greenwood 15 Years	› Amanda Walker 20 Years
› Alison Kammer 20 Years	› David Watke 20 Years
› Philip Kelly 20 Years	› Karen Weaver 15 Years
› Elsha Kirby 20 Years	



Above: Views of the San Francisco Peak from Ashurst Lake, Coconino National Forest, Arizona. USDA Forest Service photo by Sean Golightly.

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 partners unit's/ organization's project, mission, or goals. The articles in the newsletter are, therefore, not necessarily a description of the organization's objective in its entirety, but only that of the work acquired and contractually obligated to perform. The portrayal of a project into 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.d.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>.

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