

**Forest Service Manual
National Headquarters - Washington Office
Washington, DC**

**Forest Service Manual 1000 – Organization and Management
Zero Code 1020 - Forest Service Mission**

Amendment: 1000-2007-2

Effective date: May 04, 2007

Duration: This amendment is effective until superseded or removed.

Superseded Directive: 1020, Amendment 1000-2007-1, February 2, 2007

Approved by: Sally Collins, Associate Deputy Chief

Date approved: May 02, 2007

Responsible Staff:

Posting Instructions: Amendments are numbered consecutively by title and calendar year. Post by document; remove the entire document and replace it with this amendment. Retain this transmittal as the first page(s) of this document. The last amendment to this title was 1000-2007-1 to FSM 1020.

Explanation of changes: Following is an explanation of the changes throughout the directive by section.

1020.21: Revises the mission to reflect what is set out in statute, as well as the Forest Service strategic plan.

Table of Contents

1020.1 - Authority.....	3
1020.2 - Objectives	3
1020.21 - Mission.....	4
1020.22 - Forest Service Vision	4
1020.3 - Policy	4
1020.4 - Responsibility	4
1020.5 - Definitions	5
1021 - Guiding Principles	5
1022 - References to the Forest Service	7

In accordance with the Forest Service motto "Caring for the Land and Serving People," this chapter sets forth the broad mission of the Forest Service as chartered by statute, the vision of the Forest Service toward which agency personnel should direct their management efforts, and the principles which are to guide personnel in achieving the mission and vision.

1020.1 - Authority

Numerous statutes, regulations, and orders establish the mission of the Forest Service. These are cited throughout the Forest Service Manual and Handbooks. In addition, FSM 1010 lists the most significant laws and provides guidance on where to obtain copies.

1020.2 - Objectives

To carry out its mission, the Forest Service:

1. Advocates a conservation ethic in promoting the health, productivity, diversity, and beauty of forests and associated lands.
2. Listens to people and responds to their diverse needs in making decisions.
3. Protects, restores, and manages the National Forests and Grasslands so they best demonstrate the sustainable multiple-use management concept.
4. Provides technical and financial assistance to State and private forest landowners, encouraging them to practice good stewardship and quality land management in meeting their specific objectives.
5. Provides technical and financial assistance to cities and communities to improve their natural environment by planting trees and caring for their forests.
6. Provides international technical assistance and scientific exchanges to sustain and enhance global resources and to encourage quality land management.
7. Helps States and communities to wisely use the forests to promote rural economic development and a quality rural environment.
8. Develops and provides scientific and technical knowledge aimed at improving the capability to protect, restore, manage, and use forests and rangelands.
9. Provides work, training, and education to the unemployed, underemployed, elderly, youth, and disadvantaged in pursuit of the agency's mission.

1020.21 - Mission

The mission of the Forest Service is to sustain the health, diversity, and productivity of the Nation's forests and grasslands to meet the needs of present and future generations.

1020.22 - Forest Service Vision

In carrying out the mission assigned by statute, Forest Service employees shall direct their efforts to achieving the following agency vision:

1. The Forest Service is recognized nationally and internationally as a leader in caring for the land and serving people.
2. The Forest Service is a multicultural and diverse organization. Employees work in a caring and nurturing environment where leadership is shared. All employees are respected, accepted, and appreciated for their unique and important contribution to the mission. The work is interesting, challenging, rewarding, and fun--more than just a job!
3. The Forest Service is an efficient and productive organization that excels in achieving its mission. Responsibility and accountability for excellence are shared by employees and agency partners. The American people can count on the Forest Service to perform.

1020.3 - Policy

1. Each employee is to receive a copy of the Forest Service Mission, Vision, and Guiding Principles and supervisory guidance in their use and application to the employee's work. Line officers and other supervisory personnel shall regularly engage employees in discussions of how to make the Mission, Vision, and Guiding Principles a reality in their units.
2. The Forest Service shall use (a) long-term resource trend data (R.P.A. assessments), (b) strategic plans (such as the Government Performance and Results Act Strategic plan), (c) land and resource management plans, (d) research strategic plans, (e) international aid plans, and (f) resource management plans developed jointly with non-government landowners to help articulate and realize its vision for the land and associated resources.
3. Forest Service decisionmaking and accountability processes shall incorporate and ensure consideration of the Mission, Vision, and Guiding Principles.

1020.4 - Responsibility

It is the responsibility of each employee to carry out work responsibilities in a manner that is consistent with and that promotes realization of the agency's vision and guiding principles.

It is the responsibility of line officers, program managers, and all other supervisory personnel to:

1. Ensure that employees are made aware of the agency's Mission, Vision, and Guiding Principles and receive appropriate guidance in their application; and
2. Promote consideration of and conformance with the Vision and Guiding Principles in planning, implementing, and controlling agency programs.

1020.5 - Definitions

To aid in employee understanding, the terms "mission" and "vision" are defined as follows:

Mission. The organizational purpose of the Forest Service; the primary business of the Forest Service; the fundamental reason the agency exists.

Vision. A broad, compelling, concise leadership statement articulating the kind of organization the agency strives to become, which allows comparison of present conditions with the future desired state.

1021 - Guiding Principles

To realize the agency's mission and vision, Forest Service employees shall seek to apply and exemplify the guiding principles set out in exhibit 01 in their professional conduct and in carrying out their assigned responsibilities.

1021 - Exhibit 01

Forest Service Guiding Principles

- We use an ecological approach to the multiple-use management of the National Forests and Grasslands.
- We use the best scientific knowledge in making decisions and select the most appropriate technologies in the management of resources.
- We are good neighbors who respect private property rights.
- We strive for quality and excellence in everything we do and are sensitive to the effects of our decisions on people and resources.
- We strive to meet the needs of our customers in fair, friendly, and open ways.
- We form partnerships to achieve shared goals.
- We promote grass-roots participation in our decisions and activities.
- We value and trust one another and share leadership.
- We value a multicultural organization as essential to our success.
- We maintain high professional and ethical standards.
- We are responsible and accountable for what we do.
- We recognize and accept that some conflict is natural and we strive to deal with it professionally.
- We follow laws, regulations, executive direction, and congressional intent.

1022 - References to the Forest Service

1. For correspondence or memoranda written on Forest Service letterhead, simply write "Forest Service."
2. For publications and other administrative documents, write "Forest Service, U.S. Department of Agriculture" the first time. Thereafter, "Forest Service" will suffice.
3. To make a distinction between the Forest Service and State forestry agencies, write "Forest Service, U.S. Department of Agriculture" the first time. Thereafter, "U.S. Forest Service" may be written.
4. For specific direction for administrative documents and external publications, see direction in FSH 1609.11, section 15.