

United States  
Department of Agriculture



Forest Service

## Tribal Relations

Helping to build  
long-term  
collaborative partnerships  
with Tribes

# Office of Tribal Relations Accomplishments

*Fiscal Year 2009*

The U.S. Forest Service Office of Tribal Relations (OTR) has been busy. We made a concerted effort in FY2009 to improve the relationships between Tribes and the Forest Service, as well as our working associations with our USDA partners, other federal agencies, and intertribal organizations. This report touches briefly on several of the efforts we have been involved in,

# FY2009 OTR Accomplishment Report

## Policies

### ***Interim Directive for Restoration Policy (ID 2020-2008-1)***

OTR provided advice and guidance for the development, consultation, and publication of FSM 2020 *Ecological Restoration and Resilience*. Commonly known as the Restoration policy, this Interim Directive establishes foundational policy for restoring National Forest System (NFS) lands and associated resources to achieve sustainable management and ecological resilience, especially, under changing and uncertain future environmental conditions, such as those driven by climate change and increasing human uses. This interim directive expires on March 22, 2010, after which a Final Directive will be issued.

### ***Special Forest Products Rule***

In December 2008, the Forest Service published a final rule that moved the regulations on the sale of Special Forest Products (SFPs) from the Timber Management regulations to a new CFR Part. Tribes and others responded to the final rule with concerns that the regulation required federally recognized Tribes to obtain permits to gather SFPs on NFS land. They also expressed confusion over commercial vs. non-commercial gathering and the various harvest and use levels described in the rule. In January 2009, in response to those concerns, Secretary Vilsack delayed implementation of the rule and opened a second comment period to allow reconsideration of the regulation. Since then, staffs from Forest Management and the Office of Tribal Relations have been collaborating on a new draft final rule that addresses the issues raised by Tribes and is much clearer and easier to understand.

The rule is under informal review by several Forest Service Washington Office (WO) staffs and the USDA Office of General Council (OGC). This will be followed by formal review, clearance, and publication. No additional comment period is envisioned.

### ***Food, Conservation, and Energy Act of 2008 (Farm Bill)***

While OTR is not the lead staff on implementing any of the provisions in the Farm Bill, OTR continues to play a significant advisory and collaborative role in two portions of the Bill, Section 8003 (the Community Forest and Open Space Conservation Program (CFP), and Subtitle B of the Forestry Title (the Cultural and Heritage Cooperation Authority).

Sec. 8003: *Community Forest and Open Space Conservation Program (CFP)*: This provision authorized the Forest Service to provide financial assistance grants to Tribal governments, local governments, and nonprofit entities to establish community forests that provide continuing and accessible community benefits. The CFP is the first funded Forest Service program for which federally recognized Tribes are specifically eligible to compete. While the Forest Service is used to conducting Tribal consultation at the local

level, policies that are national in scope, such as the CFP, need an augmented approach to be more comprehensive and cohesive.

The Cooperative Forestry staff has the lead on the Community Forest and Open Space Conservation Program (CFP). OTR is working closely with that staff to develop an approach to Tribal consultation that reflects the needs of all federally recognized Tribes, including those whose traditional homelands may not include NFS lands.

Subtitle B includes new authorities for the Forest Service regarding federally recognized Tribes. OTR has contributed to the development of policy related to several of these provisions, including:

*Sec. 8103: Reburial of Human Remains and Cultural Items* confers authority to the Forest Service to rebury human remains and cultural items that have previously been disinterred from National Forest System lands or adjacent sites on National Forest System lands, including human remains and cultural items repatriated under the Native American Graves Protection and Repatriation Act (NAGPRA) (25. U.S.C. 3001 et seq.), at federal expense or using other available funds.

Currently, there are over 3,000 sets of human remains that have been disinterred from NFS lands and repatriated to federally recognized Indian Tribes that await reburial. The vast majority of those remains are from the Southwest Region. By the end of September 2009, the Forest Service will have repatriated 301 Native American human remains, reburied 87 on NFS lands, repatriated 1,826 associated funerary objects, and reburied 278 on NFS lands, repatriated 80 unassociated funerary objects and reburied 77 on NFS lands, and repatriated 560 objects of cultural patrimony to ten different Tribes.

The members of the NAGPRA Review Committee have expressed their approval of the Forest Service record in this area.

OTR worked closely with the Recreation, Heritage, and Volunteers staff to develop and publish an Interim Directive (ID) updating FSM 1563, Chapter 1560, American Indian and Alaska Native Relations. This was published in the Federal Register on June 30, 2009. OTR will coordinate the Tribal consultation process at the national level. Regional Tribal Relations Program Managers will coordinate the process within each of their Regions. The process will include coordination with federally recognized Indian Tribes, other Tribal partners, Forest Service field units, and appropriate regional federal agency offices. OTR is also coordinating with NFS on a budget proposal to fund reburials in outyears.

*Sec. 8104: Temporary Closure for Traditional and Cultural Purposes:* (Non-voluntary closures of the smallest area for the shortest necessary time). OTR is working with the Special Uses Coordinators in the Recreation and Lands staffs to develop draft language for policy to implement this section. OTR initiated the creation of a cross-discipline, cross-Deputy, cross-organizational-level working group to recommend policy.

*Sec. 8105: Forest Products for Traditional and Cultural Purposes:* (Trees, parts of trees, and other forest products from NFS land may be provided free of charge). This provision

of the Farm Bill entails elements that are currently managed through different administrative processes in the Forest Service. One aspect, non-timber (special forest) products, will be addressed through the new Special Forest Products Policy. The other aspect, free use of timber, will be addressed through changes to the regulations that govern disposal of timber from NFS lands. OTR continues to work closely with the Forest Management staff on these provisions.

*Sec. 8106: Prohibition on Disclosure:* (FOIA exemptions for information about reburials, for information gained in the context of forest and rangeland research, and for other information about sites, resources, or items that Tribes find to be culturally sensitive). While there is currently sufficient policy in place to allow for implementation of this provision, OTR is working with the Heritage Program and the Advisory Council on Historic Preservation (ACHP) to identify strategies to ensure confidentiality relating to compliance with the National Historic Preservation Act (NHPA).

### ***Federal Subsistence Management***

OTR assisted the Department's Office of Budget and Program Analysis (OBPA) and the WO Legislative Affairs Office in negotiations with the Department of the Interior on the Federal Subsistence Management regulations for wildlife hunting and trapping. As a result, USDA and U.S. Department of the Interior (DOI) concurrently issued new regulations that included specific provisions for Tribal consultation.

In 1990, the Departments of the Interior and Agriculture assumed joint responsibility for subsistence management on Federal public lands, expanded in 1999 to include federally reserved waters (anadromous fisheries). The Secretary of Agriculture delegates this responsibility to the Forest Service Chief, who in turn delegates it to the Alaska Regional Forester. The Alaska Regional Forester represents the Agriculture Secretary for all Secretarial decisions and represents the agency on the Federal Subsistence Board, the body that promulgates harvest regulations. The regulatory cycle runs on tight timelines that, if interrupted, may disrupt the ability of rural families and communities to secure the foods that meet their immediate and year-round needs. The negotiations included all of these federal parties.

### ***Sacred Sites***

Management that may affect sacred sites continues to be an issue of great interest with our Tribal partners. The 9<sup>th</sup> Circuit Court's (*en banc*) 8/8/2008 decision in the Snowbowl case upheld the Forest Service's decision to allow proposed actions at the ski area; the Supreme Court denied *certiorari*, so will not be hearing the case. Therefore, the Forest Service and the Department of Agriculture would make any future decisions having to do with the use of reclaimed wastewater at the ski area. While there are many other sacred sites under scrutiny, those highlighted this year include Mt. Graham (telescopes and associated structures/access), Mt. Taylor (uranium exploration and mining), and Fossil Creek (Wild and Scenic River designation and recreation impacts). During FY2009, OTR updated key intertribal organizations and several individual Tribes on the current state of policy development in the Forest Service regarding sacred sites. In October, the

OTR Director traveled to Bapchule, AZ, where he and the Regional Forester and Regional Tribal Relations Program Manager from Region 3 met with a group of traditional Tribal religious leaders to hear their concerns. Also in October, the Director attended a meeting of Tribal leaders addressing sacred sites issues, with a focus on the Snowbowl case, at the Annual Conference of the National Congress of American Indians.

### ***Tribal Water Rights Negotiations***

Negotiations to resolve Tribal reserved water right claims are pending in the states of Arizona and Montana involving NFS lands. Proposed settlements have included the potential transfer of significant acreages of NFS lands to Tribes. The DOI Secretary's Office of Indian Water Right Settlements organizes and provides oversight to the federal negotiating teams made up representatives from affected federal agencies. Although the federal teams include a Forest Service representative when NFS land is involved, frequently the teams give the Forest Service late notice of issues affecting NFS lands, followed by inadequate consideration of Forest Service concerns. OTR has provided advice to the lead WO staffs on aspects of the negotiations with the White Mountain Apache Tribe in Arizona, and with the Blackfeet Tribe in Montana. OTR also is coordinating with water rights personnel at the Washington office as new issues arise, such as the new request from the Karuk Tribe that the Forest Service exercise the agency's water rights on parts of the Six Rivers National Forest.

## Projects

### ***American Recovery and Reinvestment Act (ARRA) of 2009***

Forest Service ARRA funds are being used to create jobs in economically distressed areas, reduce fire risks in areas of high fire potential, reduce insect and disease risks to improve forest health, invest in capital projects that reduce our environmental footprint, and invest in wood to energy or biomass projects that reduce reliance on imported energy and create enduring jobs. Forest Service ARRA funds are an important aspect of the economic, ecological, and social environments on and around tribal lands. As of September 2, 2009, the Forest Service has released \$1.031 billion of ARRA funds of which \$211 million will provide benefits to Indian Tribes and tribal lands. These funds include:

- Wildland Fire Management (State and Private Lands)      \$32.6 million
- Wildland Fire Management (federal lands)      \$88.1 million
- Capital Improvement and Maintenance (federal lands)      \$90.2 million

In addition, Agriculture Secretary Tom Vilsack announced on September 9, 2009 that 78 projects in 20 states and the District of Columbia will receive a total of \$89 million for forest health protection projects.

## **Biomass**

### **2010 Woody Biomass Utilization Grant Program**

See 2010 Hazardous Fuels Woody Biomass Utilization Restoration Activities on All Priority Forestlands ([http://www.fpl.fs.fed.us/research/units/tmu/tmugrants\\_goals.shtml](http://www.fpl.fs.fed.us/research/units/tmu/tmugrants_goals.shtml)).

To address the goals of Public Law 110-234, Food, Conservation, and Energy Act of 2008, Rural Revitalization Technologies (7 U.S.C. 6601), and the anticipated Department of the Interior, Environment, and Related Agencies Appropriation Act of 2010, at least \$4 million, and possibly more, is available for grants that address the nationwide challenge of dealing with low-valued material removed from hazardous fuel reduction activities on public and private forestlands. Submission of an application is required for a grant that ranges from \$50,000 to \$350,000 each.

The Hazardous Fuels Woody Biomass Utilization Grant Program is intended to help improve forest restoration activities by using and creating markets for low-valued material and woody biomass removed from forest restoration activities on both public and private forestlands. These funds are targeted to help communities, entrepreneurs, and others turn residues from hazardous fuel reduction and forest health activities into marketable forest products and/or energy products.

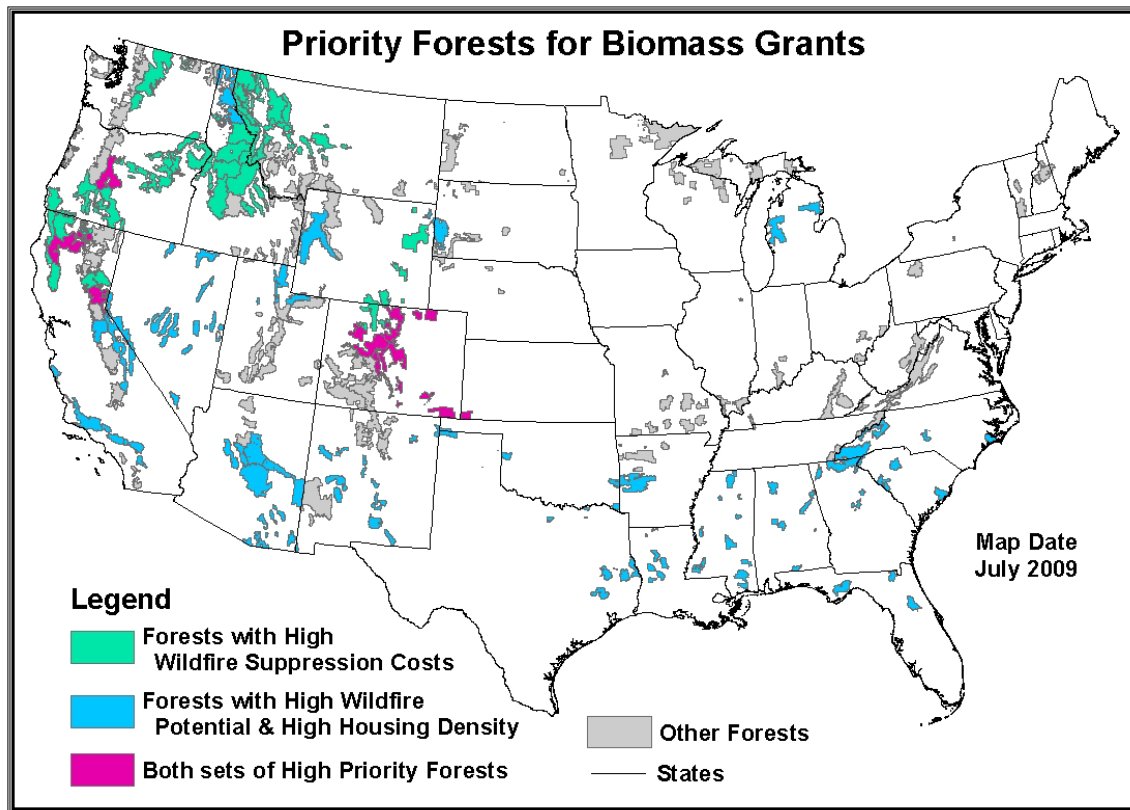
For 2010, the Hazardous Fuels Woody Biomass Utilization Grant program will spend half of the available funding on National Forests that are deemed by the Forest Service to be of high priority for hazardous fuels reduction and woody biomass utilization as highlighted in the map (below). These Forest Service priorities are based on historical high suppression costs, as well as high fire probability coupled with high housing density. All National Forests and private forestlands are eligible for the other half of the funding.

Goals of the grant program are the following:

- Reduce forest management costs by increasing the value of biomass and other forest products generated from hazardous fuels reduction and forest health activities.
- Create incentives and/or reduce business risk for increased use of woody biomass from priority forestlands identified either by the Forest Service or through local Community Wildfire Protection Plans (or equivalent documents) as forestlands and other areas at high risk from wildfires and in need of hazardous fuels reduction work.
- Implement projects that target and help remove economic and market barriers to using small-diameter trees and woody biomass.
- Produce renewable energy from woody biomass, including the use of new technologies.
- Expand working relationships between local forest products businesses and Forest Service offices.

**Pre-application Deadline:** Postmarked by COB November 20, 2009.

**Full application Deadline:** Postmarked by COB April 2, 2010.



### Bioenergy Facility Development

On June 29, 2009 a letter from the Chief of the U.S. Forest Service was sent to the Regions requesting proposals from field units having large biomass concentrations near Forest Service facilities to participate in the development of a Bioenergy facility. The project could be either a combined heat and power project or a small to medium scale regional thermal energy power plant. The Chief's letter stated that the Forest Service is committed to reducing energy consumption and increasing the amount of renewable energy used at Forest Service facilities. Executive Order 13423 directs agencies to expand the use of renewable energy on federal facilities. The proposal deadline was July 27, 2009, and each project had to indicate the level of commitment to participate in this woody biomass utilization demonstration.

This initiative will help promote the use of woody biomass in rural communities and help those communities create healthier forests. This initiative may also help create needed jobs in those stressed communities. The Forest Service is looking at working with targeted National Forests and/or Bureau of Land Management Districts (BLM) that have recently participated in our Coordinated Resource Offering Protocol (CROP) study. The Bioenergy Facility Development Project is a collaborative partnership between, U.S. Forest Service, Department of Energy National Energy Technology Laboratory (NETL) and the Department of Interior Bureau of Land Management (BLM).

The second correspondence requesting information to assist the NETL Team in information gathering and preliminary work for the detailed Phase 1 Feasibility

Screening Data Form is scheduled for September 2009. The Level 1 is the first step in determining the economic viability of project for a given site. The NETL will be assisting the Regions and Districts with conducting Level 1 as part of its project-specific technical assistance. The primary task of a Level 1 analysis is to identify a preliminary system size, based on estimated loads and schedules for thermal and electrical demand at the site. The load estimates are often based on utility bill analysis, readily available data and anecdotal site information. The estimated load curves and the correlation between power and thermal demands will be used to investigate the applicability of various types of technologies for the site.

The economic analysis in a Level 1 study is usually a simple payback calculation that takes into account the amount of power and heat produced by the CHP system or power plant, and the amount of each estimated to be used on-site; the offset costs of utility purchased power and heat; and the amount and cost of fuel associated with running the system and the budgetary cost to install and maintain the system. In addition, a sensitivity analysis may show the benefits of available grants or incentives, the additional costs, and benefits associated with using the system to provide backup power in a utility outage and the impacts of future utility rate increases or decreases.

The following is a timeline for the anticipated projects:

### **Anticipated Timelines**

#### **Option 1**

Preliminary Survey Evaluations (U.S. Forest Service) – 1 month  
Initial Site Selections – 1 month  
Preliminary Feasibility Study – 2 month  
Developing Project Scope – 1 month  
Conducting Preliminary Assessments and choosing ESCO - 4 months  
Conducting the Investment Grade Audit – 8 months  
Task Order Award – 1 month  
Implementation of Project – 12 months

#### **Option 2**

Preliminary Survey Evaluations (U.S. Forest Service) – 2 month  
Initial Site Selections – 2 month  
Preliminary Feasibility Study – 3 month  
Development of Project Scope and RFP document – 6 month  
Project Development by Developer – 18 months  
Implementation of Project – 36 months  
Operations and Maintenance – Ongoing

### **Partnerships**

#### **National Tribal Leaders Committee (NTLC)**



Proposed through the Tribal Relations Task Force Report (2000) and the subsequent Tribal Relations Implementation Team Report (2002), this group has not been established. OTR continues to work with the Alaska Region and OGC as the Region moves toward establishing a Regional Tribal Leaders Committee. In addition, OTR continues to work with intertribal partners, especially ITC, on the idea of a partner-sponsored meeting at which the Forest Service leadership would be an invited participant.

### **Tribal Government Officials**

OTR met at the Washington Office, on different occasions, with official representatives from several Indian Tribes, including the Klamath, Karuk, Nez Perce, Taos Pueblo, Coquille, Yakima, Tlingit and Haida Central Council and others, as well as with Alaska Native Corporation representatives from Sealaska Corporation.

### ***Intertribal Organizations and Non-Profit Organizations***

*Conferences and other meetings:* OTR attended and made presentations at meetings and seminars, in general sessions, plenary sessions, committee meetings, and board meetings, with many intertribal organizations, including, for instance, the United Southern and Eastern Tribes (USET), the National Congress of American Indians (NCAI), the Intertribal Timber Council (ITC). OTR maintains ongoing relationships with other intertribal groups, including the Indian Youth Experience Council (IYEC), the Indian Land Tenure Foundation (ILTF), the National Tribal Environmental Council (NTEC), the Indian Nations Conservation Alliance (INCA (OTR contributed \$3,000 toward their annual conference in FY2009)), the Affiliated Tribes of Northwest Indians (ATNI), and others. OTR also contributed \$3,000 for outreach and on the spot hiring at the 2009 conference of American Indian Science and Engineering Society (AISES).

*Non-Profit Partnership: IDRS:* During FY2009, OTR worked to enhance the relationship between the Forest Service and the Indian Development Resources Services (IDRS). The National Office of the U.S. Forest Service had already entered into a partnership with IDRS, seeking to facilitate collaboration between Tribes, IDRS and the Forest Service, through actions related to the Tribal Forest Protection Act (TFPA) and related authorities, with projected outcomes of Tribes building forest-based businesses that provide services (e.g., thinning, native plant production, planting), energy production (transforming biomass into renewable energy) and value-added wood products (e.g., small diameter posts and poles, pellets, bundled firewood). These businesses will help protect and restore tribal trust lands and national forests, reduce high unemployment rates and alleviate poverty in tribal communities. The Ford Foundation, and the Christenson and Packard Funds provide funding support through IDRS. Other partners include the Harvard University American Indian Nation Building Program. Tribal-Forest-IDRS partnerships to date in this initiative include:

- Grindstone Rancheria and the Mendocino National Forest;
- Klamath Tribes and the Fremont-Winema Forest;
- Ramah Navajo and the Cibola National Forest; and
- White Mountain Apache and the Apache Sitgreaves National Forest

## ***Interagency Groups***

OTR participated in the White House Indian Affairs Executive Working Group (WHIAEWG, and associated subgroups on Training, Consultation, and Natural/Cultural Resources), the USDA Native American Working Group (NAWG), and made a presentation to the Advisory Council on Historic Preservation's Native American Advisory Group (NAAG). The Office also assisted the USDA in setting up Departmental meetings with Tribes. OTR helped finish assembling, as part of a subgroup of the WHIAEWG, a compilation of Tribal consultation policies and practices, including agency directives, legal authorities, and protocols from across the Executive Branch.

OTR has periodic interactions with individual State Foresters, and with the National Association of State Foresters. The Office supported outreach to NASF to assist the State Foresters in building or enhancing relationships with Tribes in the context of State and Private Redesign, and especially for inclusion of Tribes and their lands and concerns in the State Assessment process and databases.

The OTR Management Analyst is a member of the interagency Tribal Renewable Energy Development Strategy. The DOI, USDA Rural Development and Forest Service, EPA, DOE Federal Energy Management Program (FEMP), Tribal Energy Program, WAPA and NREL, SBA, DOJ, and HUD represent the group. The group was formed to identify barriers and solutions to Tribal Energy Development.

The OTR Director is a member of the Executive Board for the new globally relevant web portal site, HD.gov, which is a single point source for information, tools, events, etc. regarding the human dimensions of natural resource management. HD.gov now has over 200 partners and is beta testing significant functionality improvements. The Director, along with the NOAA project manager for the portal, made a presentation to the Forest Service knowledge management group. The Director also has participated in the agency's collaboration cadre meetings. The Director served as a reviewer for an article on Collaborative Social Science publish in the journal *Society & Natural Resources* and supported the presentation made by HD.gov partners at the 2009 International Symposium on Society and Resource Management, in Vienna, Austria.

## ***Internal Forest Service Organizations***

Marsha Butterfield, Assistant Director, served a 120-day temporary promotion detail as acting Chief of Staff for the State and Private Forestry Deputy Chief.

The OTR is part of the WO Biomass Utilization Group, with the Director serving on the Woody Biomass Steering Committee. OTR personnel (primarily Faline Haven, a key member of the group) have been instrumental in developing the Bioenergy Facility Development project, which is proposed to promote the use woody biomass in rural communities for healthy forests and job creation while at the same time helping the Forest Service reduce our use of non-renewable fuels with increased use of renewable fuels. The selection of a site for the project will depend on the available local supply, the energy requirements of the proposed site, and the available infrastructure, such as

transportation and where the economic and environmental benefits are positive. In addition, the proposed site should have broad community and line officer support.

The OTR works closely with the Ecosystem Services group, and is the touchpoint for involving Tribes and intertribal organizations in the State and Private Forestry Redesign.

The Office is becoming positioned to play a significant role in integrating disparate elements of Agency activities into responses to climate change through staff skills, interactions with the Climate Council, with other staffs, and other means.

The OTR Management Analyst serves on the Forest Service Climate Change Mitigation Team. The team is responsible for analysis and evaluation of the implications of forests and rangelands being part of climate change policy; ecosystem services; identifying opportunities across all ownerships; identifying business opportunities with tribal governments and partnerships; engaging with international, state, non-governmental organization, tribal, and regional initiatives that focus on climate change mitigation and forest protocols; determine optimal combinations of sequestration, bio-products, and bio-energy; and quantifying avoided wildfire and fuels treatment effects.

The OTR Management Analyst serves on the Forest Service Strategic Energy that will set direction and proactive goals for the Agency to contribute significantly and sustainably toward resolving these energy resource challenges, on which our environment and quality of life depend.

The Office has a reciprocal liaison function with the Heritage Program, where a representative from the Tribal Relations Program participates in teleconferences and the annual meeting of the Heritage Program and the Heritage Program has a representative who does the same with the Tribal Relations Program.

The OTR Director serves as the Executive Advisor for the Forest Service employees' organization for people with disabilities, Pathfinders. The Director also serves on the Charter Committee for the Washington Office Directors' Group.

The OTR Director is a co-author of a Forest Service GTR published in FY09, the Values, Beliefs, and Attitudes Technical Guide for Forest Service Land and Resource Management, Planning, and Decision making (PNW GTR 788).

## Program Development

### ***OTR Strategic Plan***

In FY2009, the OTR coordinated development and publication of the first strategic plan for the Tribal Relations Program - integrating the WO and field components of the TR program into a common vision through FY2013. The three goals set by the strategic plan are: (1) American Indian and Alaska Native Rights, *Ensure the agency redeems its trust responsibility and protects American Indian and Alaska Native reserved rights as they*

*pertain to Forest Service programs, projects, and policy; (2) Partnerships, Leverage partnerships to maximize mutual success; and (3) Program Development, Promote integration and utility of the Tribal Relations Program throughout the agency. Each of the goals has associated objectives, outcomes, and actions.*

## ***Training***

**Web-based Training:** OTR continues to facilitate making available on AgLearn the web-based training “Working Effectively with Tribal Governments,” which OTR helped develop with the White House Indian Affairs Executive Working Group. The training is now available on the GoLearn site, but having it available on AgLearn would benefit Forest Service and other USDA employees.

**Forestry and Wildland Fire Small Business Training:** On June 8-12, 2009 the Fremont-Winema, Office of Tribal Relations, Oregon State University, and the Klamath Tribes completed the first training that was designed specifically to assist the Klamath Tribes in developing a Native American small business that specialized in forestry and Wildland fire contract work for the Forest Service. The training was a four (4) day course that included basic forestry terminology, restoration principles and implementation, thinning and hazard fuel reduction, biomass applications, introduction to Wildland fire and contracting with the Forest Service. The week was a combination of classroom instruction and demonstration and field exercises that incorporate the use of applicable Forest Service standards and prescriptions as included in Forest Service contracts.

**Conservation Education:** OTR staff has teamed with the Conservation Education staff to help develop and implement a curriculum on Indian cultural connections to natural resources, in partnership with the Northern Region and the Salish-Kootenai Tribes. The Montana State Office of Public Instruction is working with the Forest Service on The Bridging the Divide Program, in response to the Montana Indian Education for All Act requirements. The project will provide outdoor experiential opportunities geared toward high school aged students from Indian Reservations and “at risk” Montana youth. The project will develop a state of the art outdoor education curriculum that reconnects students to their natural, physical, and cultural heritage, use aspects of traditional Native American resource use practices, life-ways, and values to examine natural resource and cultural issues, and enhance individual student development. The processes, curriculum structure, and other aspects of the program are expected to be reproducible with other Tribes, though the geo-cultural aspects of this demonstration project are specific to the Salish-Kootenai Tribes.

## ***Civil Rights***

OTR continues a close working relationship with the WO Civil Rights Staff, working with that staff on outreach activities in the DC metro area (e.g., participating in job fair) and in the Regions (e.g., supporting outreach activities at AISES and other meetings), as well as contributing to Environmental Justice and Civil Rights Impact analyses for new regulations (e.g., for the Subsistence Management Rule and the Special Forest Products Rule).

The Director serves as Executive Advisor for the agency's employee organization for people with disabilities, Pathfinders.

The Assistant Director completed, as part of her Senior Leader Program small-group project, a presentation to top Forest Service leadership on web 2.0 applications for Forest Service outreach. The Assistant Director also coordinated the summer interns for the WO, facilitating a good experience for the students and the staffs to encourage possible future employment with the agency. OTR facilitated the internships for five *Washington Internship for Native Students* (WINS) interns over the summer of 2009; OTR supported one intern directly.

### ***Administrative Activities***

OTR hosted the national Tribal Relations Program Meeting in Washington, DC, in December 2008, which was facilitated by David Miller of Dialogos. Deputy Chiefs Holtrop and Hubbard met with the group on one of the days, and the group developed several tasks to accomplish together over the year. OTR followed up with Dialogos facilitation of a series of staff retreats to help develop staff and program identity as well as a strategic approach to work planning for FY2010.

OTR initiated the premier edition of a new national Tribal Relations Program newsletter designed to inform internal and external constituents on the activities related to Tribal relations across the Forest Service. It contains updates on policy development, existing and new partnerships, success stories of projects, and forecasts of emerging issues and events.

OTR moved forward in editing an update to the 1997 Forest Service National Resource Book on American Indian and Alaska Native Relations (FS-600), "the Yellow Book."

OTR contracted with the Forest Management staff to secure the assistance of a webmaster to help create a new design and significant upgrade to the Program's web presence, with a focus on a whole-program identity with WO and field components.

OTR continued to assemble additional sets of Native American art for display in the WO Hall of Tribes.

### ***Staffing and Staff Development***

OTR hired Monique Fordham as a GS-12 Program Specialist in January. OTR also helped a Job Corps student, Anna Reynolds, join the SCEP Program, and then converted her to a GS-4 career conditional position as Office Automation Assistant for the OTR staff.

OTR Director Fred Clark completed the month-long course, Leadership for a Democratic Society, with the Federal Executive Institute. He was selected as one of four of the class members to do evening presentations on topics chosen by the class members. His presentation was "The Third Sovereign: Indian Nations in the Constitution and in the U.S. Today."

OTR Assistant Director Marsha Butterfield completed class 6 of the Forest Service Senior Leader Program. Her small team completed a project on potential use of web 2.0 technologies and perspectives for Forest Service outreach. She also completed a temporary promotion detail to serve as Acting Chief of Staff for the Deputy Chief for State and Private Forestry, and began another temporary promotion detail as Deputy Forest Supervisor on the Uinta-Wasatch-Cache National Forest. Chris Coppenbarger, Washington Office lead Grants Policy Analyst, became the Acting Assistant Director in Marsha's absence in August and September.

OTR Analyst Ken Kessler completed an intensive training in cultural competency with the Umatilla Tribe. He also did orientation trips in Idaho and Alaska.

OTR Analyst Faline Haven completed a temporary promotion detail as Assistant Director for the Office of Tribal Relations and began another temporary promotion detail as National Biomass Program Coordinator on the WO Forest Management staff.

OTR Program Specialist Monique Fordham completed DOE's Tribal Energy Program training on Business Development and Renewable Energy and Energy Efficiency, and started a temporary promotion detail as Acting Policy and Management Analyst for the Office of Tribal Relations.

OTR Office Automation Assistant Anna Reynolds completed training for several Forest Service administrative processes, including correspondence database, iWeb, GovTrip, and others.