



Northeastern Area News Notes



September 24, 2007



From the Director's Desk

Preparing for the Next Generation of Forest Landowners

As with so much of the world these days, America's private forests are in a time of unprecedented change, and the stakes are enormous. As forest owners age, roughly one-sixth of the country's private forest land is expected to change hands in the next 5 years.

Recent surveys indicate the fate of much of this forest land might hinge on something as basic as communication between millions of family forest owners and their adult heirs. The need for parents to talk to their adult children about what should happen to their forest land is apparent, but it is not occurring near often enough.

About half of America's roughly 800 million acres of forest is privately owned. Most of this land lies within the Eastern United States. The States served by the Northeastern Area State and Private Forestry (NA) contain about 23 percent of the Nation's forest lands, 93 percent of which are privately owned. These holdings are varied and diverse, with some people owning less than 10 acres and others with 5,000 acres or more. Many of these forests have ownership legacies dating back generations.

Current forest landowners are aging. People age 70 or older own about one-fifth of all private forest lands. More than 60 percent of current forest landowners are 55 or older, and about half of them have already retired. Inevitably they will soon divest their forest land holdings to their heirs.

About 9 in 10 of private forest landowners are "nonjoiners," with no affiliation to any forest landowner groups. They are incommunicado and prefer it that way. What makes nonjoiners significant, other than their sheer numbers, is that they are the most likely of all forest landowners to sell, develop, or subdivide their lands. About 85 percent of these nonjoiners have children, most of whom are adults. What will it take to gain their confidence or help them see the choices they have to keep long-held forests?

What is it about this situation that makes it important for NA to address it? Simply stated, we are well positioned, along with our partners, to influence the outcomes—from getting people to talk to one another, to providing strategies they may choose to keep forests intact. Over the past year, we have made it a communications priority to reach these aging forest landowners, with some notable successes.

- We incorporated this issue into the Investing Where It Matters Most process and have a team of NA, State, and cooperative extension staff working to increase public awareness.



- We successfully pitched and helped develop an article in an American Association of Retired People (AARP) magazine. *AARP The Magazine* has one of the highest circulations in the world. Response to the article was positive.
- Interest generated by the *AARP The Magazine* article, with continuing work by the NA Public Affairs Team, led to an article in the *New York Times*. The article, “Family Forestry: Generational Shifts Loom for Big Tracts of American Woods,” gave an in-depth treatment of the issue. It featured many of NA’s partners, as well as findings from research sponsored by NA. Between the two articles, the concern of the Forest Service, U.S. Department of Agriculture, over the loss of family forests was communicated to millions of Americans.
- Bob Fitzhenry and Mark Buccowich developed a trade show booth presentation highlighting the issue. They’ve just returned from the annual AARP convention in Boston. More than 25,000 people attended the 3-day event, with lots of interest in the NA booth.
- Finally, we’ve developed a Web site dealing specifically with the issue of intergenerational transfer (<http://www.na.fs.fed.us/stewardship/estate/estate.shtml>) with great success. The site pulls together information from many sources and partners, and provides a much-needed clearinghouse where those nonjoiners may find the information they need—to investigate their options and to inform their decisions!

These many efforts are the foundation for how we’ll continue to make progress, through planned integrated efforts that meld innovation and teamwork. NA came at the next generation issue in three ways, and we continue to work them all. First, we sponsored the research that gave us data to highlight the problem with plain facts. Second, we communicated the issue to a nationwide audience through our public affairs work, and we communicated NA’s focus on the issue to our States and partners. These two things gave us momentum and support with the public and decisionmakers. The third and final angle we’re using to approach this issue is the side that seeks to keep land forested. It’s the end-game, the tech transfer, and the work on the ground. With the issue in front of the State Foresters and stakeholders, and disseminated through the stewardship network, the power of many combines to maintain forested acres across the landscape. That’s why we come to work, regardless of our expertise or what hat we wear!

— Kathryn P. Maloney
Area Director



Sustainable Operations Tip of the Month

Drive Easy

Fact to ponder: In 2006, Northeastern Area employees drove 419,928 miles in fleet vehicles and consumed 21,538 gallons of gasoline—an average fuel economy of 19 mpg. This amounts to approximately 104 metric tons carbon equivalent emissions. Executive Order 13423 requires Federal agencies to lead by example in advancing the Nation's energy security and environmental performance by reducing petroleum consumption in fleet vehicles by 2 percent annually through 2015.



Actions to take:

Reconsider why you are traveling. Would a conference call, videoconference, or Web/SameTime meeting be sufficient? If you don't know how to set up one of these meetings, ask someone!

Bonus tip: Did you know that SameTime meetings allow you to share your screen with other Forest Service employees to complement a phone conference? For more information, go to <http://fsweb.wo.fs.fed.us/im/entadmin/sametime/index.shtml>.

Carpool. Ask your colleagues to carpool if you are traveling to the same meeting.

Drive easy. Aggressive driving (e.g., speeding, rapid acceleration and braking) wastes gas. It can lower your gas mileage by 33 percent at highway speeds and by 5 percent around town—effectively adding up to a \$1 per gallon to your gas bill.

Observe the speed limit. While each vehicle reaches its optimal fuel economy at a different speed, gas mileage usually decreases rapidly at speeds above 60 mph. As a rule of thumb, you can assume that each 5 mph you drive over 60 mph is like paying an additional \$0.20 per gallon for gas. Sensible driving is also safer for you and others, so you may save more than gas.

Don't ignore vehicle problems. Employees should report any mechanical problems or service needs immediately. A car in need of service will use more fuel and create more emissions. For instance, replacing a clogged air filter can increase your mileage by up to 10 percent.

Sources: Environmental Protection Agency. 2007. <http://www.epa.gov/region3/ems/facility/index.htm>; <http://www.fueleconomy.gov/feg/driveHabits.shtml>. (September 13).

Carbon emissions estimated using the National Park Service Climate Leadership in Parks (CLIP) Tool (<http://www.nps.gov/climatefriendlyparks/CLIPTool/ClipTool.htm>).



Newtown Square

The Northeastern Area and Life at 50+



Bob Fitzhenry (top photo) shares the importance of preserving family forest legacies to an attendee at the AARP Life at 50+ National Expo.

expo on September 6 and 7. They estimated that they had met NA’s expectations for the booth by midday on September 7. The last day of the expo, Saturday, September 8, Fitzhenry and NA partner Thom McEvoy from University of Vermont Extension brought things over the top.

More than 20,000 AARP members attended the expo, which covered topics from health care, to “RVing,” to the concern of the Forest Service over the future of America’s family forests. In all, NA held discussions with more than 200 AARP members. Double or triple that number viewed the booth, reading banner messages or viewing a rotating slideshow on subdivision and loss of forest land. Questions ranged from, “How do I get a job with the Forest Service?” to “What do I do to pass along my family forest legacy?”

“Those family forest legacy questions were the gems we were mining,” Fitzhenry noted. “We spoke with more than 50 landowners from across the country, many of whom had no plan for what do with their land. We passed them materials explaining their options, and provided State and Federal contacts who could help them begin their family forest legacy discussion. Many said, ‘I know I have to plan, and now I can figure out where to start.’ That’s the result we were after.”

The Northeastern Area projected itself into unfamiliar surroundings to meet face-to-face with a broad demographic: “nonjoiner” landowners and the general public.

Knowing that most landowners are over 50 and most aren’t “joiners” in stewardship programs, the Area participated in the 2007 AARP Life at 50+ National Expo in Boston. NA goals were general public awareness about family forests and specific awareness for a smaller, targeted portion of the audience, family forest landowners.

The message for the target niche—the U.S. Forest Service and State partners are here to help families consider the long-term, intergenerational aspects of owning forests.

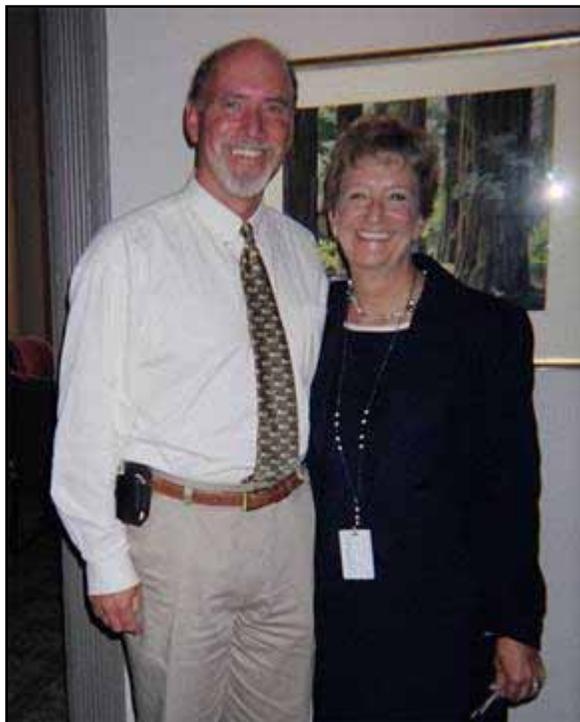
“It concerns me that fewer and fewer families are able to keep their forest lands,” Chief Gail Kimbell has noted. “...The almost 400 million acres of private forest land across the country should be of interest to all Americans, today and well into this century.”

Stewardship Program Manager **Mark Buccowich** (Newtown Square) and IMA Group Leader **Bob Fitzhenry** (Durham) staffed an NA booth at the



The knowledge that 3 days' work could mean thousands of acres protected per the owner's or family's plan proved very rewarding for the expo team. It might be an optimistic assumption, but if every landowner reached through the expo goes forward with an intergenerational estate plan for their forest, it translates to just a few dollars of Forest Service effort per acre conserved.

Washington Office Seminar Series Concludes



Al Todd visited with Associate Chief Sally Collins after his presentation, "The Chesapeake Bay: A Model for Ecosystem Service Markets."

Al Todd, Watershed Team Leader, and **Dick Paterson**, Director of Grey Towers, recently capped the informational seminar series that the Northeastern Area has been presenting to the Washington Office's Executive Leadership Team and staff.



Dick Patterson met with Associate Chief Sally Collins (left) and Chief Gail Kimbell (right) following his presentation, "The Last Unfinished Business of Gifford Pinchot."

Al talked about ecosystem service markets and how the Chesapeake Bay is serving as a model for the development of these markets. Likening the trading of ecosystem offsets to buying Legos on eBay, he made a difficult topic accessible and understandable. He received high marks from his audience for the presentation and his creative approach.

Dick's presentation was titled "The Last Unfinished Business of Gifford Pinchot." As the first chief of the Forest Service, Pinchot pioneered forest conservation in the United States. He was justifiably proud of his accomplishments, but near the end of his life, he referred to private forestry as his "last unfinished business." Dick's talk examined Pinchot's efforts and how the issue has evolved since then.

These seminars were the culmination of a yearlong effort to raise awareness in the Washington Office about the work being done by the Northeastern Area and its partners. All of the seminar slide shows are available on the NA Web site at:

http://www.na.fs.fed.us/nanews/nastories/naseminars/na_seminars.shtm.



Associate Deputy Chief Tours Chesapeake



Tour participants (left to right) **Robin Morgan**, **Sally Claggett**, **Rob Feldt** and **Anne Hairston-Strang** of the Maryland Forest Service, **Kent Connaughton**, and **Al Todd** display a new educational sign on riparian forest buffers to be posted along a highway in Montgomery County, MD.

Kent Connaughton, Associate Deputy Chief for State and Private Forestry, participated in a tour on September 14 to highlight Chesapeake Watershed Forestry from an on-the-ground perspective using several tributaries to the Potomac River. Other Forest Service participants included **Robin Morgan**, **Al Todd**, and **Sally Claggett**, who were joined in the field by partners from the Virginia Department of Forestry, the Maryland Forest Service, the Potomac Conservancy, and the Pinchot Institute for Conservation, and representatives from the town of Leesburg, VA, and Windsor Knolls Middle School. Mr. Connaughton represents the Forest Service at an annual Chesapeake Bay Program Federal Principal's meeting. The purpose of the trip was to bring a greater understanding of how the overarching Chesapeake Watershed Forestry partnership works on the ground and to provide

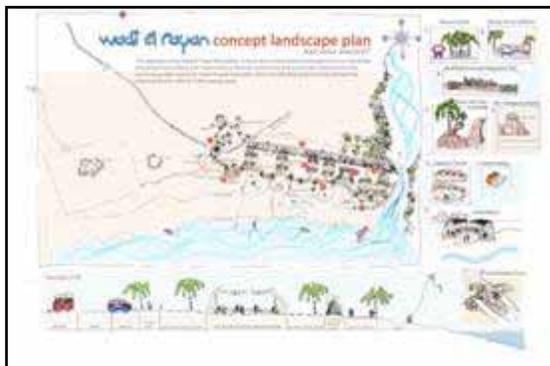
an update on our program, especially current watershed-wide projects such as the Chesapeake Forest Conservation Directive (<http://www.chesapeakebay.net/info/pressreleases/ec2006/Directive 06-1 Forests color.pdf>) and the "Bay Bank" ecosystem marketplace concept.

NA Provides Design Assistance to Egyptian Protected Area

Ecotourism—Egypt needs it, and the Forest Service knows about it. Protected areas thrive when visitors discover their value and when local communities benefit from tourist spending. Since 1983, Egypt has acquired 27 protected areas covering more than 15 percent of its land area. Sites include the Wadi El Rayan Protected Area, located some hundred miles from Cairo, a favorite destination for visitors for its lakes and rich stores of whale fossils.

Through the Forest Service's International Programs (Middle East Program), the Egyptian Environmental Affairs Agency invited **Matt**

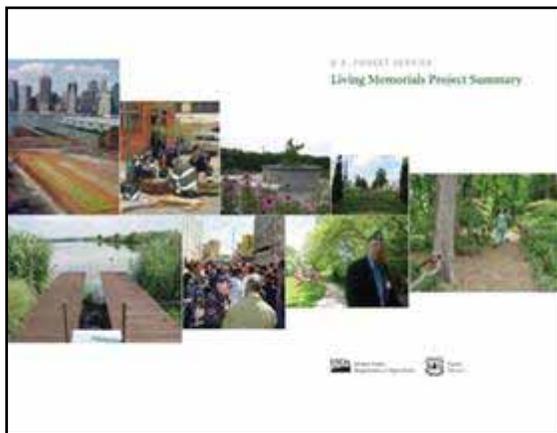
Arnn, Landscape Architect, to Wadi El Rayan to help improve the main visitor area. Matt created a site plan intended to balance people with place while giving visitors a sense of arrival and belonging. He examined how sustainable design can help promote economic investment and encourage local support for protecting natural resources. An open-air market is planned, where local people can sell handicrafts and produce. The visitor center and exhibits will be upgraded, and native plantings will make the site more pleasing to the eye.



Matt Arnn created a landscape plan for the visitor's center at Wadi El Rayan ([click image to enlarge](#)).



Living Memorials Project Summary Available on the Web



The power of trees is used to bring people and communities together to create lasting memorials to the victims of the terrorist attacks of September 11, 2001. The Living Memorials Project supports community-driven efforts to memorialize those who died and those who served others in this event of worldwide significance. The Living Memorials Project Summary is a guide to 50 completed projects, technical resources, and continuing opportunities to create healing landscapes. Along with other resources, it is available for download at <http://www.na.fs.fed.us/urban/livingmemorials/LivingMemSummary.pdf>. The summary is a joint

product of the Northeastern Area, the Northern Research Station, and 18 private partners and contributors.

History Made at Grey Towers

When foresters get out into the woods, they cannot help but evaluate the forest management practices they see. In the first-ever conservation easement monitoring training session held by the Northeastern Area, foresters were trained to overcome this tendency and to simply observe and record what had been done by the landowner on the land. Monitoring conservation easements will add a new and exciting twist to a service forester's job, that of interpreting conservation easement language to focus their field observations. Foresters are suited to the monitoring work for Forest Legacy Program (FLP) conservation easements because they are tuned into forest uses of the land.

Scott Stewart, Forest Legacy Program Specialist, in conjunction with Rachel Billingham and Gene Odato of the Pennsylvania Division of Forestry, trained 19 service foresters from 5 States in FLP conservation easement monitoring at Grey Towers on August 16–17. A representative of the Delaware Highlands Conservancy shared her experience about what monitors look for and how to identify concerns that may need to be addressed. Scott also presented the Federal perspective on monitoring and landowner relationships with Nancy Parachini of the Washington Office.

A conservation easement is a legal agreement that encumbers the way land will be used in perpetuity; an FLP conservation easement promotes forest uses on the land. A conservation easement holder must monitor the easement periodically, at least annually. Pennsylvania acquired its first conservation easement, a project known as the History of Forestry, in December 2006. It consists of approximately 1,200 acres once owned by Gifford Pinchot, which is still held by his descendents. Peter Pinchot, representing the landowners, agreed to make the property



Peter Pinchot talks to the Forest Legacy monitoring group about the conservation activities he has undertaken on his property.



available for the field training session. Grey Towers housed the indoor portion of the training session.

While State FLP coordinators are aware of the importance of monitoring, not all are aware of monitoring mechanics. Response to the session was positive. A number of State attendees said a similar training session is needed in their own State. Overcoming the foresters' obvious inclination to evaluate forest management activities rather than to record them will take awareness and practice. Forest Legacy history was made at the History of Forestry FLP tract by beginning the truly endless task of training foresters to be monitors of FLP conservation easements.

Please Welcome Our New Presidential Management Fellow!

The Forest Management staff in Newtown Square is very pleased to introduce a new staff member, Presidential Management Fellow (PMF) **Sarah Hines**. Sarah was our top choice from a very impressive pool of PMF candidates. Sarah will be working in a shared position (with Research); her work will focus on increasing the participation of large and small landowners and wood product manufacturers in emerging carbon markets and greenhouse gas registries.

Sarah first became interested in ecology and natural resources while she was an undergraduate at Harvard University. She spent spring of her junior year in Kenya, researching human-wildlife conflict and opportunities for sustainable agriculture. She graduated with honors in 2002 with a degree in biological anthropology. Sarah then spent several years working as a veterinary technician and a teacher.

Sarah began her graduate studies at the Erb Institute at the University of Michigan in fall 2004, eventually earning a master's in environmental policy from the School of Natural Resources and Environment (SNRE), and an MBA from the Ross School of Business. While at Michigan, Sarah served 2 years as president of the SNRE student government and was selected as a Doris Duke Conservation Fellow, a Michigan Leadership Fellow, and a Presidential Management Fellow, among others. She interned in Ford Motor Company's Sustainable Business Strategies Office, worked on Base-of-the-Pyramid initiatives with SC Johnson in Ghana, and worked on sustainable ranching and farming issues with the Rural Landscape Institute in Bozeman, MT. Sarah loves running, hiking, and camping and is a huge Michigan football fan!

Manager Self Service Resources Support Program

The Albuquerque Service Center–Human Capital Management (ASC–HCM) implemented the Manager Self Service (MSS) Resources Support Program on September 17. This program is designed specifically to provide support for managers and supervisors with initiating requests for Human Resources (HR) assistance while transitioning to the use of EmpowHR.

Fifteen temporary contractors have been hired as part of the program to provide assistance for managers and supervisors. These contractors do not have access to Forest Service computers and are not HR specialists; their duties are to answer phone calls and record HR requests to fill a position, request a personnel action, or classify a position. The request forms are then given to a Forest Service employee who is designated to enter the information into EmpowHR. Once the action is entered, managers and supervisors can view the request using the Personnel Action Status Report to track the progress of the request until its completion.

This support program is temporarily in place while upgrades and fixes are made to EmpowHR to make it more user friendly and while managers and supervisors transition to using EmpowHR.



Managers and supervisors can reach the MSS Resources Support Program at 1-877-372-7248 (select option 3), Monday through Friday from 8:00 a.m. to 5:00 p.m. mountain time. For more information about the MSS Resources Support Program, visit the HCM Web site at http://fsweb.hcm.fs.fed.us/hcm_customers/mss_resources_support.php.

Incident Command System Training in Sri Lanka



John Grosman (left) and Trudie Mahoney (right) visit with Indira Fernando of the Indian Ocean Tsunami Warning System.

Over the course of the past several months, **John Grosman**, Training Officer, was part of a team assigned to a Forest Service International Programs initiative that provided Incident Command System (ICS) training to the government of Sri Lanka. Sri Lanka was one of five countries in southeastern Asia targeted for funding and technical assistance through the Indian Ocean Tsunami Warning System funding initiative, following the December 2004 tsunami that devastated the region.

In late March 2007, John joined Trudie Mahoney, Emergency Management Specialist from the Pacific Southwest Region, and Tim Murphy, Emergency Response Contractor Liaison from the

Northern Region, as part of a training team. John assisted in the preparation of a disaster exercise, designed to test the capability of Sri Lanka's Disaster Management Centre to mobilize an Incident Management Team (IMT) for disaster response. Representatives from local fire and rescue, the Sri Lankan Red Cross, the Sri Lankan Armed Forces, the National Transportation System, Coastal Conservation, and others all found roles in the response exercise. The exercise simulated a tropical cyclone making landfall near Koggala, in southeastern Sri Lanka. The Sri Lankan IMT performed well on the simulation and identified performance areas in which to continue planned IMT development.

In his close-out remarks, Major General Gammini Hettiarachchi, Administrator of the Disaster Management Centre, applauded the use of ICS as a disaster management tool, citing its flexibility and organizational features. Sri Lanka has come a long way since 2004, when there were no trained disaster managers. They now have 30 master trainers who are also used to staff two IMTs. General Hettiarachchi continued his remarks by identifying necessary growth and improvement opportunities for the Disaster Management Centre.

New Jersey Fire Supervisor Receives National Smokey Bear Award

The Smokey Bear Awards are the highest national honor a person can receive for outstanding work and significant program impact in wildland fire prevention. At the annual meeting of the Northeast Forest Fire Supervisors in June, Maris Gabliks, Chief of the New Jersey Forest Fire Service, was awarded a Bronze Smokey Bear Award for his outstanding work and leadership in wildland fire prevention at the State level. A total of six Bronze Smokey Bear Awards and two Silver Smokey Bear Awards will be given this year nationwide. The award, a bronze statuette of Smokey Bear atop a wooden pedestal, was presented by Maureen Brooks, NA Community Fire Planner, and Jim Barresi, New Jersey State Forester.



Maris's nomination was submitted to the Cooperative Forest Fire Prevention Committee by his staff in recognition of his dedication and commitment to wildfire prevention and education throughout his 20-year career. He has dedicated much of his career to ensuring that wildfire prevention and education issues were not lost, lowered in priority or attention, or forgotten during budget cutbacks and staff reductions. The nomination stated, "Uncountable are the times that Maris has shouldered the responsibility himself for carrying out his State's commitment to wildfire prevention and education."

Maris has also led an initiative that involves community-based wildfire prevention, preparedness, and planning. This initiative has developed a diverse group of partners, including the New Jersey Turnpike Authority, the Garden State Parkway Commission, the Office of Emergency Management, county-based fire coordinators, the Outdoor Women's League, the New Jersey Audubon Society, The Nature Conservancy, the New Jersey Conservation Foundation, and the New Jersey Soil Conservation Districts. These new and innovative partnerships have strengthened agency recognition, while stimulating interest in wildfire prevention and education.

On behalf of the Northeastern Area, congratulations and best wishes go out to Maris Gabliks!

Northeast Fire Compact—A Success Story

The Northeastern Forest Fire Protection Compact, commonly called the Northeast Fire Compact, held its annual commissioners meeting at the Mt. Washington Hotel in Bretton Woods, NH, on August 1. This year's meeting was hosted jointly by the State of New Hampshire and the White Mountain National Forest. **Tom Brady**, Cooperative Fire Specialist, assisted in meeting planning and coordination, and delivered a presentation on agency reports. Approximately 50 people, including Assistant Director **Billy Terry**, participated in the session to help steer the direction and work of the compact for the next year.



Members of the Northeast Fire Compact Executive Committee include (left to right) Philip Bryce (New Hampshire), Cathy Sparks (Rhode Island), and Walter Fanning (Nova Scotia).

In 1949, Congress passed an act establishing the first regional compact to prevent and control forest fires in the Northeast. The Northeastern Forest Fire Protection Compact is the pioneer forest fire protection compact in the United States. Wildfires have been a matter of public concern in the Northeast since 1900. The great spurts of fires in 1903, 1908, and 1913 served to impress upon the region the need for better fire prevention and suppression. The Maine fires of 1947, a series of multiple fires burning over 250,000 acres, brought to light the realization that no single State could afford to employ and equip a forest fire fighting organization adequate to cope with such a widespread threat. Congress recognized the need for closer cooperation among the States to fight forest fires.

Seven states—Maine, New Hampshire, Vermont, Connecticut, Massachusetts, Rhode Island, and New York—joined the compact in 1949 and 1950. It became the first international compact when the Canadian provinces of Quebec and New Brunswick became members in 1969 and 1970. Nova Scotia joined in 1996, followed by Newfoundland and Labrador in 2007. The White



Mountain and Green Mountain/Finger Lakes National Forests joined in 1996 as associate members under the name New England National Forests.

The compact has sent wildland fire resources to Quebec in each of the last 3 years to assist in fighting up to 2 millions acres of wildfire. It also sent its own Incident Management Team to manage a series of fires in the State of Georgia in 2007.

The compact continues to develop and provide the latest in wildland fire training, as well as share information and technology developments to keep its members at the forefront of wildland fire management.

Aviation Officer Receives National Aviation Management Award

Aviation Officer **Dan Zimmerman** recently received a national award for his participation as an Aviation Management Subject Matter Expert (SME) and his contributions to the development of the National Aviation Management Feasibility Study for Competitive Sourcing. Dan and the committee of aviation SMEs met extensively with committee leaders Mary Wagner, Deputy Regional Forester for the Intermountain Region, and Pat Norbury, National Aviation Operations Officer, at the National Aviation Operations Office in Boise. Bob Kuhn, Competitive Sourcing National Coordinator, launched the national aviation study in early 2006 before handing the project over to the leadership of the working committee. The SMEs analyzed more than 7,000 pages of critical aviation data and information from many aviation studies, which were used to develop the final report of the aviation feasibility study to the Chief. Dan appreciated the support from the leadership of the Northeastern Area as he represented the Area and provided leadership, knowledge, and expertise in the Aviation Management Program along with his aviation SME peers.

Fire and Aviation Hosts HACU Summer Intern

Ana Camila Colón, an environmental science major at Saint Louis University, recently completed a summer internship on the staff of Fire and Aviation Management. This experience was made possible through the Hispanic American Colleges and University (HACU) Program, which places minority students in internships with government and industry throughout the country.

During her internship, Ana worked on assignments for the Fire and Aviation Management staff and provided assistance to our State partners. She spent 2 weeks working on a prevention project in Harrisburg at the Pennsylvania Department of Conservation and Natural Resources, Division of Forest Fire Protection. In Rhode Island, she assisted the State in a project to document the locations of installed dry hydrants. She also visited New Hampshire, where she developed creative proposals for the design of a new fire prevention trailer and two new prevention posters.

Jan Polasky, Volunteer Fire Assistance and Federal Excess Personal Property Program Manager, has coordinated summer interns for the past 5 years for Fire and Aviation Management.



Wood Education and Resource Center

Managing and Leading Change Workshop

The Wood Education and Resource Center (WERC) and the Sloan Foundation Forest Industries Center will cosponsor a workshop entitled “Managing and Leading Change,” October 15–16 in Princeton, WV. Leading industry experts and Virginia Tech professors will discuss the following:

- Specific pressures for change faced by forest industry leaders
- How to approach change entrepreneurially
- Why traditional business models no longer meet the demands of a changing global market and the role of the customer in coping with unknown future forces of change
- Strategies for leading and managing organizational change
- Why even well-planned change initiatives can fail
- How to define visions for change and explore various change initiatives
- How to effectively implement change initiatives
- Recent experiences with change initiatives from the perspective of a wood products manufacturing business manager

Visit <http://www.cpe.vt.edu/reg/mlc/> to register online, or view the workshop agenda at <http://www.forestindustries.vt.edu/workshops/ChangeManagementAgendaFINAL2.pdf>.



Durham Field Office

The Journey From Forest to Basket: A Demonstration of Abenaki Traditional Basket Making Techniques



Jesse Larocque strips the outer layers off a black ash log before pounding and peeling the layers underneath.

The Durham Field Office held two public demonstrations of traditional Native American basket making techniques on September 5. Jesse Larocque of the Abenaki people, native to the area now known as northern New England and southern Quebec, gave a lively and thought-provoking demonstration of how his community traditionally uses ash trees to make baskets.

The exhibition showed how the Abenakis pound ash tree logs to create the splints used for making baskets.

Larocque said during his hands-on demonstrations that basket making remains an important part of Abenaki and Native American culture. Throughout recent centuries, baskets have been some of the most important, multi-purpose products Abenakis made. His people used baskets

for a variety of purposes—everything from carrying infants and storing food, to catching fish in local waterways, and more.

Larocque said that black ash is the best species for making baskets, and he finds the best specimens for his purposes in swamps. The species's high water content and wood properties make it ideal for stripping wood from logs. "Ash is the watermelon of swamps," he added, referring to its unusual water-holding capacity. Larocque also touched on a concept familiar to contemporary sustainable forestry practices. "When I find the tree with the best qualities for making baskets, I walk away! Then I use the second or third best tree. I do this because that best tree is going to provide seeds for the best trees for future generations of basket makers."

The Northeastern Area funded the demonstration as part of its Civil Rights and Diversity program in coordination with the Winter Center for Indigenous Traditions. **Sherri Wormstead**, the Durham Field Office representative on the Civil Rights and Diversity Committee, coordinated the event. *Foster's Daily Democrat*, the local newspaper, sent out a reporter and photographer to cover the event. About 50–60 people attended the demonstrations.

See more photos of pounding techniques and finished baskets at <http://www.abenakibaskets.com/>.



Splitters, “Lumpahs,” and Haulers at the 2007 United Way Day of Caring

Many colleagues from across the Area know the valuable relationship between the Durham Field Office and the Portsmouth Urban Forestry Center. The center’s staff has opened their grounds and buildings to us for years, hosting events such as the Northeastern Area field visit of Associate Chief Sally Collins, training sessions for State and nonprofit partners, and multiple programmatic meetings. The center offers its facility to us free of charge.

For 5 consecutive years, the Northeastern Area, Durham, has joined with the Northern Research Station, Durham Lab, to send a team of Forest Service volunteers to the Greater Seacoast United Way Day of Caring. While some years we volunteer at multiple sites, the one site Durham has always chipped in at is the Urban Forestry Center.

“Our volunteers look forward to the Day of Caring,” observes **Bob Fitzhenry**, coordinator of USDA participation. “It’s become a tradition that bonds us at one level, while at the same time the work tends the very valuable friendship we have with the Urban Forestry Center.”

“We get corporate volunteers from all walks of life helping us at the Day of Caring,” said A.J. Dupere, Director of the Urban Forestry Center, “but we like to work our Forest Service friends the hardest. If they aren’t sore by lunch, they don’t get fed!”

The Forest Service did work hard—again—at the 2007 Day of Caring. We were splitters and “lumpahs” on the firewood detail, and sod breakers in the arboretum, busting up the grass around the trees to open them up for mulching and healthier growth.

“I pulled over 30 feet of Asiatic bittersweet (*Celastrus orbiculatus*) off a tree in their arboretum,” remembered volunteer **Sherri Wormstead**. “Thankfully, I didn’t see any more on the trees at that location.”

In addition to Wormstead and Fitzhenry, other Forest Service volunteers included **Roger Monthey**, **Rebecca Whitney**, **Tom Luther**, and **Florence Peterson**.



Forest Service volunteers Tom Luther (left photo), Sherri Wormstead (center), and Roger Monthey (right) were all smiles at the 2007 Day of Caring.

NHEET Receives Funding for Teacher Trainings

The New Hampshire Education and Environment Team (NHEET) is comprised of NH Project Learning Tree, NH Project WET, NH Project WILD, NH HOMES for Wildlife, NH GLOBE, and U.S. Forest Service Conservation Education (**Susan Cox** of the Northeastern Area and Clare Long of the White Mountain National Forest). The team has received two grants from the NH Department of Education.

The first was a grant to develop a scope and sequence for students to learn about environmental topics aligned with the State science frameworks. The team, along with several K–12 teachers, met for 3 days to identify appropriate grade-level activities from the curriculum projects on water



and watersheds, weather and climate, and ecosystems and habitats. A draft of the scope and sequence is in review.

The second is a Math and Science Partnership grant for NHEET to provide professional development training for teachers in schools identified as “in need of improvement.” The grant, which will span 3 years, will work with teachers on science content knowledge as well as provide mentoring for implementing environmental science into the classroom. The scope and sequence developed in the first grant will be used to implement this grant.

Multi-Resource Harvest Assessment Protocol Project in Maine



(left to right) Chris Martin of the Maine Forest Service, and Dr. Robert Wagner and Dr. Robert Seymour of the University of Maine discuss the Multi-Resource Harvest Assessment protocol project during a recent site visit near Orono, ME.

The ability of the Maine Forest Service to monitor and report on the sustainability of forest management activities is essential to informed public policy development, economic planning, and environmental assessment. Timber harvesting is the dominant disturbance factor in Maine’s forests, affecting about 3 percent of the forest land base each year.

Through a State and Private Forestry grant, the Maine Forest Service, in conjunction with the University of Maine and the Manomet Center for Conservation Sciences, is developing protocols to assess harvesting impacts on and contributions to biodiversity characteristics and quality of residual growing stock. Working with a technical advisory committee, the cooperators will (1) define the characteristics of residual growing stock and biodiversity; (2) construct a

comprehensive list of metrics that can quantify and otherwise describe growing stock and biodiversity; (3) develop innovative and cost-efficient procedures for sampling these metrics, and design an efficient data collection protocol that requires no more than half a day per site; and (4) field test the protocols. These protocols will be integrated into the existing water quality best management practices protocol to produce the overall Multi-Harvest Resource Assessment.

Maine Forest Service field staff will be trained to conduct a pilot monitoring project in summer 2008.

Morgantown Field Office

Inventory Pest Detection Training Held in Illinois

Kyle Andrejczyk from the University of Massachusetts–Amherst joined **Rick Turcotte** and **Donna Murphy** to present a daylong training session in Wilmette, IL, on August 21 on the Inventory Pest Detection (IPED) module of I-Tree. I-Tree is a suite of software developed by the Forest Service that provides tools to urban and community foresters. It currently integrates four urban and community forestry tools: UFORE (Urban Forest Effects Model), STRATUM (Street Tree Resource Analysis Tool for Urban Forest Managers), MCTI (Mobile Community Tree Inventory), and the Storm Damage Assessment Protocol. I-Tree includes two PDA data



collection programs—one for street trees (MCTI) and one for sampling other urban areas (UFORE). Three Wilmette city foresters and personnel from the USDA Animal and Plant Health Inspection Service attended the training. Training participants will use the IPED module to detect pest infestations and forest health problems at multiple scales (community, area, and region).

Baltimore-Washington Partners for Forest Stewardship Meeting

Rick Turcotte traveled to the Patuxent Research Refuge on August 28 to attend a meeting of the Baltimore-Washington Partners for Forest Stewardship (BWPFS). This partnership is a cooperative effort among adjacent Federal agencies in the Baltimore-Washington metropolitan region to coordinate landscape management across multiple Federal facilities. The BWPFS oversees a contiguous landscape of about 26,000 acres. The meeting focused on informing partners about the emerald ash borer, Maryland State quarantine, and the methods used in a risk-hazard analysis and action matrix. Representatives from the Beltsville Agricultural Research Center, Goddard Space Flight Center, the Patuxent Research Refuge, the Maryland Department of Natural Resources, and the University of Maryland attended the meeting.

Pennsylvania Emerald Ash Borer Task Force Meeting

Rick Turcotte and **Devin Wanner** attended the Pennsylvania Emerald Ash Borer Task Force meeting in Carlisle, PA, on September 5, along with agency personnel from the Pennsylvania Bureau of Forestry, the Pennsylvania State Department of Agriculture, and the USDA Animal and Plant Health Inspection Service. Topics of discussion included surveys, quarantine compliance, biofuels, data management, and outreach. Meeting participants also discussed concerns about the Sirex woodwasp and Asian longhorned beetle.

St. Paul Field Office

Wisconsin Sees Positive Results in BMP Program

The Wisconsin Department of Natural Resources (DNR) is seeing positive results from its best management practices (BMP) program to protect water quality during forestry activities. Results from the 2006 monitoring of Forest Service and industry timber sales across northern Wisconsin showed that BMPs were applied correctly more than 94 percent of the time, resulting in no adverse impacts to water quality.

According to Kristin Shy, a BMP forester with the Wisconsin DNR, the results show that “landowners have committed to sustainably managing their woodlots, and foresters and loggers have committed to implementing BMPs to protect Wisconsin waters.” Random monitoring of BMP application and effectiveness, as well as education and training, is crucial to maintaining the voluntary nature of Wisconsin’s BMP program. Partners in Wisconsin’s program include State, Federal, and local government agencies, as well as the University of Wisconsin, professional forestry organizations, environmental and conservation groups, and the timber, pulp, and paper industries.



A BMP monitoring team member inspects a culvert on a timber sale to determine if it was installed and maintained properly.



EDITOR'S NOTES

Thank you to all who contributed to this issue.

DEADLINE!

The deadline for the next issue of the Northeastern Area News Notes is **noon, Wednesday, October 17, 2007. Please e-mail articles to Deborah Muccio at dmuccio@fs.fed.us.**

Please remember:

- **Send text separate from photos and graphics.**
- **Include captions for all images.**
- **Do not place images in Word or PowerPoint.**

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