

Northeastern Area



Friday, January 17, 2003



EMPLOYMENT OUTREACH

The first letter I signed this year directed NA managers and supervisors to enhance NA's outreach efforts. While managers and supervisors have primary responsibility, everyone in NA can help and contribute to our success in reaching out as we have employment opportunities. Ask your supervisor about the Employment Outreach Guide! See how you can contribute to the future strength through diversity of

our workforce. It is easier than you may think!

We all know the demographic trends in the Forest Service, a large bulge in the bell-shaped curve representing the number of colleagues who are eligible to retire within the next 3-5 years. It will be a time of great opportunity for hiring. Our ability to deliver quality public service depends on having a highly skilled and diverse workforce. I encourage the same strategic and thoughtful approach to hiring that we strive for in our work planning. Effective outreach is essential to this task.

The Outreach Guide is simply a series of templates, essentially "tickler lists" to remind us of the forms of outreach: electronic, telephone, personal, etc., and to make our outreach choices conscious. I suggest that everyone in your unit can easily be involved, and that, amazingly enough, it can be fun.

Ever heard the concept that there are only six or seven degrees of separation between each of us and every other human being on the planet? Apparently each of us has some connection to everyone through no more than six or so other people in between. Put that theory to the test when you do outreach. After all, what is outreach but creating a chain of connections that brings the job vacancy to the attention of qualified candidates who have backgrounds and perspectives different from your own?

Start with a brainstorming session. List all the groups, institutions, and individuals you can think of that may have connections to pools of candidates whom you would not know personally---focus on the underrepresented categories in the NA workforce plan. For example, to reach Hispanic forester candidates, you may turn to: former NA HACU students to spread the word, colleges or universities with historically high Hispanic populations, established local Hispanic community groups, groups NA has partnered with on projects, groups our state partners know, and so on. Keep going; the process works well with a group around a table.

Armed with the results, make a doable outreach plan. Plot out how to contact these folks and decide who will do it. The form of contact—formal/informal or verbal or written - should be tailored to suit the culture and favored communication style of the candidates you hope to reach. Now you are rolling! Suddenly you not only have a lot of great ideas, but you've got an investment from your fellow brainstormers in the folks who will be hired—a winning situation for all!

— Kathy Maloney



NATION TO NATION: TRADITION OF COLLABORATION IS PATHWAY TO FUTURE

This article is condensed from a "Special Initiatives Update: Tribal Relations." To receive the Initiative in its entirety, contact Michael W. Prouty, Field Representative, St. Paul, Minnesota at mprouty@fs.fed.us or phone 651-649-5276.

The Northeastern Area (NA) enjoys a history of collaboration with over 50 American Indian tribes and tribal bands found within our 20-state territory and with our federal partner the Bureau of Indian Affairs. The Forest Service State and Private Forestry programs administered by NA have focused collaborative efforts providing benefits through education and outreach, reforestation, economic actions, community forestry, and in particular, forest health protection. The tradition of collaboration establishes a vital pathway for future efforts to sustain our forest resources and supports national efforts to enhance the relationship between the Forest Service and American Indians.



Through consultation and training, Northeastern Area staff helps timber-rich tribes maintain healthy forests.

Successes to build on in the future include the following: Forest Health Protection, Education and Outreach, Reforestation and Nurseries, Economic Action, Forested Watersheds, and Urban and Community Forestry.



IMAGINE NEW YORK

Last spring, "Imagine New York," a partnership of agencies, organizations, and institutions led by the Municipal Arts Society of New York, held 230 workshops throughout the tri-state region to collect the public's ideas about what should happen at the World Trade Center site, in their communities, and throughout the region to recover from September 11. The workshops and the www.imagineny.org website generated over 19,000 ideas, which were compiled into a report of 49 vision statements distributed to the public, decision-makers, and the media. NA's **Matt Arnn** facilitated several of the NYC design workshops, and the resulting vision statements requesting more open space and tree planting reinforced local commitment to the Forest Service's Living Memorials Project (www.livingmemorialsproject.net). On January 8, 2003, another workshop (with over 130 participants) was held in

lower Manhattan to engage the public in meaningful dialogue about the most recent plans for the WTC site and to discuss what should happen next. Matt facilitated the discussion dedicated to public and open spaces, and again found a public desire to incorporate more natural elements into the plans, including green space for quiet contemplation, parks, large trees, and gathering spaces. A preliminary report on the results of the workshops will be presented at a public hearing on January 13.



Army Environmental Center Notes

SPECIAL USE PERMITS FOR MILITARY TRAINING



Mark Cleveland points out a quillwort, a federally protected plant, to Lt. Colonel Earnest who is in charge of military training for the Mississippi National Guard.

The best homeland security is a good national defense, and NA is playing its part in sustaining training lands. During the week of December 2, 2002, Mark Cleveland and Don Dagnan met with representatives from National Guard headquarters, the DeSoto National Forest, Mississippi National Guard, and Camp Shelby. The primary purpose of the visit was to participate in the planning process for the reauthorization of the special use permit that will cover the next 20 years. Most of Camp Shelby is on the DeSoto and operates under a special use permit. By this summer, Camp Shelby and the DeSoto will be home to the nation's premier tank training facility. Mark has been facilitating building a good working relationship between the two entities for the last 4 years. Mark will be assigning that facilitation role to Don, since Don is now Forest Service liaison at the National Guard Bureau.

The next week Mark was in Louisiana and met with the Fort Polk Transformation Steering Committee. Paul Martin, who is the national coordinator for Army Transformation Impact Analysis, accompanied Mark. The Army of the future will be lighter, faster, and more mobile. This "Army Transformation" is starting at Fort Polk and the Kisatchie National Forest. Fort Polk operates under a special use permit from the Kisatchie. Fort Polk and the Kisatchie are fully engaged in an environmental analysis for this new kind of Army unit called a Stryker Brigade. A new special use permit will be issued and will reflect the findings in the Environmental Impact Statement.

PARTNERSHIPS HELP FLORIDA NATIONAL GUARD

In mid-December, Eric Wolters met with Army National Guard personnel at Camp Blanding, Florida, to develop a conservation partnership that would sustain the natural resources and military mission of the installation. Camp Blanding is the principal field-training site for the Florida National Guard. Located in central Florida between Jacksonville and Gainesville, it is one of nine Army National Guard high-priority installations where tracked armored vehicles can be used. Its 73,000 acres contain clear, spring-fed lakes, majestic pine forests, sandhill scrub, and hardwood swamps that harbor many of the state's rarest plants and animals.

However, the training mission at Camp Blanding is being increasingly threatened by urban sprawl. Sprawl or encroachment also has a detrimental effect on natural resources, contributing to the loss of habitat for endangered species and other wildlife. The conservation staff is entering into cooperative agreements with The Nature Conservancy and state agencies such as the Division of State Lands and the Acquisition and Recreation Council to protect land adjacent to the installation from development. The intent of the cooperative agreement is to facilitate the timely purchase of land and conservation easements that will prevent additional incompatible land use, provide training buffers, and protect natural communities and species.



Durham Field Office Notes

MASSACHUSETTS STATE SENATE CITATIONS FOR DENNIS SOUTO AND JOHN PARRY

The Massachusetts State Senate recently recognized entomologist **Dennis Souto** and urban forester **John Parry** for their work with Eagle Eye Institute. Eagle Eye delivers exploratory environmental learning and career awareness to underserved and multi-racial youth of Boston and other New England cities.

The citations thanked Dennis and John for their “. . . commitment to building awareness, developing responsibility, and cultivating leadership in urban youth through Eagle Eye Institute’s programs.”

Dennis has been involved with Eagle Eye for 7 years as a facilitator and mentor. John began his involvement 2 years ago, at Dennis’ request, to teach a lesson on forest health. Additional support for Eagle Eye Institute comes through the NA/NE Civil Rights Committee. For more information, visit the Eagle Eye Web site at <http://www.eagleeyeinstitute.org/>.

FRAMENT AND LUTHER IN QUEST OF NEW CAREERS

Quest, the most popular science and nature show ever produced by Maine PBS, has returned. In this new season, **Tom Luther** and **Bill Frament** will be on camera describing GIS, remote sensing, and their role following the Ice Storm of ‘98.

Quest airs on Maine PBS Tuesdays at 8PM and New Hampshire PBS Tuesdays at 1030PM. **The spotlight on remote sensing will air January 28 and will be taped for distribution to interested parties in NA.** Contact Bob Fitzhenry (rfitzhenry@fs.fed.us or 603-868-7685) to obtain a copy.

Check out the special PBS spotlight on Tom at its *Quest* Web site. Find out what makes the man tick at http://www.mainepbs.org/quest/tom_luther.shtml.

PREPARE FOR TAKEOFF—MAKING AIRPORT TRAVEL EASIER

At a recent staff meeting, visual information specialist **Carol Lagodich** shared some information she had researched on the changes in effect now that airports have begun screening all checked baggage. She shared printouts and a link to the Transportation Security Administration’s Web site (http://129.33.119.130/public/theme_home1.jsp) highlighting the TSA’s “Prepare for Takeoff” campaign, which covers everything from what shoes to wear on a plane to how to best arrange the items in your suitcase—valuable information for NA’s many road warriors!

The Northeast Center for Urban & Community Forestry Notes

MCTI SYSTEM GETS NATIONAL AND INTERNATIONAL EXPOSURE

The December issue of *American City and County Magazine* features an article on the Mobile Community Tree Inventory (MCTI) system developed by the Northeast Center, the University of Massachusetts-Amherst, and the City of Springfield, Massachusetts (incorrectly identified as Springfield, *Missouri*, in the article). The MCTI system, which operates via hand-held Personal Digital Assistants (PDAs) and desktop systems, offers an inexpensive solution to local governments who want to monitor and manage their tree inventories more effectively. The magazine, with a circulation of over 15,000, serves city and county officials who are charged with developing and implementing local government policy, programs, and projects by providing news, government trends, policy alternatives, and



operational solutions. View the complete article at http://americancityandcounty.com/ar/government_city_develops_software/index.htm.

The article has spurred interest nationwide in the MCTI system. The Northeast Center received over 20 e-mails last week alone from as far away as Texas, Missouri, and Colorado. The system will also be featured in an upcoming article in *Arboricultural Quarterly*, the journal of the New England Chapter of the International Society of Arboriculture.

In news from “across the pond,” the European Chapter of the International Society of Arboriculture recently contacted the Northeast Center for support in pilot testing the MCTI system in four communities in England. Cheerio! They have committed to providing feedback so that modifications can be made to the system. All users are encouraged to submit comments and suggestions that can enhance future versions of the system. For more information, visit <http://www.umass.edu/urbantree/palm/>.

Grey Towers Notes



CHRISTMAS AT GREY TOWERS

The annual Christmas at Grey Towers celebration proved once again to be a popular community program, with more than 2,000 visitors attending programs and touring the Grey Towers mansion during a public Open House. The Milford Garden Club decorated the home with traditional holiday décor, adding a

nature theme to the second floor and a children’s theme to the third floor (historically, the children’s floor for the Pinchot family). Some of the events included a public tree lighting ceremony and reception for volunteers and community members for their continued support of Grey Towers, a dramatic reading of “A Christmas Carol” in the Great Hall, a Reading Ranger program where children learned how Gifford Pinchot convinced President Theodore Roosevelt to have a Christmas tree in the White House, and the annual Gifford Pinchot Audubon Society Christmas Tea and program on Pennsylvania Audubon’s Important Bird Areas. The Open House allowed visitors to view all three floors of the mansion, which is usually not possible because of the active use of the second and third floors for conferences and meetings.

The Pinchot Institute for Conservation presented its first annual “Kindred Spirits” Christmas Concert in the Great Hall at Grey Towers. This chamber music concert capped off a season of high-quality musical events at Grey Towers that illustrated the connection between natural resource conservation and the arts, a philosophy embraced by James Pinchot and carried on through the Pinchot family legacy at Grey Towers.



SOME RECENT CONFERENCES AND MEETINGS AT GREY TOWERS

- ❑ Northeastern Extension Foresters annual meeting.
- ❑ The White Mountain National Forest Leadership Team attended a retreat at Grey Towers.
- ❑ The annual board meeting of the Pike County Conservation District.

GREY TOWERS ON FILM

Steve Dunsky, Video Specialist in R-5, and his staff were at Grey Towers interviewing Pinchot family members; Char Miller, Gifford Pinchot biographer and history professor, Trinity University; and Ed Brannon, Grey Towers Director. They are preparing a video on the history of the Forest Service in celebration of the Forest Service Centennial in 2005.

The Great Hall of Grey Towers was the setting for a photo shoot illustrating an article on influential women in northeastern Pennsylvania. The article, which will appear in Milford Magazine, includes the contributions of Cornelia Pinchot, who was very influential in her husband Gifford's political career, and Nancy Pinchot, who currently heads the Conservation and Arts Program at Grey Towers.

TIME SPENT AT GREY TOWERS OFFERS INSIGHT INTO PINCHOT VISION

Sometimes Forest Service employees go out on "detail" to help another unit by sharing a specialized skill or providing extra manpower, such as with fire details. Other times, the detailer is seeking to expand his knowledge and grow into a better Forest Service employee. This was the case recently with Cliff Ligon, Monument Manager of Mount St. Helen's National Volcanic Monument at the Gifford Pinchot National Forest. Cliff recently worked a two-



week detail at Gifford Pinchot's family home, Grey Towers National Historic Landmark in Milford, Pennsylvania, and found himself inspired and bursting with a new sense of energy when he returned to his home unit.

A transplant from the Bureau of Land Management, Cliff understood the principles of multiple use but felt he was lacking a deeper understanding of the Forest Service mission. To do his job better, he needed to know more about the man who they named his forest after and who founded and served as the first chief of the agency.

By the end of the two weeks at Grey Towers, Cliff says he "got inspired, found the passion and put some fire in my blood."

"This detail offered me the opportunity to live and see the vision that Gifford Pinchot envisioned," he said. "You can't get this from reading that pamphlet they give you when you join the agency."

Cliff spent his time at Grey Towers reading, researching, and going through the plethora of books, videos, interviews, articles, diaries, and whatever else he could get his hands on at Grey Towers to learn

more about the beginnings of the agency and the man who had the vision of the "greatest good for the greatest number in the long run." He walked the grounds, participated in conferences and workshops, "tagged along" on interpretive tours, and attended public programs.





Sure, he could have read “Breaking New Ground” in his office at Monument Headquarters in Amboy, Washington. He could have researched the agency and Gifford Pinchot on the Internet. But, according to him, it wouldn’t be the same.

“At Grey Towers, you can walk the grounds, go out in his woods, see the land, spend time in his house,” Cliff said. “You can almost hear him clanking around in here,” he added.

“This is a very spiritual place and you get a feeling here that you can’t get from reading a book. You have to walk these grounds and spend time in these rooms to get the real sense of the man,” Cliff said. “Pinchot was like a salmon swimming upstream all alone, with the bears snapping at him from all over...I now

realize that Gifford Pinchot stood by his convictions ‘til the day he died. I admire that.”

Cliff particularly enjoyed learning about the Pinchot family history, “how they got here, how they earned their wealth, so that Gifford could be a public servant. It was amazing to learn of the support he got from his family, especially his father, who encouraged him to be a forester. There was no such thing as foresters in America back then and his father was like, ‘so, what’s your point?’”

“I learned so much about him, his family and his wife. For example, I never knew about his political career, that he was governor of Pennsylvania not once, but twice! And the things he did as governor! His vision, his forward thinking about things like diversity, it’s just unbelievable for that time period,” Cliff explained.

“I am so proud to be connected to a person who had that kind of vision.”

“One day I had just watched the video “In the Shadow of a Man,” the one when President Kennedy came here and dedicated the Pinchot Institute. Then I went up to the third floor, to one of the rooms with a photo of Gifford as a little boy, and I looked out over the grounds and was really taken by the whole history of the place, the whole story of how the little boy in the photo grew into the man that did so much....”

“Every day I would call my wife and tell her something new that I learned. She told me the other day how proud she was that I had opened myself up to learn so much new. She said she sensed a new energy, a new vision of what I want too,” Cliff said.

Cliff also had an opportunity to watch the Grey Towers staff “in action,” sharing the Pinchot legacy with visitors through interpretive tours and programs. “It also was great to watch the people who come here, to watch their faces as they learn about the Pinchots and the transition that takes place even during a short visit, of understanding who they were and what they contributed to our world today.”

“Gifford Pinchot’s words still ring true today,” Cliff said. “After spending time here, you swell with a sense of belonging,” he added.

“I would recommend a detail like this for new *and* seasoned Forest Service employees,” Cliff said.



Morgantown Field Office Notes

MEETING WITH DELAWARE URBAN AND COMMUNITY FORESTRY COORDINATOR

On December 3, 2002, **Anne Cumming** met with Bryan Hall, UCF Coordinator, Delaware Department of Agriculture Forest Service. Bryan and Anne spent the morning touring Kent County, Delaware. Three projects were highlighted. First, a USFS focus funding grant has assisted the Delaware Forest Service in partnering with the Kent County Conservation District, the Storm and Water Management Division, and the Kent County Parks and Recreation Department to replant trees near storm ponds. Four sites were chosen to demonstrate the utility of trees in managing storm water quality and quantity. Besides reforestation, management plans, education, and technical assistance are being offered to the communities with the hopes of demonstrating the use of trees and vegetation for storm water management. Second, Bryan detailed the partnership between the state forest and county parks. Taber State Forest had an abundance of 2- to 4-inch caliper trees that had been used in a biomass study. Having fulfilled their purpose, the trees were slated for removal. Bryan worked with the Brown's Branch County Park to find planting locations for the native trees. The county was so enthusiastic about the project that to date, they've matched the grant almost 3:1 with cash and in-kind services. Finally, the City of Milford has been experiencing rapid growth and sprawl. With the help of grants from the Delaware UCF program, the city has been able to partner with the State DOT and the local Main Street program to begin a revitalization program of the downtown and riverfront areas. Anne attended the UCF Council meeting at Blackbird State Forest. The council will be announcing its 2003 grant program in January, participating with the Penn Del Chapter of ISA to host an arborist exam, and exploring the possibility of partnering with the Delaware Center for Horticulture on a conference about invasive plants in Delaware. Following the council meeting, Anne met with Bryan, Mindy Hindenfelter (DDA, Urban Forester), and Vic Krishnamurthy (Delaware Center for Horticulture) to discuss the conclusion of the Delaware Center for Horticulture's 2001 grant to conduct inventories in Wilmington and Newark. The successful project will be wrapped up after a December 10, 2002, training session with ACRT and the City of Newark and the delivery of the management plan from ACRT.

AHRI TELECONFERENCE

The Morgantown Field Office hosted a national American Heritage River Initiative (AHRI) conference call on January 6. Representatives from 10 of the 14 rivers in the system were represented on the call – Connecticut River (CT, VT, NH, MA); Cuyahoga River (OH); Detroit River (MI); Hanalie River (HI); Hudson River (NY); Lower Mississippi River (LA, TN); Potomac River (DC, MD, PA, VA, WV); Upper Mississippi River (IA, IL, MN, MO); Upper Susquehanna and Lackawanna Rivers (PA); and the Willamette River (OR). Bess Gillelan represented the AHRI Task Force, a unit of CEQ providing coordination between federal agencies. River Navigators or Community Partners provided updates on activities within their rivers. Several of the rivers are without or about to lose River Navigators. Steve Davis, River Navigator for the Cuyahoga, transferred to Fire in the Area Director's office in November. **John Hazel** and **Karen Sykes** are continuing work with the Cuyahoga American Heritage River Partners, planning for FY2003 to be a transitional year during which the River Partners will modify their organization to become independent of a federally supported River Navigator position. Hazel and Sykes met with the Executive Director of the Cuyahoga River Community Planning Organization on January 14 to begin planning this transition.

NA FIRE TRAINING OFFICER VISITS MFO

Bob Hartlove, beginning his new role as NA's Fire Training Officer, is visiting the Field Offices to discuss fire duty assignments. He visited the MFO on January 8 to meet individuals who have been active in fire duty assignments (currently there are 15 employees in Morgantown) and to increase interest by others. **John Hazel** met with the group emphasizing the importance of fire suppression support and the benefits of fire training and fire detail experience. Bob provided assistance in updating experience records and made recommendations for training to achieve qualifications for fire suppression assignments. One change that Bob is making is to have all "Red Card" certification handled out of the Newtown Square office. **Vicky Evans, Tinathan Lewis, Melissa Emerson, Frank**



Cromer, Jeff Bejune, Al Iskra, Rod Whiteman, Karen Felton, Dave Breakey, Georgia Beal, and Toni Jones participated.

MTEC ADVISORY COUNCIL

The MFO is beginning its fourth year in the national Partnerships In Education program serving as a business partner to the Monongalia County Technical Education Center (MTEC) in Morgantown, West Virginia. John Hazel has served as the principal contact with MTEC, although many of the staff have interaction with MTEC in this partnership. The program provides opportunities for public schools to interact with local businesses in mutually beneficial partnerships. This year the Forest Service has greater involvement with this program through Hazel's invitation to participate in the MTEC Advisory Council. This group helps direct MTEC's goals and objectives and is represented by a variety of businesses within Monongalia County. Hazel met with the group on January 8 to review progress made in the school year.

WV STEWARDSHIP COMMITTEE CONTINUES REFINING FLEP

John Hazel and **Karen Sykes** met with the West Virginia Stewardship Committee on January 10 in Weston, West Virginia. The Committee, lead by Jim Warren (WV Division of Forestry), continued discussion of the Forest Land Enhancement Program (FLEP) and reviewed a revised draft of the State's FLEP Priority Plan

Editor's Corner

THANKS TO:

The following contributors to this issue: **Mary Wick and Phillip Rodbell**, Newtown Square; **Helene Cleveland**, AEC; **Helen Thompson**, Durham; **Lori McKean**, Grey Towers; **Melissa Emerson**, Morgantown; and **Gina Childs**, St. Paul; **Helen Butalla**, for her willingness to post the NA News Notes on the Web; and to **Sandy Fosbroke** for an extra "eye."

DEADLINE!

Deadline for the next issue of NA News Notes will be **February 14, 2003**. Please mail articles to Tinathan Coger at tcoger@fs.fed.us.

