



# *OldSmokeys Newsletter*

Newsletter of the Pacific Northwest Forest Service Retirees  
[www.oldsmokeys.org](http://www.oldsmokeys.org)

Fall 2022





# President's Message

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I can't believe it is already fall. The year seemed to fly by. I welcome Cindy Minor as our new incoming President. The election results were finalized at our October Board meeting, and Cindy has begun her term.

I look forward to working with Past President Tracy Beck to get Cindy up to speed. I also want to thank Steve Ellis for his service as past president.

The 2022 Forest Service Reunion was a success, and a great time was had by all. I attended with my wife, Debbie, and we enjoyed reconnecting with friends and visiting the beautiful Lake Tahoe Basin. One of the highlights was hearing Chief Randy Moore share his priorities and the value he places on having a strong relationship with Forest Service retirees. I heard positive feedback from retirees on his address, and I think the agency is in good hands with Chief Moore. I was also impressed with the Forest Service employees from the Lake Tahoe Basin Management Unit, Humboldt-Toiyabe, Eldorado and Tahoe National Forests who supported the event. They helped make the event successful and looked good in uniform!

Prior to the reunion, I attended a meeting of Forest Service retiree association presidents. A couple of things struck me from the discussion. First, all the groups are struggling to recruit new members and fill board member positions. Second, all the reps commented on the value of a good newsletter and editor since it is the main benefit of membership. I want to thank Editor Andrea Watts and the *OldSmokey Newsletter* editorial board for the quality work they do in publishing our newsletter. I think you will find this edition interesting and informative.

The monthly lunches at the Old Spaghetti Factory in Portland resumed in September. Thank you to Bev Pratt, for making this happen. I recognize the majority of our membership do not live in and around Portland though. I encourage Old Smokeys in the other parts of the region to meet locally for comradery and encourage new member participation. I also encourage you to consider volunteering to fill one of the vacancies on our board. Tracy, Cindy, and I will be happy to discuss opportunities to serve and support Old Smokeys.

Finally, I wish you and your families all this best in the coming holiday season!

- Jim Peña

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Firefighters moving slash on the Cedar Creek Fire on the Willamette National Forest. Photo courtesy of USDA Forest Service Pacific Northwest Region

# Line Officer Academy: Training the Next Generation of Rangers

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In the fall 2021 issue of the *OldSmokeys Newsletter*, the article “District Rangers for Today and the Future” mentioned the launch of the brand-new Line Officer Academy, a six-monthlong course with a three-week in-residence paired with virtual content that every new ranger would be required to attend. The goal of the academy, says Veronica Van Hulle, the line officer program manager for the Forest Service, is for “academy graduates to come away with the foundational knowledge they need for their new role, as well as resources and contacts that they can tap into for detailed information and guidance during their career.”

Every ranger hired between July 1, 2020, and July 1, 2021, formed the inaugural cohorts. With the first cohort now graduated and the second cohort underway, the OldSmokeys editorial board caught up with three rangers to learn about their academy experience and discuss the challenges and opportunities ahead for the Forest Service. What follows is our conversations edited for length and clarity.

## **Scott Blower, Ranger on the Wild Rivers District, Rogue River-Siskiyou National Forest**

### **Can you tell us about your background?**

I’ve been the ranger at Wild Rivers for two years, although I’ve been a Rogue River-Siskiyou employee since 2007. Prior to 2007, I worked for the Federal Highway Administration as a construction project manager for around 13 years.



What brought me to the Forest Service was needing to move back home to support my family since my grandparents had health issues. I found a job as an engineer, and when the opportunity came to be the district ranger for Wild Rivers District, I applied. This is the landscape that I grew up on as a kid; I have lots of memories as a boy scout camping on the district and being with my grandfather and father on opening day of deer season.

### **As a member of the Line Officer Academy’s cohort**

### **one, what was your experience?**

Because of my 28 years of federal service, I’ve been through a lot of trainings in two agencies, and the academy was one of the great ones I’ve been through. There was a very large time commitment, with three weeks of in-person training and Thursday virtual pieces. Just because you have a required training to attend doesn’t mean the everyday demand of the district doesn’t go away. However, the value of the program outweighs in my mind the challenge of the time commitment. And there was also a benefit to my being away for an extended period of time; my employees stepped up and became leaders in my absence.

The academy really set us up with a strong foundation of not being experts in any topic but just enough knowledge to know this doesn’t smell right or this doesn’t look right and to ask questions. It also helped us develop relationships with people at different levels of the agency whom I feel comfortable reaching out to on how to resolve issues or how to move through a situation. We were also given a mentor as another avenue for help on how to address issues.

### **What topics were presented during the academy?**

The academy gave us the full gamut of cross section of issues; for example, there was a class devoted to learning about NEPA. The academy isn’t set up to make us experts but rather make us generalists and to know when to ask questions or to understand what our employees are telling us so we can support them or ask for more details.

Another great aspect of the academy is meeting Washington Office employees, such as Chief Moore and Deputy Tony Dixon. They leaders who face the same challenges we do every day.

### **How have you implemented what you learned at the academy into your work?**

I can now better support my employees by making time frames and work completion dates more appropriate, as well as finding trainings and increasing their skills. For an upcoming project, I’m loaning an employee to a neighboring district to give them experience that they can bring back to Wild Rivers. Without the academy, I wouldn’t have had that connection to have the request between the two of us.

### **What are your current management challenges?**

The Rogue River-Siskiyou was awarded the collaborative forest restoration initiative, which brings a big chunk of money to us and is a great success, but also creates a lot of stress for a line officer like myself. We are a very fire-prone district. How do we take advantage of that opportunity and get work on the ground done? There's this challenge in the middle known as NEPA. How do we get enough NEPA stock fast enough so we can take the money as it's available and go treat the landscape?

There is also the challenge of managing a hybrid workforce. I'm a very hands-on supervisor and if I have a question, I want to have a conversation face-to-face. With the hybrid work model, I don't have that ability, so I adapt. Right now, I'm using weekly district staff meetings via Teams and really trying hard to encourage the entire district, if they're a direct report of mine or a GS4 seasonal employee, to attend and engage in those discussions and talk about what's going on in the week for the district. That's the best thing that I have found at the moment.

### **What gives you hope and a sense of accomplishment?**

What gives me hope is that we're actually able to expand our staff. For most of my career on the Rogue River-Siskiyou we've been downsizing staff and using partners or even doing less. This is the first time in 10 years that we have a fairly full organization chart. That allows us the capacity to take these funding opportunities to get work done on the ground.

Now the challenge is how to get those folks engaged. A lot of these folks are new to their positions. They're promoted into these roles so there's as much mentoring and training as there are accomplishments on the ground.

We accomplished approximately 8,000 acres of fuel reduction on the district this fiscal year and that's a huge success for us. We couldn't have done that without the staff we have.

### **Susan Beall, Deputy Forest Supervisor, Olympic National Forest**

#### **Can you tell us about your background?**

I started with the Forest Service at the front desk on the Siuslaw National Forest and worked for the agency while attending Oregon State University. As I neared graduation, I realized that I needed a career. Following advice to talk



to Sharon Cochrane, who was the Western and Central Oregon Lands Zone Lead (aka the O-Zone), I did so and started as a realty specialist after graduating in 2008. I worked in Lands until 2022, moving from GS 5 to a GS 13.

A detail as a ranger on the McKenzie District in 2021 peaked my interest about other positions. When the opportunity with the Olympic National Forest came open, I applied. In March 2022, I started as the deputy forest supervisor. It's a really great time to step into this role because of our organizational shift. The Olympic is a small forest; we manage 633,000 acres of temperate rainforest with 66 employees. That gave us the opportunity to look at how we can be a nimble organization.

With there now only a forest supervisor and deputy forest supervisor, I'm stepping into this role with no background and can develop as I go.

#### **As a member of Cohort 2, what has been your experience thus far?**

Line Officer Academy gives you an opportunity to have a mentor, to build your network, to really engage in a different, more meaningful way than just learning on the job or just creating your network on your forest or in your region. You get a broader perspective.

#### **How are you balancing the time commitment, work, and family?**

I went to Lands Academy when it was 18 weeks, which meant I spent March to May and October and January in Phoenix, and there was way more homework. The time commitment for Line Officer Academy is really doable. Cohort 2 is lucky because we are visiting the Cradle of Forestry and Grey Towers, places that are on some employees' bucket list.

Managing the virtual component can be a challenge since it's easier for your job to interfere and people don't always respect that you have time blocked off on your calendar. When you're there in person, it's so much easier to engage and unplug from the rest of the things going on.

#### **Since you're approaching week two of instruction, where is it and what will be covered?**

Week two is at Grey Towers, and I'm super excited to see the homestead of the Gifford Pinchot family. With the instruction theme being collaboration and connecting with the communities that we serve, I'm excited since the Olympic is working on how do we co-manage the National Forest System lands with the tribes on the peninsula and our other partners. How do we be more collaborative and work across boundaries?

#### **What's been your most valuable experience so far?**

The first session where they're giving you an overview and skill sets that you're going to need. It reinforced what I've learned over time, but now I have the verbiage and the language and tools to implement those types of things. I would also say it has been incorporating "This is who we are" into our daily practices. They're trying to weave it through all the lessons and the leader's stance is helpful.

I also like that I'm learning some of my blind spots and seeing where I need to learn and grow. It's great the agency is investing in creating or setting up new line officers for success, because I really think it does.

### **Can you speak on the influx of money from the Inflation Reduction Act and Great American Outdoors Act (GAOA)?**

As far as money flowing to the Olympic National Forest, we'll see some of it for our infrastructure and roads. On the Olympic, floods are our fire. When there's huge push on wildfire and fuel reduction, these don't quite trickle down to flood damage or building infrastructure that is comparable or will withstand 100-year floods.

From GAOA, we've gotten funding to work on some of our historic cabins and recreation sites, which is really great. On the Olympic peninsula, there's a lot of recreation, because we hug the Olympic National Park. We get a lot of visitors headed to the park but enjoy the national forest just as much.

I will say money doesn't fix everything. We're at this nexus of we have money but do we have the people. Do we have the support staff if we chose to do contracts or rental agreements? Do we have the support staff to utilize that skill set?

### **Gabriel Wishart, Ranger on the Tiller Ranger District, Umpqua National Forest**

#### **Can you tell us about your background?**

I started as a seasonal firefighter on the Walla-Walla National Forest and spent about 12 years with the hotshot and smokejumper organizations in fire management. After starting a family, I looked for different possibilities where I could take my agency career given that my formal education is in teaching and curriculum development. In 2012, I joined the Wolf Creek Job Corps Civilian Conservation Center as a forestry conservation and firefighter instructor. Before long I was promoted up to staff officer;



eventually I became the center director, a position I held for a two years.

Wolf Creek Job Corps has a strong working relationship with the Umpqua National Forest, having partnered with the forest on many projects. I wanted to return to the green side of the agency. When the ranger position opened up, my career and skill set felt like where they needed to be, so I applied. After a detail, I was hired in July 2020.

### **You were a member of the Line Officer Academy's first cohort. How was the program structured?**

There were three weeklong in-person sessions and virtual bridge sessions. This was a good compromise for the material the organizers wanted to present while recognizing that three weeks away from our units, let alone from our families, is a pretty big lift, especially when you tack on the other responsibilities you're expected to have as a line officer, particularly with fire.

The instruction was approached with a good deal of humility. There was a huge amount of material to cover, and instructors recognized the various levels of expertise that folks, even as new line officers, were coming in with. Some new rangers had experience in range or wildlife, and in my case, fire. Building a curriculum around a broad needs space was a big challenge, and they did a good job with it. Although there was a 30,000-foot level for many topics, supplementary materials were provided so we could follow up with questions and know who to contact.

Large portion of time were spent discussing Forest Service culture, establishing a cultural baseline for new leaders to ensure that everyone has the same cultural underpinnings regardless of our backgrounds and our specialties. Since this was the first presentation of the curriculum, Veronica and her team were very humble about accepting feedback, both written and verbal. Readers of the *OldSmokeys Newsletter* should know that this is something that will be helpful to line officers in the agency they care about.

### **What was the balance between leadership training and technical knowledge?**

The Line Officer Academy presented a good survey on the function areas by presenting an overview of the knowledge to get you on your feet and connecting you with people to rely on as content area experts for questions. As far as the balance between leadership training versus technical content, since it's called Line Officer Academy you're obligated to have a baseline of curriculum that teaches what the agency expects from leaders. While the agency hired us with the understanding that we had leadership skills, there's more we can always learn as leaders.

### **What are examples that you learned?**

I got the opportunity to develop my own questions, seek best practices, see bad practices, and also put my experiences in the room. I learned where I am particularly strong or where I have a flat spot. I also realized where I should focus my attention when managing programs and incorporate what has worked for other rangers. There was an emphasis on developing a cohort of folks whom we can rely on when we have questions and reducing the isolation, perceived or real, for rangers new to a leadership role.

### **Can you share what's weighing on your mind as a ranger?**

We're very much at a moment where we are an agency in transition; we're having an existential conversation aloud and internally about what the agency's future is. It's intersecting with an incredibly opportunity of financial investment from the Great American Outdoors Act to the Infrastructure bill—we are the dog that caught the car, and we will need to be thoughtful and strategic about where to best invest our new funding.

Anyone can spend money, but how do we do it as strategic as possible to set ourselves up for lasting success for the next 50-100 years. As an agency, we

have had a historic role, especially in small communities, and the question is how to transition into a new role that honors that past but serves the greatest good for the greatest amount in the long run. My challenge is understanding and ensuring that we can hear the voices who need to be heard and that's our communities and our specialists and our leadership. I'm a proponent of more voices make better decisions.

We have a highly dedicated set of employees, and they care about what they're doing. Leading those folks is both a privilege and a challenge, and helping them realize their goals is always going to be the number one priority.

What gives me hope for the future is we're in a unique moment where our restoration efforts are intersecting with a changing climate and large-scale fires. It's providing us an opportunity to reset some practices and to grow, to be more thoughtful in our restoration and to engineer resiliency in all the things we're doing.  
*ON*

## **Turning \$1,000 into \$2,000 is something only Old Smokeys can do.**

**A**n anonymous donor has made a gift to the Old Smokey's scholarship fund of \$1,000 only if old Smokey's collectively match it with another \$1,000. Pennies, nickels, dimes, quarters, and even \$100 can all be contributed to help the matching \$1,000 necessary to make the dream come true.

According to Old Smokey Scholarship Grant Chairperson, Linda Goodman, "This is a great opportunity for all of us as Old Smokeys to show our support of these fine students who benefit from us."

Goodman added, "When I look at the qualities of the students applying for the scholarships, I'm impressed with their educational goals, hard work, and desires to make the world a better place. The scholarship recipients have been superb in seeking to be the best student and more importantly, the best person they can be. We've been fortunate in seeing the best and brightest apply for our scholarships.

"The \$2,000 total we can obtain will go a long way to insuring continued success of this vital program. I do believe we can rise to the challenge and easily meet our goal of raising \$1,000 from Old Smokeys. If you can't afford a large amount, every \$1 will help."

The program supports student who are related to an Old Smokey member or endorsed by an Old Smokey member. In the past two years, a total of \$ 10,000 dollars has been provide to help 10 students.

Goodman closed by saying, "The value of the program is only as effective as the contributions and support of our members. *ON*

# Meet the 2022 OldSmokeys Scholarship Recipients

By Linda Goodman

When the OldSmokeys Scholarship Committee met to review the applications applying for our scholarship, we anticipated having a difficult decision deciding who to select based upon last year's deserving applications. And boy were we right! Many of the applicants were very deserving of the scholarship, but of course, we had to choose. Thanks to the generosity of the OldSmokeys, we could award seven scholarships this year. Here are the students whom your generous donations are supporting.

## Brian Anderson

It actually took a fair bit of searching since scholarships for forestry-related degrees are few and far between. So when I found a Forest Service-related group that offered a scholarship I jumped on it. Receiving this scholarship allowed me to leave in September this season so I can finish my master's degree this fall.



Where I'll be in 5-10 years depends on how many good years of smoke-jumping I have left in me (I'm 33 now). After that I would like to be involved in helping reduce fuel and manage fire in a safe and ecologically sound manner. Thank you all so much for the scholarship!

## Garett Bernard

I heard about the scholarship through a former boss of mine who encouraged me to apply. I felt that this scholarship fit my description because of my natural resources path that I am taking in college. This scholarship will help me further my studies by paying for essential books needed for courses and it will help with overall tuition.

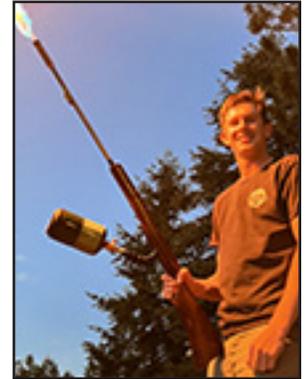


In 5-10 years, I plan to have a permanent job with

the Forest Service and serving in some capacity in the fuels department. I would like to return to my home forest in Central Oregon and continue my career there.

## Ian Goodrich

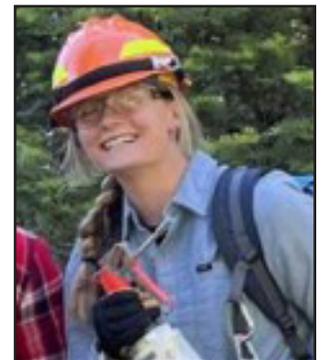
I heard about this scholarship from my father Nathan Goodrich and various other current Forest Service employees. I was led to apply for this scholarship because I found it was a good opportunity to help me further my education while staying out of debt. This scholarship will help my future studies by helping me pay for various books and entries for classes in my degree field.



In 5-10 years, I would like to be involved in a forest/rangeland sciences position through the Forest Service and begin a family of my own. I would like to personally thank the scholarship committee for their selection of myself to be the recipient of the Old Smokeys Scholarship.

## Grace Neer

This scholarship was brought to my attention by my dad, who works as a staff officer on the Umatilla National Forest. He received an email from a coworker about the scholarship and brought it to my attention. I applied for the scholarship because of my interest in the Forest Service as well as my family's work experience in the Forest Service: my dad is currently working for the Umatilla National Forest and my mom just recently retired from her position as the La Grande District assistant fire management officer-operations on the Wallowa Whitman National Forest.



Recently I have also gained interest in a career through the Forest Service. This last summer I worked on the timber marking crew on the Wallowa Whitman. I knew that my family's and my interconnection through the Forest Service was very substantial, so I knew this

scholarship would fit me well.

This scholarship is being used to help pay for my tuition at The College of Idaho. The College of Idaho provides a very thorough education and will greatly help me pursue the career of my choice. I believe that my education will play a massive role in my future because I will be further prepared than my peers.

In 5-10 years, I will be employed, enjoying my job, and debt free. Thanks to the Old Smokeys Scholarship they will have helped me with each goal. Providing this scholarship moved me one step closer to my goal of coming out of college debt free. As well as being debt free this scholarship will have helped me earn an exceptional education furthering my goal of being employed while enjoying my career.

When it comes to the exact details of what I'd like to be doing in 5-10 years for a career I don't have a solid answer. I am still exploring my options through my first semester of college but soon will sit down and map out my next four years.

In conclusion, I would like to give a big thank you to the Old Smokey's Foundation for selecting me for the award of this scholarship.

### Rogue Skrip

The first time I heard about the Old Smokey Scholarship was from my 88-year-old grandfather who spent 35 years working for the United States Forest Service.



With high aspirations of pursuing an engineering degree and limited financial means, I have applied for numerous scholarships and have been financially frugal with my earnings. I took my grandfather's encouragement and applied for the Old Smokey Scholarship and was awarded it in 2020. With these funds, I transferred from Umpqua Community College and enrolled into Oregon Institute of Technology in Klamath Falls.

Despite a challenging experience and having to take a medical withdrawal due to contracting COVID and then mono, I found the year to be both a personal growth opportunity and a period of reflection of my academic career as an engineer. I set a personal goal of keeping my college debt ratio to a minimum, and I saved a significant amount of my summer earnings and continue to buy down my college debt by attending Umpqua Community College in Roseburg.

During my reflection, I discovered that electrical engineering was not my field of passion or interest, and discovered that my interests lie within chemistry and chemical engineering. This scholarship will help me

pursue a degree in chemical engineering and allow me an opportunity to complete essential transfer courses to Oregon State University (OSU). With a 25-mile commute, these funds will be critical in supporting commuting costs and school materials.

My business plan has been readjusted and includes applying for a paid internship or student lab assistant next summer that would expose me to real life experience in the field of chemical engineering. I am on course to complete the required transfer courses and to enroll at OSU in the 2023/2024 school year. Chemical engineering entails numerous disciplines and I am passionate about organic chemistry and understanding compounds in nature that would enhance a standard of living for all. I am currently working on a project and hypothesis for my senior project that entails isolating plant proteins that may be used as natural herbicides and pesticides for both commercial and residential use. I believe that "answers are found in nature" and I am confident that chemistry is key to unlocking the answers.

My goal is to graduate from OSU in 2025 and pursue a career in chemistry and research that is both challenging and will lead to a lifetime of continuous learning.

### Micah Thompson

My grandfather Tom Thompson told me about this scholarship and urged me to apply for it. He was a forester for over 35 years for the US Forest Service and a very important influence in my life. The outdoors has always been an important part of my life, and I was excited to see that this scholarship was for people just like me with a passion for the outdoors and a drive to help preserve and protect the outdoors for future generations.



This scholarship means a lot to me, because it will allow me to fund my college journey without worrying about my financial situation. I am working on a zoology major at Colorado State University in hopes of protecting and preserving wildlife for the next generation while also helping educate youth and adults alike about conservation and ecology.

In 10 years, I hope that I will have a master's degree in zoology and have started working as a wildlife or fish biologist. I would also hope to have a hand in some kind of education and outreach so that I can help educate the public about the outdoors and how they can help protect the natural land we have in the US.

**Continued on page 20**

# Reclaiming Wind River Nursery's Legacy

For more than eight decades, the Wind River Nursery supplied seedlings for reforestation efforts throughout Region 6; at its peak, it produced millions of seedlings. Today, fewer buildings remain that hint of this reforestation history, and those that do remain are in disrepair from funding cuts over the years.

During his 20 years on the Gifford Pinchot National Forest, OldSmokey Phil Dodd visited the site frequently and hated seeing its deterioration. A history buff, he decided to spearhead an effort to restore and maintain structures and sites, so the story of what he says is the nursery and PNW's "tremendous history: would not be forgotten.

In 2018 he began in earnest to develop a nonprofit that eventually became the Wind River Trust (Trust), which was incorporated in 2020 with a seven-member board. "Everyone who's on the board wants to restore the nursery, district and PNW areas because it's part of their county and part of them," Phil explains. "They hate to see those things go down."

While developing their work plan, the Trust reached out to the three agencies that oversee portions of the Wind River Nursery's former 200-acre footprint—the Gifford Pinchot National Forest, the PNW Research Station, and Skamania County—for collaboration opportunities.

"We have a special use permit with the Gifford Pinchot National Forest to restore and maintain the training center," Dodd says. "And we just signed a lease with Skamania County for restoration of the former nursery office and one of the residences. 2.7 acres of the Martha Creek Field are also included in the lease."

With the board in place, Dodd says their focus is pursuing grants and donations to fund restoring the buildings, with the training center as first priority. An

OldSmokeys grant provided last year enabled them to purchase paint for the exterior of the training center. And with the installation of a heating system and building of porches on the outside of the building completed, the training center is now ready for use. The goal is to generate revenue from leasing the training center for business meetings and events, including weddings.

The Trust's operation plan has three phases, with phase 1 well underway with the special use permit secured from the Forest Service for use of the training center and the lease signed with the Skamania county.

"Once we are able to complete the work to a level that demonstrates to the two lessors that we are dedicated to our project, then we'll work with them to expand to phases 2 and 3, which includes more buildings and grounds," Dodd explains.

Interpreting and sharing the history of the site with the public is a focus of the Trust. "The original focus for the nursery in 1910 was to provide seedlings for the Bull Run Watershed and not, as I originally thought, the Yacont Burn," Dodd says. A previous grant funded video equipment and hard drives for digital storage to do interviews of former employees that, in the future, can be made available on the website. Further in the future, phase 2 has the Trust planting 2.7 acres of the original Martha Creek Field with the goal of developing a native plant nursery.

"When I start thinking about all the things we need to do, I tell board members that I'm ready to fall over backwards," Dodd says. "Wind River Trust is committed to work with the Forest Service, Skamania County and the general public to restore and maintain this amazing historic site".

To learn more about the Wind River Trust and stay abreast of updates, visit <https://windriverwa.org/>. ON



The Wind River Trust's first priority is restoring the Wind River Nursery's Training Center. The training center will be leased for business meetings and events. Photos courtesy of Wind River Trust

# Frontline and Personal Reflections

For this Frontline and Personal Reflections column, we are exploring reforestation and restoration through the careers of OldSmokeys Ted Stubblefield and Rich Stem. The OldSmokeys editorial team virtually sat down with Stubblefield and Stem to discuss their work in reforestation, navigating the challenge of leadership throughout their careers, and advice to current employees.

While attending Humboldt State University, Stubblefield began his career with the Forest Service on the Sequoia National Forest working summers in the timber stand improvement program and fighting fires, mostly the latter. After graduating in 1964, he was hired on at California Hot Springs Ranger District as a junior forester. For the next 15 years, Stubblefield worked in Region 5 as a sale preparation officer, sale administrator, timber management assistant, district ranger, and eventually made his way to the Regional Office; during this time, he also served on Type 1 and Type II incident management teams as an incident commander and plans chief.

In 1979, he transferred to the Siskiyou National Forest to become the forest timber management staff officer and later to become acting forest supervisor. Stubblefield later became the forest supervisor on the Olympic National Forest and the Gifford Pinchot National Forest, retiring in 1999. Following retirement, he volunteered in several capacities: seven years on a board that served the homeless; six years on the Columbia Springs Environmental Education Board; and a few years on a fisheries board. For fun, he and his wife, Mary, spent 25 years white water rafting and 30 years skiing and RVing.

Stem served four years in the US Air Force, after which he attended Virginia Polytechnic Institute and earned a bachelor's degree in forestry. After spending two years in the timber industry, he joined the For-



Ted Stubblefield



Rich Stem

est Service. He held a number of positions—logging engineer, ranger, timber contracting officer staff, forest supervisor, regional director, and acting National Director of Planning, NEPA, and Litigation—until his retirement in 2007 as the Deputy Regional Forester for the five-state Rocky Mountain Region. In retirement, Stem remains busy working for state and federal agencies, including the Washington Office, the states of Wyoming and Montana, counties, coalitions, and Homeland Security, to solve problems and untangle bottlenecks. He also volunteers with the National Association of Forest Service Retirees and the Museum of Forest Service History.

## *Our experiences with restoration*

**Stubblefield** – Restoration means everything to foresters, because without restoration you do not have a forest. All of us who started as junior foresters know all about tree planting, because that's one of the first jobs you get shoved into; that's how I started my professional career. I like to say, "I started from below the ground up," because while attending college, on my very first day of working on the Sequoia at the Hume Lake Timber Stand Improvement Camp, I was tasked with digging a two-person pit toilet for the camp.

Tree planting is very hard work. We would work daylight to dark. You drove on your own time and worked 12 hours a day to get the job done. We sampled inspected to make sure everything was properly done.

**Stem** - When the forest ecosystem is not functioning properly, you lose resiliency. Many elements make the forest non-resilient: climate, bugs, disease, and people. When the forest ceases functioning properly, everything else takes over and then you got a hell of a mess in terms of recreation, wildlife, watershed function and then massive fires.

Restoration is making that forest resilient to those external factors, to fend them off and professional foresters and specialists know how to do that despite the comments of some people who say we can't.

**Stubblefield** – One other thing that often doesn't get brought up is stabilization. Without reforestation, and restoration, you have no root structure to reestablish soil stabilization. Without stabilization you don't have a forest, clean water, and all the rest that goes with it. People often think of restoration as just planting trees but it's so much more than that and is a key link in restoring the ecosystem.

When I went to the Region 5 Regional Office in the mid-'70s, my assigned task was developing a training program for the National Forest Management Act that had just been passed by Congress. The Act requires that reforestation be completed within five years. Most of us know that reforestation needs to be done that first year or two if you intend to beat the growth of brush that will overtop the confers being planted. And in some places like the Rogue River-Siskiyou National Forest where I worked, if you don't reforest in the first year, you lose it because the regrowth of the brush is so great and so fast that you just won't accomplish establishing a new stand without the use of herbicides.

**Stem** – And to elaborate further on what I said earlier, reforestation has two prongs: one is to get the existing forest resilient and then if you do have an adverse event (fire or insect mortality), re-enter and do everything we can professionally to get that forest reestablished and under control.

### ***A challenging reforestation experience***

**Stubblefield** – Reforestation was “high priority work” everywhere I worked, other than the regional office. The Siskiyou National Forest was, by far, the most challenging for the re-establishment of trees. The soils and competing vegetation were more aggressive than on any of my other assignments. We had a fantastic silviculturist, Mel Greenup, who was on top of it, and we worked with Oregon State University Professor Mike Newton and PNW Research Station to restore the land and get some trees up above the brush, so they had a fighting chance to grow into a future forest.

**Stem** – My first big “in your face” restoration was the Silver Fire, on the Siskiyou National Forest. The overall fire was 95,000 acres, and we were dealing with 48,000 outside the wilderness. It's not a large fire compared to today, but back then it was huge. I was asked to lead the EIS to restore the area and that's when I learned a lot about NEPA and how to organize differently to get the work done. We were logging within seven days and fixing riparian areas and reforesting immediately upon completion of an EIS in five months. I had an unbelievable team. I just can't speak enough about the skill of the team that did the work.

### ***The leadership response of reforestation***

**Stem** – You have to reorganize the forests and triage your skills. You motivate the folks to get onboard and use what I call a quasi-incident command system. Sometimes you can accomplish the work within your district while other times it gets beyond the district or forest capabilities. On the Silver Fire, people all over the region came to help the Rogue River-Siskiyou Na-

tional Forest. Yet on the Rim Fire in California, it took four forests to build that organization. However, today that cannot happen as it did in the past because of the massive restoration backlog and the lack of personnel. But there are other methods to approach this problem. You set very clear objectives and milestones and then employees become motivated. There is no place for “other duties as assigned” when you are facing a difficult assignment. That's how you motivate people, and when you're in that mode, you better get out of the way because Forest Service people will make it happen. That has happened repeatedly.

**Stubblefield** – Reforestation is not an easy aspect part of forest management. It's the tough part, and it's down and dirty. My approach was always, “We have soft targets, and we have hard targets.” Reforestation is a hard target, which means you cannot not meet it. If it looked like it wasn't going to be met, I found out what the district ranger needed to make it happen.

As a ranger on the Klamath National Forest's Ukonom District, I wanted to improve the morale and get everybody engaged in the reforestation effort. I asked all the women in the office if they wanted to be involved in site preparation or pile burning. Since they had never been involved before, they got really excited. They went through fire training and were put in charge of the piling burning under a more experienced employee. Then when it came to planting, I reengaged the office staff again. They helped distribute the trees, and a few women planted trees. This changed moral and turned things around on the district. It seemed like a small thing at the time, but it ended up being a big thing because everybody appreciated what it took to get the forest growing again.

### ***Reforestation advice to current employees***

**Stubblefield** – Everything the Forest Service does can be stopped dead in its tracks relative to reforestation if we fail to get it done in a timely manner. Fulfilling the National Forest Management Act must be achieved. It doesn't necessarily have to be achieved directly by the Forest Service; some of the work can be contracted. However, you run the risk of losing touch with the land when contracting this work out.

Depending upon the magnitude of the needed reforestation, I would encourage the districts to figure out a way to do some of the reforestation, if not all of it, themselves.

**Stem** – How reforestation and restoration is undertaken depends on whether front-end work is being done or if you are going in after a disturbance such as beetle mortality or fire. For front-end work, you're doing everything from thinning to prescribed burning and logging.

For the back-end work, you're also doing salvage logging and reforestation.

But stepping back for a minute, the Forest Service is in a critical place in terms of personnel capacity and getting work done on the ground. We really need a lot of people both on the front end (restoration) and back end (reforestation) to do the work. The problem used to be money but that is no longer a problem. The agency is trying to refill the ranks that have been lost, but it is difficult after all these years. So, the short-term approach should be to look at every possible organizational model until the personnel capacity issue can be remedied. We always must approach project planning from three angles: process, organization, and public engagement.

There are a lot of process tools—NEPA, contracting, grants, and agreements—not being used consistently. Some forests are terrific at using these tools while others aren't. This is what sometimes happens in decentralized organizations, but it can be and should be overcome.

Organizational the agency needs to think out of the box. The agency can't rely on the old organization because it doesn't exist. Contracting, partnerships (with money), state grants, and other models will need to be

ramped up like never before. And as for public engagement, the Forest Service has made great strides in building collaboratives and working with the public.

**Stubblefield** – I worry about the available capability of the agency to reforest the vast amount of acreage that's burned in recent years; we have more acreage that's been burned in the last few years than we've ever had since 1910. They're going to have to rely on natural reforestation and not planted stock because there isn't even enough nursery stock to go around, even if you tap the states and private industry. That means we're going to have brush fields big time and it's just going to present another problem. The Washington Office decision to cut back on the number of agency nurseries in the '90s has come back to bite us. But as Rich was saying, the agency has to organize differently because there isn't the workforce capacity. They have to use the incident command system approach to get it done on the whole forest instead of a single ranger district taking it on. *ON*

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## OldSmokey Les Joslin Relinquishes High Desert Ranger Station Leadership

This summer of 2022—two years later than planned because of the Covid-19 pandemic—OldSmokey Les Joslin turned over summer operation of the historic High Desert Ranger Station exhibit at The High Desert Museum south of Bend, Oregon, to Martha Henderson, PhD, a retired geography professor with seasonal U.S. Forest Service experience.

"I am honored to take up the mission Les started with the High Desert Ranger Station project," Martha commented at the end of the 2022 season. "It's my hope that we can continue to tell the story of forests and forest management in the high desert."

This project, focused on interpreting the role of the Forest Service in the history of the American West, was sponsored by our Pacific Northwest Forest Service Association (PNWFSA) through grants and individual OldSmokey donations. During daily summer operations, which began in 2009, volunteer interpreters—a majority of whom were OldSmokeys—told the National Forest System story to about 1,500 High Desert Museum visitors each summer through 2019. Closed for



two summers by Covid-19, volunteers welcomed over a thousand visitors this summer of 2022.

As long-time *OldSmokey Newsletter* readers know, this historic ranger station exhibit was the brainchild of the Museum's then-western history curator, honorary OldSmokey Bob Boyd, and Les Joslin who began his first Forest Service job working out of this historic one-room Toiyabe National Forest district ranger's office in

1962. Les tells that story, and the story of the historic structure's acquisition and preservation as a High Desert Museum exhibit in the 2018 third edition of his memoir *Toiyabe Patrol*.

Volunteer staffers of the High Desert Museum during its first eleven summers were mostly OldSmokeys. While several returned to the project this summer, they were outnumbered by non-PNWFSA members for the first time. If you would like to join the High Desert Ranger Station interpretive team for the 2023 summer season, contact Martha Henderson at (360) 789-1512 or at [geowildfire@msn.com](mailto:geowildfire@msn.com). *ON*

# Welcome New OldSmokeys Members

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Welcome to these new OldSmokeys who have joined the Pacific Northwest Forest Service Association since the Summer 2022 *OldSmokeys Newsletter* went to press.

## **Calvin Blackburn of Leavenworth, Washington.**

While working for the Forest Service, Calvin had a number of job duties that included road survey crew member, core drill operator, geotechnical technician, survey crew chief, and supervisor of a soils lab. His work also involved investigation and evaluation design of rock surfaces, and investigation and evaluation design of landslides.

During his retirement, Calvin spends his time doing wood and stone carving for retirees and transferees.

## **Karen and Bill Gamble of Summerville, Oregon.**

During her time with the agency, Karen worked in natural resources management and had the jobs titles of GIS Coordinator, lands realty specialist, and finance section chief (NW Team 9).

Now retired, Karen spends her time doing local volunteer work as an Aspire mentor and working with the Backpack Program.

**Janelle Geddes of Prineville, Oregon.** Janelle “book-ended” a 37-year public service career with the Forest Service. Her first position with the agency was as a temp in the early '80s followed by a permanent forester position. She transferred to a large local government agency where she managed developed parks and then later developed two grant programs: project focused and capital projects. Janelle returned to the Forest Service to work in Grants and Agreements and ended her career as the forest legacy program manager in State and Private Forestry.

Although she's been retired for only a few weeks, Janelle is busy volunteering with 4H, Meals on Wheels, and Crooked River Roundup/Horse Races. Her time is also spent helping her parents at their home in southwest Oregon, and she manages to find time to do landscaping/gardening and finishing projects on her newly constructed home.

## **Jurgen and Susan Hess of Hood River, Oregon.**

Jurgen was a landscape architect on the Rogue River National Forest, a planning and environmental staff officer on the Columbia River Gorge National Scenic Area, and an acting area manager.

In his retirement, Jurgen is a professional photojournalist doing photography and stories on wildfires, and does environmental consulting on restoration projects for environmental organizations. He's published two

books: one on native plants for landscaping and the other on his experience at the Columbia River Gorge National Scenic Area called *Columbia River Gorge National Scenic Area: Implementing Gorge Protection, A View From the Front Lines*.

He serves on boards that include Hanford Cleanup Board, Friends of Mt. Adams, Columbia Insight, and was the former chair of the Hood River Planning Commission. In his spare time, Jurgen keeps connected with family and friends, does hiking, Pilates to try to keep in shape, and photography for Columbia Insight.

**Myrna Neil of Pendleton, Oregon.** While with the agency, Myrna was the executive assistant to the forest supervisor.

**Lisa and Dick Norris of Gresham, Oregon.** Lisa started as a temp 1-yr wildlife biologist on the Tiller District of the Umpqua National Forest in 1978. She became a permanent district wildlife biologist in 1980. It was there she met and married husband G. Richard Norris, who also worked on the forest. Lisa later transferred to the Siuslaw National Forest where she was the forest wildlife biologist from 1986-1989, and then transferred to the Region 6 Regional Office where she was the regional wildlife biologist from 1989-1999. In 1999, Lisa accepted the position of natural resources staff officer on the Mt. Hood National Forest, a position she held until January 2013 when she retired.

Although retired, Lisa remains ‘in Service’ to the world by working part-time at Clackamas Dream Dinners in guest services, making and distributing ‘Home-Made Made Easy’ dinners to ordering guests; helping her sister care for their 90-yr old mom; traveling and hiking with husband Dick; gardening at home, and connecting often with friends.

## **Borys Tkacz and Zenia Kuzma of Sisters, Oregon.**

Borys started as forest health technician with the Region 6 Regional Office in 1980. From 1981-1989, he served as a forest pathologist with Region 4 in Ogden, Utah. He then transferred to Region 3 where for the next 10 years, he worked as the Arizona zone leader for Forest Health with Region 3 in Flagstaff, Arizona. From 1999-2014, Borys was the national forest pathologist and program leader for Forest Health Monitoring

**Continued on page 17**

# National Museum's History Corner



By Andy Mason

## Great Times at the 2022 USFS Reunion at Tahoe

First, many thanks to Reunion Chair Nancy Gibson and her team for doing everything they could to ensure we had the best possible time, safely, at the Golden State Gathering: With a Silver Lining at South Lake Tahoe on August 29 – September 2.

Nancy first agreed to chair the reunion about four years ago. Covid and the 2021 fire season were merely bumps in the road for Nancy and her incredible team. Nancy's team was supported by current Forest Service employees from the Lake Tahoe Basin Management Unit; Humboldt-Toiyabe, Mendocino, Eldorado, Tahoe and Plumas National Forests; and Region 5's Regional Office. All shared their knowledge of the area, which enhanced our experience, including the tours to nearby scenic and historic sites. The 400+ attendees included of course many retirees, Chief Randy Moore and his National Leadership Council, and the past four chiefs: Vicky Christiansen, Tom Tidwell, Gail Kimbell, and Dale Bosworth. For more information about the 2022 reunion, including photos and final thoughts from Nancy Gibson, go to: <https://2022fsretireereunion.org/>.



2022 Reunion Chair Nancy Gibson and her team were incredible Reunion hosts! Nancy serves on the Museum's Board of Directors.

There were many reunion highlights. Executive Director Lisa Tate and President Tom Thompson provided updates on the Conservation Legacy Center, including progress on architectural design and construction planning, and development of the opening exhibition. Lisa and Tom's presentations really hit home with attendees and resulted in 17 new Museum memberships!

At the Thursday night banquet, President Tom Thompson and Board member Rich Stem were both presented the Leisz Leadership Award, which recognizes their outstanding leadership (and actions!) on behalf of the Museum and the National Association of Forest Service Retirees.

Dave Jolly, the Museum's long-serving Southern Region Director, received the Gary P. Brown Founders

Award for his tireless work that supported the establishment, organization, and operation of the Museum. Dave knew former Montana State Forester Gary Brown and was the Regional Forester for the Northern Region (R-1) when Chief Dale Robertson made the decision to locate the Museum in Missoula. Dave was unable to attend the reunion so Board member Barb Tormoehlen accepted the award on his behalf.

Please plan to join us in Missoula in 2025 for the next reunion! We expect to begin construction of the Conservation Legacy Center (CLC) by mid-2023, so we plan to have a celebration of the opening of the CLC – the Museum's flagship building on our 31-acre campus. 2025 will be the 10th national gathering of USFS retirees (past nine reunions: 1991-Glenwood Springs, CO; 1995-Park City, UT; 2000-Missoula, MT; 2005-Portland, OR; 2009-Missoula, MT; 2012-Vail, CO; 2015-Albuquerque, NM; 2018-Asheville, NC; and 2022-So. Lake Tahoe, CA). The Museum is the sponsor of USFS Retiree reunions, which are fundraisers for the organization.

If you have personal contacts with potential donors of materials, services, or cash to support the CLC building and/or our exhibition, please contact Lisa at [lisa.tate@forestservicehistory.org](mailto:lisa.tate@forestservicehistory.org) or (406) 541-6374.

## Oral History Update

Over the past year, the National Museum of Forest Service History has made great strides toward creating a sustainable and productive oral history program. Under the direction of Dr. James Wall, the program has interviewed a wide cross section of Forest Service retirees and spouses. At the same time, Dr. Wall is working to bring these interviews to the public through new mediums.

Over the course of the summer of 2022, Dr. Wall created a podcast that showcases the contributions of the wives of the Forest Service. That podcast, "What Did We Get Ourselves Into?" was launched at the 2022 National Forest Service Retirees Reunion just a few weeks ago in South Lake Tahoe.

"What Did We Get Ourselves Into?" looks at the world through the eyes of a group of intrepid women who "married the outfit" in the decades following World War II. To exchange vows with a forester promised an itinerant life filled with constant moves, remote back-

country districts, dangerous wildlife encounters, and endless toil.

The first two episodes of the podcast have already been released and are available to stream on our website ([www.forestservicemuseum.org/oral-history-program/podcasts](http://www.forestservicemuseum.org/oral-history-program/podcasts)) and are also available on Apple Podcasts. The podcast will continue through the fall and a new episode will be released each month. Coming up in October, our third episode will feature the stories of Carma Bosworth, who married the outfit in 1965 and spent the next 41 years climbing to the top of the Forest Service with husband Dale.

In the meantime, thanks to the continued support of our donors, Dr. Wall is expanding his efforts to interview folks across the country. These trips will build upon the first successful journey to Denver this past May where Dr. Wall interviewed over 20 narrators in the scope of one week. The NMFSH Oral History Program, working with our members, volunteered to conduct interviews at the Wildland Hydrologists Reunion, and added several interviews with longtime Forest Service employees who shed new light on the history of the outfit in Region 2.

If you are interested in learning more about the Oral History Program at NMFSH or recommending someone to be interviewed, please reach out to Dr. Wall at [james.wall@forestservicemuseum.org](mailto:james.wall@forestservicemuseum.org) or 406-541-6374.

### **Conservation Legacy Center – Still Our Highest Priority!**

Our highest priority continues to be completing the Capital Campaign for the Conservation Legacy Center (CLC), the flagship building on our Missoula campus. CLC key points:

- Our current Capital Campaign goal is \$14 million. To date we have raised 83 percent of our goal. The largest percentage of donors have been individuals, primarily USFS retirees/Museum members. Other donor-investors include grants from foundations and donations from corporate/ industry partners.

One hundred percent of the CLC lumber needed for the cross-laminated and framing components has been donated thanks to the incredible work of Rich Stem and his timber sector team. Lumber donations have been secured from 14 forest product companies in six states (ID, MT, NM, OR, SC, and WA).

Included in the funds raised to date is a \$3.5 million Congressional appropriation for the Museum's repository. We recently completed a partnership agreement with USFS-Region 1 regarding these funds and the repository and collection management services the Museum will provide.

- We continue to work closely with Chief Architect Tom Chung and his company (Leers Weinzapfel Asso-

ciates) on the building design and construction plans. We have made several improvements to the design to maximize our funding (e.g., repository will be on ground level due to higher cost of constructing a basement in clay soils). Mr. Chung has donated a considerable amount of his time to our project.

- Our exhibition core team continues to work closely with our contractor, Art Processors, and their team of designers on the CLC opening exhibition. We recently completed the 50 percent schematic design phase and are working now to select the topics, stories, artifacts, and audio-visual technologies.

- We are working hard to bridge the gap of the remaining approximately \$2.3 million needed! The Museum has established a Sectors Strategy Committee, which is focusing our Capital Campaign fundraising efforts on five existing sectors (Minerals & Energy, Range, Ski Industry, Technology, and Timber) and these new sectors: Recreation (sub-sectors: motorized, horse groups, water sports, hikers, bicyclists); CLC building infrastructure (e.g., HVAC, concrete, electrical, plumbing, paint, furnishings); Research & Development; State & Private Forestry; Water (including "Forests to Faucets"); Wilderness; Wildlife & Fish; or other sectors we are overlooking.

If you have personal contacts in these sectors (or otherwise) with potential donations of materials, services (or cash!), to support the CLC building and/or our opening exhibition, please contact Lisa at [lisa.tate@forestservicemuseum.org](mailto:lisa.tate@forestservicemuseum.org) or (406) 541-6374.

We plan to break ground and begin construction of the Conservation Legacy Center by mid-2023. Since we have raised 80 percent plus of the necessary funds, we have faith that we can close the \$2.3 million gap in the near future...but again we welcome your help!

### **CLC Tree-like Support Columns – Can You Help Us Secure the Wood?**

One of the unique features of the CLC building design is 16 tree-like support columns that support the cross-laminated timber roof. These 16 "trees" will be hand crafted using beautiful, historic, timber frame joinery. Each "tree" will feature a different species of wood representing forests from across America.

Our architect is working with Board member Brian Leisz (timber framing expert) and a structural engineer to determine which of the different species of wood posts (11" X 11", 12' long) we currently own are suitable to use in the construction of the tree-like columns. We will soon ask for donations of wood from species we don't yet have (e.g., American chestnut, Sitka spruce). Do you know sources of wood or have connections to a sawmill that might have suitable wood?  
*ON*

# OldSmokeys' Memories of Reforestation and Service

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**R**eforestation and a commitment to service are at the heart of the Forest Service. In this issue, we invite members to share their memories of reforestation and colleagues who exemplified service to the agency.

*Editor's note: The following stories are the personal opinions and recollections of the writer and may not reflect the OldSmokeys as an organization.*

**Jim Merzenich** – Shortly after leaving Viet Nam and the Army in 1972, I was hired as a “temp” on the Unity District. The Rough Ridge fire had burned over eight thousand acres in 1969, and the initial planting had failed. The burn had been seeded with grass and my spray crew used the herbicide Atrazine to spray potential planting spots to control the grass. On one hot day in August a crew member collapsed and appeared to have a stroke or heart attack. We radioed the office, and a helicopter was sent to evacuate him to the hospital in Baker. The next day we learned that he just had a bad case of constipation.

Each morning we would fill our tank trailer with spray mix and then download that mix into our back packs onsite. One day we were running out of spray, and I radioed the office to send out more “weed killer.” When I returned to Unity, the District Ranger Bob Metlen called me into his office to give this warning, “Jim, I overheard you asking for weed killer on the radio. People listen to our radio messages and can cause trouble. The correct term to use is herbicide.” The reason we applied herbicide is because grass competes with tree seedlings for the limited soil moisture that is needed to survive. I have not returned to this burn but have been told that subsequent seedling survival was good and our effort was a success.

Now I switch to the present.

Working for the Forest Service, I watched contractors plant. Working for myself, I still swing the hoedad at age 75. Our tree farm is in the foothills south of Brownsville, and our ground is so rocky we carry a bucket of dirt with us to sweeten the hole.

After planting I tube the seedlings to reduce browsing damage. Tubes also help us locate trees when spraying. We spot spray around seedlings to kill grasses and weeds that compete for moisture. Follow-up spraying controls blackberries and toughens me up for going on a real back pack in the summer. Prior to 2018 units reforested with this method had a 90 percent seedling survival rate.

In 2018 we harvested eight acres containing Doug-

las-fir interspersed with maple. In January of 2019 we planted, tubed, and sprayed our seedlings to kill competing weeds. The spring was dry with 90+ degree weather in April. About 30 percent of our Douglas-fir seedlings dried out and died while virtually all of our incense cedar seedlings survived.

In January of 2020 we tried again. Many spots initially planted to fir were replanted with incense. After a scorching summer more Douglas-fir died as the Holiday Farm fire rapidly headed our way. The westerly winds came in the nick of time, and we were not burned out. This sounds crazy but in 2021 we had five inches of rain, and in 2022 we had 25 inches of rain from March through June. We had a tour on our farm on Oct 1, and the seedlings look great and are nearing the free-to-grow stage. Be thankful for planting trees in the '70s and '80s when the climate was more forgiving. It's a different world now.

**Rick Ross** – In my 37-year span of working in the Forest Service, I formed a remarkable appreciation of the people who served in the capacity of district ranger. Except for my 1958 summer on the Boise working at Beaver Creek under District Ranger Ned Millard, my years of 1955 to 1963 were at the Ukiah Ranger District on the Umatilla National Forest working under F. G. Whitney “Whit,” who came to Ukiah in 1946 and retired there in 1966. I did spend short details on other Umatilla districts: 1956 at Dale under Avery Berry and 1960 at Pomeroy under Jack Usher.

Two things about Whit I will touch on. My first real encounter with Whit, other than seeing him at my first Guard School at Tupper Guard Station in June 1955, was his riding up on horseback to visit me on Arbuckle Mountain Lookout in my first month of living in that 14-square-foot cabin on an 80-foot wooden tower. I learned he was based at Ellis Guard Station for his first of four- or five-week periods, annually looking over the district on horseback. Other weeks would find him based at Bear Wallow, Pearson, and Frazier often accompanied by permittees or other Forest users. His

time with me that day on the tower, pointing out things I was still learning, was a great experience and instilled in me a respect for the man and fundamentally later for the position.

June 12, 1960, saw the passage of the Multiple-Use Sustained-Yield Act of 1960. Shortly after, direction came down for each district to have a plan documenting resources of the district and activities underway along with plans and needs. Whit, along with other district staff, helped me prepare overlays of the district map illustrating features of the multiple uses of the district. The written portion of the plan was awaiting the writing. Finally, with due date approaching, Whit closed his office door only to be opened in emergencies or by District Clerk Norma Waid.

As I put the final touches on the maps in a neighboring room, frequently Whit would walk out with a hand-written page to Norma for typing. I wish I still had a copy of what he wrote. One draft later and we bundled the district Multiple-Use Sustained-Yield Plan for Ukiah Ranger District and delivered it to the supervisor. I understood later that the Ukiah Plan was first in Region 6 to be approved. It may have only been 10 to 20 pages long but it encapsulated how District Ranger Whit saw the district at that time. I still enjoy my visits to the now North Fork John Day Ranger District and memories of then and now.

**Bob Devlin** – It was in 1958 and I was assigned to the reforestation effort on the Haystack burn of 1955. This 90,000-acre burn was in the completion years of reforestation. The planted trees had been growing since the effort started in 1956. I recently learned that the Klamath Forest in Region 5 had a fire this summer that burned an estimated 60 percent of the plantations. I am unsure sure what the forest plans to do if anything about the burn cleanup or future reforestation. This news really disturbed me as I have always considered that reforestation effort to be a major accomplishment during my career.

**Tom Nygren, CF**, – Years ago, I was a district ranger on the Vienna District of the Shawnee National Forest. The district had several part-time WAE (when actually employed) employees who worked as fire lookouts and on project work when there was funding. The work usually amounted to about half a year's worth, so they had to find other employment or work their small farms to sustain their families. This was during a time when the Forest Service was expanding their funding, primarily for recreation and wildlife habitat, and we were able to give some of these employees a full-time appointment. One such employee was named Charlie, and he became a recreation tech at our large recreation complex at Lake Glendale. We provided him with

a uniform allowance and FS badge, and he became the “face” of the Forest Service to the many people visiting the lake.

After only a couple of years on the job, Charlie passed away from a massive heart attack. It was a sad loss to our small district “family,” as well as to the recreation program. His widow let us know there would be a viewing of the remains at a local church, and the forest administrative officer and I went to show our support. As we passed by the casket and viewed Charlie lying there, we were both taken aback: Charlie lay there in his full uniform with the FS badge on his chest. Pearl, his widow, noticed our surprise and told us that when Charlie got his full-time appointment—and his uniform and badge—he was so very proud and happy. She had him dressed in his uniform because she knew that it would be what he wanted.

In those days (and perhaps still), the badge was accountable property and was supposed to be returned to the agency when the employee left. The administrative officer and I looked at each other, and he said, “I didn't see that, did you?” I replied, “No.”

Charlie in his uniform and badge was a huge tribute to the impact the Forest Service had on many employees, and we respected that.

In about 1960, Herbert Kaufman wrote *The Forest Ranger*, which was based on his study of the Forest Service culture, primarily in the field offices. He compared the Forest Service's “capture” of loyalty and dedication among its employees to that of the Marine Corps and the priesthood. Though Charlie was not a professional, like the Forest Service employees described by Kaufman, he exemplified the unique and genuine commitment that made the Forest Service a giant among federal agencies. *ON*

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## Welcome New OldSmokeys Members cont. from page 12

in Washington, DC, and was then the assistant director for research with PNW Research Station from 2014-17.

Now retired, Borys is enjoying the natural beauty of Central Oregon and the Coast. He spends his time hiking, kayaking, skiing, mountain biking with family, especially their two grandsons. When not recreating, he does part-time consulting with the Washington Office on the Terrestrial Condition Assessment. *ON*

# Memories

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Farewell to these recently deceased Pacific Northwest Forest Service Association members who live in on our memories.

**Betty Forsman**, wife of John Forsman passed away in Portland on June 26, 2022, at the age of 98, Oregon. John passed away in 2012.

Betty was born in Birmingham, England, on September 1, 1923. In 1942, at the age of 19 she joined the war effort and entered the Royal Air Force where she served as a radio operator for the Government Code and Cypher School. This was the group that daily penetrated the secret communications of the Axis Powers, most importantly the German Enigma and Lorenz Ciphers. Those efforts were a tremendous help in defeating the Axis Powers. The code breaking operations ended in 1946 but all information about the wartime operations was classified until the mid-1970s.

While in the Royal Air Force, she met John Forsman who was stationed at a nearby US Army Air Corps base. He was the lead navigator for a squadron of B17 Flying Fortress bombers. They kept in touch and shortly after the war, Betty came to the United States. She and John were married in Helena, Montana. The couple lived in Two Dot, Martinsdale, and Billings, Montana. They then moved to Virginia where John worked in the Forest Service Chief's Office. Their last move was to Portland, Oregon in 1968 where John retired as Region 6 assistant regional forester for Range Management in 1976.

Betty is survived by her daughters Carol Nicoll of Hillsboro, Oregon, Victoria Johnson of LaFayette, California, son Rick Forsman of Springfield, Oregon, and eight grandchildren, sixteen great-grandchildren and two great-great grandchildren. Betty and John are interred at the Willamette National Cemetery.

**Dale Allyn Rettmann**, 84, of Eugene passed away on September 9 from complications of Parkinson's Disease.

Dale was born in Buffalo Lake, Minnesota on October 25, 1937, to Alfred and Hazel (Loughran) Rettmann. He was the eldest of three sons in the dairy farming family. Dale graduated from Buffalo Lake High School in 1956 and then attended St Olaf College before transferring the University of Minnesota and graduating in 1959 with a degree in forestry.

He served in the Army and then moved to Oakridge, Oregon, in 1960 to begin his long career in the Forest Service. He was recalled to Ft. Lewis for a year (1961-

1962) and then returned to Oakridge and the Forest Service. He subsequently met Gemma (Gamble) at an Oakridge New Year's Eve party and they married in 1964. Dale and Gemma had three children (their second child died shortly after birth).

Dale's Forest Service career took his family from Oakridge to Tiller, Oregon, and Baker City, Oregon, before moving to Eugene in 1976. He worked on the Umpqua, Willamette, and Siuslaw National Forests.

Dale was a focused but patient and kind-hearted man who touched many people's lives throughout his 84 years. He was an avid outdoors man, a passion that he nurtured in his children and grandchildren. He loved hunting and fishing throughout Oregon and occasionally further afield. He was a dedicated University of Oregon sports fan and enjoyed countless track events at Hayward Field.

During his retirement years, he and Gemma traveled frequently including notable trips to Scandinavia, Australia, New Zealand, and Ireland. Dale was active at Central Lutheran and then United Lutheran Church.

Dale was preceded in death by his wife Gemma (d 2020), daughter Jennifer Nell (d 1968), brother Dennis (d 2015), and six beloved golden retrievers. He is survived by children Connie (David) Schatz and Jon (Alison) Rettmann; grandchildren Tyler Schatz, Lucas Schatz, and Siri Rettmann; brother Glenn Rettmann; four nieces; and one nephew. In lieu of flowers, memorial contributions can be made to the following: Lutheran World Relief <https://donate.lwr.org/>, Parkinson's Foundation <https://www.parkinson.org/> and Backcountry Hunters and Anglers [https://www.backcountryhunters.org/donate\\_once](https://www.backcountryhunters.org/donate_once).

Known to his family and friends as Carl Juhl, **Theodore Carl Juhl Jr**, passed away on August 19, 2022, in Bend, Oregon. Even at the end, he said, "I still have things to do." But at 96 years old his body did not oblige. He was fortunate to have lived a very blessed and interesting life making many friends along the way.

Born in Eugene, Oregon, to Theodore (Ted) and Eva (Ohlsen) Juhl on March 13, 1926, he always spoke fondly of his childhood. Raised on various farms in the Willamette Valley, with his siblings and assorted animals, Carl learned about hard work. He developed an

appreciation of Old West history, dogs, cows, horses, hunting and fishing.

Upon graduating from high school in Eugene at 17, he enlisted in the Army Air Corps. By the time he finished training World War II had ended. He was very proud of being a ball turret gunner on a B-17 crew. His two years of service allowed him to go to college on the GI bill and later make many friends in the Band of Brothers.

Encouraged by his supervisors while on a summer Forest Service crew, Carl went to Oregon State University to earn a BS in forestry and agriculture. He graduated in 1951 and married "Jeannie" Eugenia Vilen, whom he met at Luther House on Oregon State's campus.

Together Carl and Jean began their USFS years at a guard station on Fall Creek, Oregon. After two years there and the birth of their first child, Carla, they were transferred to Detroit Ranger Station at Detroit Lake, Oregon. Two more children followed, Curtis and Cathryn. Later they were transferred to Smith River Ranger Station in Gardiner, Oregon. Carl also served in the Supervisor Offices of Rouge River National Forest in Medford and Deschutes National Forest in Bend. His primary duties were in fire control and recreation.

Carl always dreamed of being a rancher. He began buying land and cattle while in Medford and greatly expanded his herd after moving to Bend. He was fortunate to be able to practice his cowboy skills for 50+ years.

Carl is survived by his three children: Carla Miller (Ken), Curtis Juhl (Mollie Chaudet), and Cathryn Garland, his seven grandchildren: Ted Miller and Amy Yamamichi, Jeffery (Shelby), Jared (Jessica) and Nolan Juhl, Christopher (Pamela) and Matthew Garland, and seven great grandchildren: Madison, Chase, Justin, Adelai, Kaito, Hollyn and Hayes.

**Mary Wolfe**, beloved wife of Old Smokey Mike Wolfe passed away suddenly. Many of us were able to spend time with her through the years and she was a lovely woman who was Mike's best friend and cheerleader for him. She will be missed by all who knew her.

**Steve Kelley** passed away over the summer. Old-Smokey Don says that Steve was a wonderful person and a good friend." OldSmokey Ruth remembers Steve when he was a forest supervisor in Region 9 and he was a great guy with a big smile.

Condolences may be sent to Marlene Kelley, 9920 Wolven Ave NE Rockford Michigan 49341. ON

## Meet the 2022 OldSmokeys Scholarship Recipients cont. from page 8

Thank you again so much for this scholarship and the support you are providing me in my first year at Colorado State University. I hope that with my education I can help preserve the natural lands we have in the U.S.

### Kate Voltz

I heard about the Old Smokeys scholarship through my mom and grandmother, both of whom work/worked for the Forest Service. I've always thought it was wonderful to hear them talk about their many amazing colleagues and projects at work.

And growing up in Oregon, I knew how important their work was to our natural world. I applied for the scholarship because I knew I would have costs related to college tuition, room and board, and supplies that either myself or my family would have to cover. I wanted to lessen that burden as much as I could for my family, so I applied for scholarships as much as I could to cover those costs.

Going to Princeton is an amazing educational and personal opportunity for me, but it's not free. Being able to cover my student costs through scholarships like this one is really important for me to be able to focus on my studies during the school year and pursue internships and jobs during the summer rather than trying to make up my cost of attendance while juggling classes and extracurriculars. I am truly so grateful to the Pacific Northwest Forest Service Association for their support in helping me finance my education so generously.

I'm pursuing a degree in public and international affairs, and I plan to go on to a graduate degree, most likely law school. After I finish my formal education, I hope to work in public policy, law, or government, working to improve and codify protections for civil rights and economic justice. My goal is to ensure that everyone can participate fully in the social and economic realms of our nation, and I hope to find a job where I work to make that a reality.

I am truly so appreciative of the support that Old Smokeys is providing me to continue my education. It means so much and makes a really big difference for me and my family. Thank you to everyone who donated to make the scholarship possible! ON





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