



## Fish and Wildlife Retiree Association Spring 2011 NEWSLETTER

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### Reunion 2011 San Diego

Early Bird arrivals found friends Saturday night at the Dana's Firefly Lounge and Restaurant to begin sharing memories and plans to enjoy the coming days. Sunday morning saw 38 of these folks caravan over to Old Town San Diego and partake of excellent breakfast or lunch options at Casa De Reyes, a courtyard restaurant in Fiesta Del Reyes. If good food and spirits were not enough, three authentic looking cowboys, seated nearby added to the spirit as did the colorful dancers on stage as we broke up. Some of us got a chance to see unexpected parts of San Diego as we "roamed" off course getting back to the Dana, but get back we all did!

Monday morning got the program going for everyone, and after introductions and announcements by Super Uber coordinator Jerry Grover (assisted by his wife Judy), and our Association President, Richard Coon, Regional Director Ren Lohofener gave a splendid overview of Service issues within the Region and especially in Southern California. The morning was concluded with Charles Hasty's always complete and informative update on retiree benefits.

The ballroom at the Dana was jam-packed Monday evening for the icebreaker social. Everyone enjoyed the excellent hot and cold hors d'oeuvres, complimentary drink and most of all the great company of former friends and colleagues.

Tuesday featured the wonderful day-long trip to famed San Diego Safari Park. Jerry and Judy Grover worked with several people and organizations to get the tour set up. The trip was one of the highlights of the reunion.

Two busloads were given a super tour, seeing the outside grounds, walking from the public entrance through the animal holding areas displayed for the public to see - a variety of animals, birds of prey, mammals, including giraffes. And, of course we saw real live condors.

Jerry Grover received a framed condor print from the folks there. They are very grateful for the cooperative efforts among the agencies dealing with endangered species, particularly the California condor.

Jesse Grantham, the California Condor Recovery Program Coordinator, was with us and gave a fascinating description of how the recovery effort began, and is now being carried out with condors. It has been successful, but not without some trials and errors. In 1982 there were only 22 in the wild, and now as of Jan. 31, 2011, there were 369 condors. There were 190 condors in the wild. They are flying free in California, Baja California, Mexico, and in Arizona. In captivity, there were 179 condors, for a total of 369. They captive ones are in zoos or Birds of Prey Centers in California, Idaho, Oregon, and Mexico City.

The important thing is that they are breeding in the wild. There have been 16 fledged chicks since 2002. When released, they are tracked by both GPS and radio transmitters. Their lifespan is 30 to 40 years. The oldest condor now in the wild is 31 years old. Condors fly over a tremendous range, 150 to 200 miles a day. One of the main problems today with condor health is lead poisoning. They are very susceptible, and lead shot and lead bullets found in the dead animals they eat cause sickness and death. Wild hogs found in many parts of the range of the condor are killed by ranchers and let lay. Condors find them, eat the carcass and consume any lead bullets or shot that may be present.

We then went to an outdoor catered lunch on the patio of one of their several buildings. Then we were given a tour of the research facility where endangered species such as frogs are undergoing a captive breeding program. They also have a veterinary program to take care of the variety of animals, both display animals and endangered and research animals. They had operated on a gazelle just before we arrived in the operating area of the facility.

After the tour everyone returned to The Dana with the evening on their own.

Wednesday morning, Deputy Director and Director Nominee, Dan Ashe gave a comprehensive overview of current Service issues, priorities and budget status. Former Director Dale Hall was most informative and helpful providing perspective to the current budget situation recognizing Dan's sensitive position discussing aspects of it and what the Association members should understand. The key element seems to be that final resolution of the 2011/2012 budget(s) will be critical as succeeding years will probably be locked in at those levels.

Later Evan Hirsche, President of the National Wildlife Refuge Association (NWRA) described a New Vision for the National Wildlife Refuge System and the U. S. Fish and Wildlife Service. The process is linked to DOI Secretary Salazar's *Conserving the Future: Wildlife Refuges and the Next Generation* draft Vision document now available for public review and comment. Information and links to the document are provided on the NWRA web site.

The balance of the morning was dedicated to a great panel discussion moderated by Bob Ruesink titled "Saving the Dirt in SOCAL". If you knew little or nothing of the issues in Southern California, you were treated to a graduate level seminar in the form of presentations and subsequent questions by Melani Raven, Dep of the Navy, Jacque Rice, Dep of the Navy, Bruce April, Cal DOT, Gail Barton, Riverside Co. CA Planning Dept and Michael Beck, Endangered Habitats League and Conservancy. All mentioned the important role that the Service's Carlsbad office played in many of the initiatives and solutions they have and continue to pursue trying to meet the challenge of land use and water needs while conserving wildlife and natural resources.

#### Business Meeting Summary

Time is given at each reunion for the Association Board to present a summary of association business at an open Business Meeting. Topics included introduction of board members, association activities and accomplishments, and a treasury report. The final discussion was when and where the next reunion should be. It was decided that Denny and Kathy Holland will investigate Charleston, SC for a 2012 reunion in the spring or fall. Other locations suggested were Glacier National Park, Grand Island, Nebraska (sandhill crane migration celebration), and a location on the Great Lakes. The goal of the Association is to rotate among the Service Regions and Region 4 is due next.

Wednesday evening brought all a special treat in addition to a fine banquet meal, complimented by a wonderful cabernet sauvignon donated by Steve Parry from, where else, Parry Vineyards. Bob Ruesink made an unannounced presentation to Jerry and Judy Grover in recognition of the hard work they contributed to an obviously successful reunion. Jerry, in his thank you, perhaps facilitated by Steve Parry's contribution, gave an emotional response that touched us all. What can we say but Good Job Big Guy, you're the best!

After the banquet, Jim Kurth, Chair of the FWS Heritage Committee presented the 2011 Heritage Committee Award to Lou Hinds, Manager at Chincoteague NWR. The award recognizes the contributions of employees or retirees who contribute to the preservation of cultural resources and Service history. Lou has been a leader in this area for years and has spearheaded efforts to restore the Assateague lighthouse. In 2009, Lou also hosted the first Preservation Skills workshop that provided instruction to USFWS Wage Grade professionals on historic building maintenance. Lou characteristically, in accepting the award, gave credit to many, many others but all who have known Lou realize he was indeed a most worthy recipient.

Next, Dr. Douglas Brinkley gave a spellbinding overview of his mission to write 6-7 volumes on the history of conservation in the

U.S. with significant emphasis on the role the U.S. Fish and Wildlife Service has played. His first volume, *Wilderness Warrior*, described the critical role President Teddy Roosevelt played, and in January of this year his second volume, *Quiet World: Saving Alaska's Wilderness Kingdom, 1879 - 1960* was the focus of his presentation. All who heard him speak had to come away more dedicated than ever to the Service's mission.

At Doug's conclusion, Board Member Steve Rideout, on behalf of the Board, presented him with one of the rare 100<sup>th</sup> Anniversary issue Fish and Wildlife Service caps, and a copy of Andrew Vietze's 2010 book *Becoming Teddy Roosevelt: How a Maine Guide Inspired America's 26<sup>th</sup> President*. At the conclusion, many of us were able to get their personal copies of *Wilderness Warrior* or *Quiet World* autographed by Doug who told us that he hoped he could visit us again in subsequent years and asked for personal conservation stories to be relayed to him as he continues his series.

Thursday morning's closeout was an emotional remembrance, led by Denny Holland, of those we have lost in the past year, and sharing of loving and humorous stories about them. Members were most appreciative of the Board's efforts towards the Reunion and looking forward to the next one. The Board will make a decision soon, with input leaning towards Charleston, SC either Spring or Fall, 2012, and Grande Island, NE following that, date dependent, in part on whether Charleston is Spring or Fall.

#### **The Association of Retired Fish & Wildlife Service Employees Wish to extend a particularly grateful 'Thank You' to the following for their support to the 2011 FWS Retiree gathering**

Refuge Association, Washington, D.C.  
Evan Hirsche, President, for their donation  
San Diego Zoo Global and San Diego Safari Land  
Ducks Unlimited for a hand carved decoy  
Parry Vineyards for the California Cabernet Sauvignon  
Denny & Kathy Holland for a hand carved Bufflehead drake  
& unframed pintail prints, Pied bill grebe (by Reggie Birch); 2 carved standing shorebirds on cedar by Roe Terry; 2 framed greater snow goose photos, 5 lbs raw peanuts, 1 can boiled peanuts, 2 1 lb bottles of Tupelo Gum honey from Wewahitchka FL; 1 lb Dark Roast Community Coffee  
U.S. Fish & Wildlife Service,  
Sacramento & the FWO & NWR Complex Offices at Carlsbad  
Tenpoint Crossbow Company, Suffield, OH  
Eagle Optics, Middleton, WI  
Sea World - 4 complimentary tickets  
Safari Animal Park - 4 complimentary tickets  
San Diego Zoo - 4 complimentary tickets  
Carlsbad Resort - 2 nights complimentary lodging  
Carlsbad Homewood Suites - 2 nights complimentary lodging  
Jeannie Harold - Endangered Black Bear in a box  
National Wildlife Refuge Officer Association - Challenge Coin  
Frank Cockrell - Ruddy Duck napkin holder, Framed Owl Print, Art of the West  
Barb Ritter - Framed Swan Print, Afghan, Wood Salad Tossers  
Ed Loth - 1987 Duck Stamp Print and Stamp  
Bob Ruesink - Murie prints

## Association News

### Minutes of Board Meeting February 28, 2011

The meeting of the Board of Directors convened at 12:30 PM at the Retirees Reunion in San Diego, CA. The following past and present Board members were present:

Richard Coon, Jerry Grover, Barb Ritter, Denny Holland, Bob Ruesink, Larry Shanks, Frank Cockrell, Steve Rideout, Ed Loth, and Jim McKeivitt. Others present included Karin Christensen and Mark Madison from NCTC, Rick Lemon, Nancy Coon, Judy Grover, Kathy Holland, and Jim Shaw.

Election of Officers. After a lengthy discussion of the duties of the Recording Secretary, the Board approved the following officers for 2011.

- Chair- Richard Coon
- Vice-chair - Bob Ruesink
- Treasurer - Denny Holland
- Recording Secretary - Jim McKeivitt
- Scribe - Steve Rideout

Duties of the Recording Secretary are to take and keep notes of the meetings and conference calls. Although the by-laws indicate the duties also include keeping the membership database, these will be handled separately (see discussion below).

Treasurers Report. Denny Holland provided a treasurer's report which was reviewed and accepted by the Board. There are 265 members paid through 2011. Our current balance is \$38,370.31. However, there are still some reunion expenses to be paid and some income from new memberships and reunion registrations.

Membership Database. Used for keeping retiree contact info, dues info for sustaining membership, and for mailings and e-mailings. Discussions centered on how time consuming it is to keep current and maintain, with questions and concerns about access and who should be able to make additions/changes.

Board agreed to pursue the hiring of an intern at NCTC to work on the database and to recommend ways to simplify and improve it. An updated membership Directory has been produced. There are 65 copies which will be made available to Board members, the Heritage Committee, and FWS Washington and regional offices.

Newsletter Distribution. The latest distribution of the newsletter was mailed hardcopy to 1450 retirees while 1471 copies were e-mailed. We are trying to keep costs down by maximizing those to be e-mailed. It cost us \$363 to make hard copies and \$182 for postage to provide hard copies of the last newsletter. During discussions on mailings of the newsletter, questions arose re: the administrative support NCTC provides and how much is needed. Originally, it was envisioned by Directors Jamie Clark and Dale Hall (then chair of the Heritage Committee) that NCTC would provide administrative support to the Retirees Association as an extension of a Heritage Committee goal "*to support the Service's retiree network, including the various organizations of Service retirees*" (from *Heritage Committee Charter*). Apparently that has come into question at NCTC as our membership has grown and the time they expend to support us has increased.

- Karin will provide a bullet list of NCTC support items.
- Board will then decide what we can do on our own and what continued support we need.

- Board (perhaps jointly with the Heritage Committee) will then meet with Jay Slack at NCTC to firm up expectations and roles and responsibilities.

Membership. Discussions on how to improve our visibility, reach out to new retirees, and increase our sustaining membership. Prior agreements with the Council of Deputies were that info on the Association would be provided to retiring employees as part of their exit packages. Not sure this is being done consistently and/or in every region. Board agreed to provide an annual reminder letter to each region.

Board also agreed to provide an annual item about the Association for inclusion in FWS News and other publications, such as Refuge News and Eddies, primarily in the fall just prior to heaviest retirement period.

Board also agreed to e-mail Association Newsletter to each region, requesting that they forward it to each field station for posting on bulletin boards, to increase our visibility.

Funding Guidelines. These had been approved by the Board in prior conference calls and were signed by Chairman on February 8, 2011.

### Regional Retiree Representatives to the Heritage Committee.

Board discussed who were actively serving and where replacements were needed. There was general agreement on the following:

- Region 1 - Jerry Grover
- Region 2 - Dom Ciccone
- Region 3 - Peggy Nelson
- Region 4 - Judy Pulliam
- Region 5 - Tom McAndrew
- Region 6 - John Cornely
- Region 7 - Jim King
- Region 8 - Jim McKeivitt
- Region 9 - Frank Cockrell

Their counterparts in the active service were briefly discussed. These assignments are made by each regional director.

Combined Federal Campaign. Discussed the difficulties in getting the Association on the list of potential recipients for contributions in the Combined Federal Campaign. Given these difficulties, Board agreed to put this on the back burner (for now).

Article for the FWS News. Discussed putting an article in the FWS News on the history and purpose of the Association, along with stories of our accomplishments. Judy Grover and Kathy Holland agreed to begin such an article for completion by the Board.

Volunteering, Mentoring, and Outreach. Mark Madison briefed us on a new program to recruit youth interns for work in the fish and wildlife field. This is the high priority for the Secretary and for the Division of Education Outreach (DEO). They are seeking retirees to work with DEO on a written model of a succession strategy and its benefits which will be presented to Service managers and supervisors. He also described a Community Buddy program in which retirees would mentor and assist new interns and would also serve as liaisons between field stations and local colleges and universities. Funds could be made available for these efforts. Board agreed to extend the scope of the current MOU between Association and NCTC to participate. Judy Pulliam and Denny

Holland will be our contacts. We will also canvas retirees to develop lists of those willing/able to serve. A third program of outreach to veterans to interest them in careers in the FWS and similar organizations. Although discussed, no commitment was made for us to pursue this program at this time

Letters of Appreciation. Chairman Richard Coon read and presented letters of appreciation to Barb Ritter, Jerry Grover, and Dom Ciccone for their service on the Board.

By-Laws. Discussion of the By-laws was tabled for lack of time and will be on agenda for next conference call.

Next Reunion. Board discussed having the next reunion at Charleston, South Carolina, near Grand Island, Nebraska on the Platte River for the sandhill crane migration in the spring, or near Glacier Park, Kalispell, Montana. Pros and cons of each were discussed. The matter will be presented to the general membership at the business meeting and, after hearing all suggestions, the Board will make the final decision. Dates will depend on the location selected.

Financial Report February 2011  
**FWS Retirees Association Treasurer's Summary Report 2010**

	<b>Revenues</b>	
<b>Membership</b>	<b>FWS grant</b>	<b>Reunion Reg</b>
	<b>Expenses</b>	
\$12,350	\$7,500	\$9,055
	Minus	\$1,575(Pd refund& adv)
<b>Adm</b>	<b>Travel</b>	<b>Good Deeds</b>
\$3,147	\$3,256	\$6,716

- Membership- 265 paid thru 2011 w/Membership cards mailed
- FWS grant - 1 time only
- Registration \$9,055 (\$1k NWRA donation) Refunds not all completed
- Administrative cost \$2,193 Postal, Newsletter, and copy. Balance \$953, CPA, WV filing fees, & supplies
- Travel Heritage travel cost for Grover are covered from FWS grant \$3,256

**Good Deeds**

1. \$276 - Janice Timinski – Paul Kroegel badge & pistol
2. \$660 - Ruby Beaver Fish Car china
3. \$450 – Sam Hamilton family transport
4. \$500 – Jefferson Co. sheriff Youth Trng Prog NCTC
5. \$800 – NCTC sponsor Green Alliance HS Prog
6. \$250 – Duck Stamp Promo
7. \$505 – Visa prepaid card NCTC Museum
8. \$1000- DC Booth intern
9. \$827 – Blackinton Co. For NCTC museum Kroegel replica badges(displays)
10. \$290 – CRW Flags 2 pennants & 2 Fish Commission(Director's corridor)
11. \$333 –Canadian W/L Service Luncheon
12. \$200 – NCTC 50<sup>th</sup> anniversary Arctic NWR sponsor

13. \$500 – NCTC museum (Jeannie)
14. \$125 – PDX USPS annual permit

Calendar <b>2010</b> Bank Bal:	1/01/2010	<b>\$25,137.76</b>
Bank Balance as of:	12/31/2010	<b>\$31,888.13</b>
Current Balance:	2/25/ <b>2011</b>	<b>\$38,370.31</b>

**Board Requests**

**Opportunity** DOI-ITAP is currently recruiting for a team to provide technical assistance in Mozambique in the following areas of expertise:

- Tourist trail planning, construction, development and maintenance
- Design and placement of tourist facilities, including waste facilities

Please contact Levi White with any questions regarding this assignment. He can be reached at [levi\\_white@ios.doi.gov](mailto:levi_white@ios.doi.gov) and 202-208-1480.

**New Youth Initiative planned for Retiree Association supported by up to \$15,000 from NCTC**

A brief overview of this initiative is provided in the Association Board minutes provided earlier. NCTC's Division of Education Outreach (DEO) has developed a three-pronged approach to increase the recruitment and retention of diverse youth into the conservation field, particularly with the U.S. Fish and Wildlife Service as openings occur. The focus areas are: Youth Interns and Succession Planning Training; Community Buddy program, and Veterans Program. NCTC anticipates a multiyear cooperative agreement/grant program with the Retiree Association to pursue the goals of each. The Youth Intern program is DEO's highest priority, but funding in the first year or two could extend to work in the Community Buddy program. The Veteran's program would more likely develop in future years if funding remains secure.

**The Youth Intern program** could be implemented by identifying retirees who utilized youth interns for succession planning, whether at their stations or other Service locations. This group of retirees, as an example, would work with DEO preparing a written model of how the succession strategy worked and its benefits. This product would be presented to Service managers and supervisors to guide them in this succession model approach. Presentations might be in the form of broadcasts from NCTC, round table presentations at Project Leaders meetings or other forums.

**The Community Buddy program** envisions retirees establishing a relationship with local Service offices and colleges and universities in the area. Retirees would serve as buddies to interns at local offices helping them make connections with area residents, businesses, churches and organizations they might wish to join. The retirees would work with DEO to prepare guidelines and materials for this program. Additionally retirees could assist these local offices by contacting area colleges and universities, attending career fairs and otherwise assisting the stations in these contacts.

**The Veterans program**, planned for future efforts, would propose utilizing veteran retirees to work with recent veterans to develop recruitment materials for men and women still in the armed forces especially target low-participating groups to enhance Service diversity.

Board Members Denny Holland and Judy Pulliam have the lead in developing prototype agreements for the Association. Look for their ideas and approach in a subsequent Newsletter.

### Passing of Colleagues

**Bruce B. Cannady**, 98, a resident of Portland, Oregon, died on January 29, 2011 in Portland. Bruce was born on December 13, 1912 in Callaway, Nebraska. He attended school in Scotts Bluff County, Nebraska and graduated from McGrew High School in 1930. He later attended Portland State University, the University of Washington and George Washington University. Bruce entered the U.S. Fish and Wildlife Service at Leadville, Colorado. He was employed in Colorado, Washington, California and New York. In 1957 he moved to the Regional Office in Portland, Oregon, but was employed for most of 1960-1961 in Washington D.C. He retired in 1971 after 32 years of service.

**Darcy (Bud) Davenport** died on March 16, 2011 at his home in Tappahannock, Va.. Bud was born March 2, 1936 in Cambridge Md. where he grew up. Being from the Eastern Shore, he had a great love for the outdoors. He joined the Marine Corp. in 1953 honorably discharged in 1956. In 1966 he was hired as a Special Agent for the U. S. Fish and Wildlife Service. During his career he became the pilot for the Maryland, Delaware, Virginia, West Virginia and Pennsylvania area. He primarily covered waterfowl hunting violations, but was also involved with endangered species cases from foreign countries and in the U.S. In 1976 he was stationed in Richmond and not long after that became Senior Resident Agent in charge of 5 states. He retired in 1986.

**David Fisher Sr.**, 93, Passed away May 18, 2010. David, a B-24 Bombarrier in WWII survived being shot down, breaking his back and avoiding the enemy for three months. After the war he started with the Iowa Conservation Department joining the U.S. Fish and Wildlife Service in 1957 as a game agent. Serving through five different states he settled in Pierre, ND in 1962, retiring in 1977.

**R. David Purinton**, 69, of Bloomington, MN, died March 6th, 2011 from complications of a broken neck suffered in January. Growing up in Belle Plaine, he treasured his memories of a childhood spent along the Minnesota River, and the love of fishing and hunting was the impetus for his U of Minnesota degree and subsequent career with the U.S. Fish & Wildlife Service. Dave served in Law Enforcement, including duties in Washington, DC and outside the US, finally becoming ARD for LE in both Alaska and Minneapolis. He retired around 1996. Dave had many friends both within and outside LE.

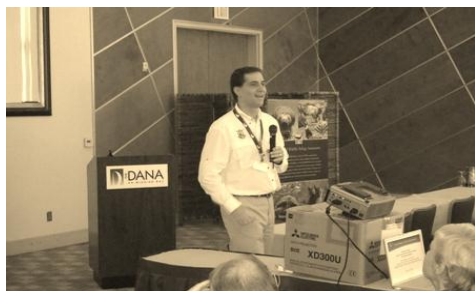
**Robert (Bob) Garrison** died March 31, 2010 in Salt Lake City at age 90. Bob was born December 24, 1919 in Snyder, Oklahoma. World War II interrupted his studies at Oklahoma State University; he served as an airplane mechanic with the Eighth Air Force in East Anglia. Following the war, Bob earned a bachelor's degree in Fish and Game Management at Oregon State University. He worked for the Forest Service in Washington and Oregon, while going to college; Florida Fish and Game Department; and Fish and Wildlife Service in North Carolina and Utah.

**Stanley Blackburn Jr.**, 93, died March 9, 2011 after a brief illness. Mr. Blackburn worked for the US Department of Sport Fisheries and Wildlife as a regional personnel officer before retiring in 1973. He loved music and enjoyed playing the guitar, banjo and also singing.

### Also noted:

**Charles R. Frith**, died on 8/09/2010. He was living in Grand Island, Nebraska

### Reunion 2011 Images



Deputy Director and Director Nominee Dan Ashe briefs the Retirees



Nancy Coon discusses Condor recovery With Program Leader Jesse Grantham



Jerry Grover receives Condor Print from Safari Park officials



Lou Hinds accepts Heritage Award from Committee Chair Jim Kurth



Bob Ruesink presents Board Gift to Reunion Organizers Jerry and Judy Grover



Steve Rideout presents NWR 100<sup>th</sup> Anniversary cap and Teddy Roosevelt Book to Keynoter Dr. Doug Brinkley

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As a reminder, Retiree Association memberships are due for 2011. If renewal, all we need is your name, money, & any address update.

**APPLICATION RETIREE ASSOCIATION**

Name: \_\_\_\_\_ Spouse \_\_\_\_\_

Mail Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-mail: \_\_\_\_\_

(To help defer the costs of printing and mailing)

USFWS Program: \_\_\_\_\_ Title: \_\_\_\_\_

(At Retirement)

Office & Region: \_\_\_\_\_

1-year Membership \$25.00  2-year \$50.00  3-year \$75.00\*  Lifetime at \$500

(\* or why not just round it off to \$100 – its tax deductible)

Make check payable to and mail completed application to:

Treasurer, FWS Retirees Association, 102 Ridge Ave., Eufaula, AL 36027-1306

For more information or assistance, call 1-877-831-5591 or [Denny\\_Holland@FWS.gov](mailto:Denny_Holland@FWS.gov)

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