



U.S. Fish and Wildlife Service

Inside Region 3

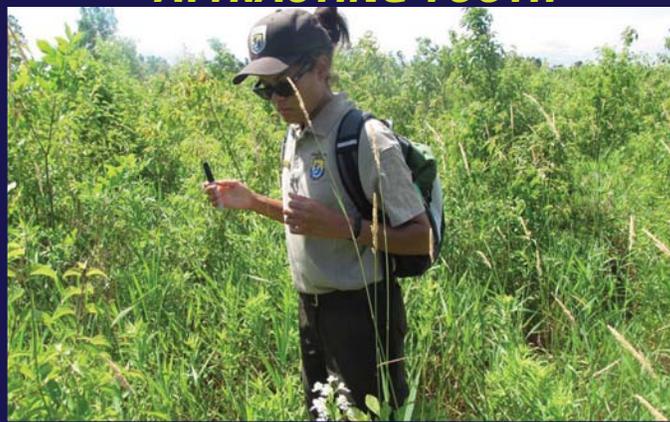
Midwest USFWS

August 2010

Sunny Picture of Youth



ATTRACTING YOUTH



INTO CONSERVATION CAREERS



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Editor's Note:

Connecting with nature does not look the same for everyone. Connecting with nature means different things to different people. For some, it's hunting and fishing. For others, it's walking in the woods or on the beach. What does your nature encounter look like? We want to know. To that end, we have added a regular section called Let's Go Outside!

We invite you to submit personal nature encounters as experienced by you and your children, as well as innovative ideas on how to connect with nature. We will run your accounts in this feature segment.

Please submit your youngsters' stories and photos to our regular section: Kid's Corner. Kid's Corner features the nature writing and photographic pieces by the children of regional employees.

E-mail: valerie_redmond@fws.gov with your Let's Go Outside! and Kids Corner articles, photos, journal entries and poems.

On the Cover:

Midwest Region's Sunny Future. USFWS Photos.



Above: Participants of the U.S. Fish and Wildlife Midwest Region 2010 Summer Intern Workshop. USFWS Photo by Valerie Rose Redmond.

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Midwest Region Youth Highlighted

By Ann Marie Chapman, Nikolai Kleven, Valerie Rose Redmond

Background to Foreground

In response to our highest and most immediate priority, the Deep Horizon Gulf Oil Spill Response, last month I returned from a three-week deployment to the area. Over the duration of my stay, I was again and again moved beyond measure by the tireless commitment and dedication of our employees and the sacrifices that they have made to both represent the U.S. Fish and Wildlife Service and to serve our country. There is, however, much yet to be done. The need for volunteers is still immense.

For those of you who have already volunteered and/or registered your skills and availability in the Gulf Oil Spill Deployment Database, I thank you. For those who have not, I encourage you to do so. Please work with your immediate supervisor and fill out the Responder Skills form available on the following link <https://intranet.fws.gov/region4/ba/computer/responder.cfm>. To respond to and meet the needs in the Gulf, we must continue to be diligent and resourceful. As many of you have already heard from U.S. Fish and Wildlife Service employees who have already been down there, it is a difficult, but rewarding assignment.

In the wave of media and public concern over the Deep Horizon Gulf Oil Spill Response, the traditionally quiet background mode of our conservation efforts and accomplishments have migrated to the distinctly more visible foreground. Never before in history has the important work that we do been profiled

and highlighted as it has in the past three months. As the oil spill focuses the eyes of the nation, the nation's youth and indeed the world on us—the services that we provide and the roles that we play—it is essential that we recognize that we have an opportunity and indeed a responsibility. Our response will resonate loudly with young people around the world and motivate them to want to work both with us and others, to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people. Echoing this call, Refuges' Ann Marie Chapman, has just coordinated and facilitated a two-and-a-half day summer Intern Workshop that was attended by 72 student employees from all over the region (page five).

Working with others is a critical component to our conservation efforts. That's why I couldn't be more pleased about the selection of recently retired Sherburne National Wildlife Refuge's Nancy Haugen for the 2010 Legends Award. Read about her efforts in working with others to connect people with nature on page seven. As well, it was my pleasure to present the Meritorious Service Award of the U.S. Department of Interior to Refuges' Tom Worthington (page 20). These employees, the region's student employees, and our individual responses amplify and underscore the mission. Working with others dictates all of our efforts, including mine. I've just returned from Alaska on a Landscape Conservation Cooperative mission. We have some exciting updates on the LCC front, as well as on the Strategic Habitat Conservation and Climate Change. I encourage

you to read more about these important updates, as well as the selection of Craig A. Czarnecki (East Lansing Field Office) as the Coordinator of the Upper Midwest and Great Lakes Landscape Conservation Cooperative (page 19).

As we move forward in the wake of the oil spill, let's be mindful that all eyes are on us. We can lend our support to make the situation better. Dedication and hard work can scrub a negative situation clean, renew it, and turn it into a positive one. I encourage you to support the response with the many skill sets that you have. President Obama has said that conservation is an integral part of economic growth, and that the "America's Great Outdoors" initiative (page nine) will create jobs. Conservation careers are opportunities for the nation's future, whether it's in environmental stewardship, sustainable architecture, or clean energy. As we continue to serve the nation in our response, let's keep in mind our youth and the fact that their eyes are watching us. It is well to be mindful that inspired stewardship is a direct result of positive exposure.

In closing, I want to say thank you to those employees who have already had the opportunity to help out our agency and the country. And to the 182 people in queue waiting to be deployed, I hope that you too will be afforded the same opportunity.

Warm Regards,

*--Tom Melius
Regional Director,
U.S. Fish and Wildlife Service
Midwest Region*

Deepwater Horizon Volunteerism

After a three-week deployment in the Gulf, Regional Director Tom Melius was host to a July 15 all employee meeting where the main focus was a panel discussion on the Service's Deepwater Horizon Incident Response. Featured panelists were (pictured at right, right to left), Jason Holm, Tom Melius, Chuck Traxler, Ashley Spratt and Rob McGinn. Also featured via dial-in were the volunteer experiences of regional employees: Kim Farah, Carolyn Gregory, Doug Helmers and Greg McClellan.



Key Contact Numbers

- Deepwater Horizon Incident Joint Information Center Contact: (713) 323-1670, (713) 323-1671;
- Report oiled shoreline or request volunteer information: (866) 448-5816;
- Submit alternative response technology, services or products: (281) 366-5511;
- Submit your vessel for the Vessel of Opportunity Program: (866) 279-7983 or (877) 847-7470;
- Submit a claim for damages: (800) 440-0858. Report oiled wildlife: (866) 557-1401;

Grand Isle

Another reason to volunteer to help with the Deepwater Horizon/BP incident: You never know who you are going to meet.



(Left to Right) Midwest Regional office staffer Chuck Traxler has known and worked with Durinda Hulett (Illinois River Refuges) and Sharon Young (recently retired from Rice Lake NWR) for years, but had only spoken to them via e-mail and phone. All three are working as part of the unified response to the Deepwater Horizon/BP incident and finally met each other in Grand Isle, La.

2010 has been a very active year for youth employment on national wildlife refuges and wetland management districts in the Midwest Region. With 29 Youth Conservation Corps crews, 23 Student Career Experience Program (SCEP) interns, nine Conservation Intern Program (CIP) participants, and many Student Temporary Employment Program (STEP) employees in the field this summer, our field stations and programs are meeting their needs on the ground while cultivating the next generation of the U.S. Fish and Wildlife Service workforce. We look forward to meeting and recognizing many of these individuals at the next NWRS Summer Intern Workshop hosted by the Regional Office at the end of July.

Although youth employment fulfills the immediate need

of giving a young person a job, it also fulfills a long-term need of the Service mission by nurturing the stewardship ethic of our citizenry. In reality, only a select

But the large majority of them will become parents, voters and consumers. And in those roles, their impact on the Service will be just as great- if not greater- than

had they become members of our workforce.

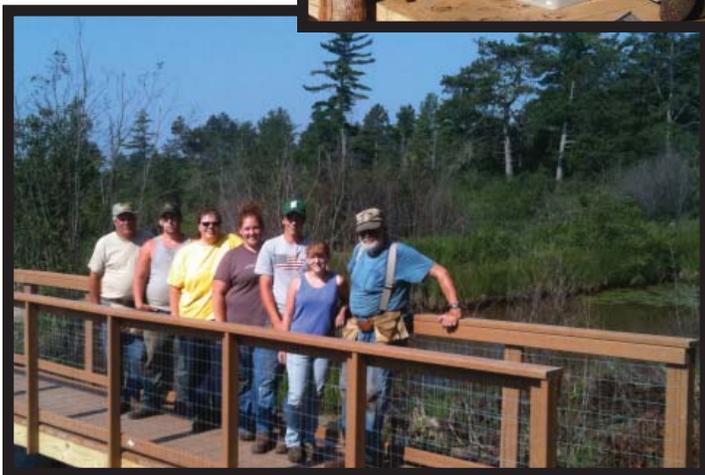
When we give a young person employment with the Service, we not only fulfill the needs of the field station where they

work, we create another advocate for our agency. We educate another member of our community on who we are, and what we do. The experiences these students receive while working for the Service, are ones that they will share with their parents, their friends, their community members, and (one day) their children. When we welcome and encourage student employees in our agency, we not only get the job done today, but we ensure that it will be done for years to come.



few students will pursue a permanent position within the federal government. The majority of the 200+ students working in the field this summer will choose a career path other than the Service.

Above Top: Shelby Townley and Jacey Kleeman loading gravel for trail rehabilitation. Middle: Crew on completed bridge. Left: Crew on completed bridge L-R Dave Fleischman (Volunteer), Coty Ott, Melissa Baldini (Crew Leader), Jacey Kleeman, Nathan Rahn, Shelby Townley, George Phinney (Volunteer). USFWS Photos.



U.S. Fish and Wildlife Service Honor Guard Makes Its Debut



Above: Service Honor Guard Officials make their debut. USFWS Photo.

In its first official function, the U.S. Fish and Wildlife Service Honor Guard last month represented the agency at the dedication of conservation lands and a memorial service honoring the heroic passengers and crew of United Airlines Flight 93 near Shanksville, Pa. One of four commercial airliners hijacked on September 11, 2001, Flight 93 crashed, killing all aboard, but the actions of passengers and crew thwarted the planned terrorist attack on the nation's capital. Richard J. Guadagno, a refuge manager and refuge wildlife enforcement officer, was on the flight, returning to his home in California, and played a role in preventing the attack.

The dedicated conservation lands, named State Game Lands 93, encompass 665 acres, including

portions of the Flight 93 National Memorial and will be managed for the benefit of wildlife and people by the Pennsylvania Game Commission. A memorial and habitat area was created within the 665 acres to honor Guadagno's legacy, and a special memorial service was held at the Richard J. Guadagno Habitat Area. The Service Honor Guard provided full honors for the events.

"This is a proud and historic moment for the Service. It's the first formal honor guard in the 139-year history of the agency," said Acting Service Director Rowan Gould, "and fitting that their first official function was to honor the memory of a heroic comrade on Flight 93, Richard Guadagno." Of the twelve Service refuge law enforcement officers, three were from the Midwest region: Dan Shamhart of Illinois River National Wildlife & Fishery Refuges,

Samantha Fleming of Crab Orchard National Wildlife Refuge and Wesley Verrill of Big Muddy National Wildlife Refuge.

The Honor Guard's mission is to honor and remember Service employees who have dedicated their lives to promoting wildlife conservation as well as the safety and security of Service lands. The Honor Guard will provide full honors at funerals and graveside services and participate in ceremonies and other official events.

The Pennsylvania Game Commission and the Conservation Officers of Pennsylvania Association hosted the dedication and memorial service, just three miles from the Flight 93 crash site, in conjunction with the North American Wildlife Enforcement Officers Association 2010 Conference.

--USFWS

Nancy Haugen Receives the Legends Award

Nancy Haugen, recently retired Park Ranger/Visitor Services Manager from Sherburne National Wildlife Refuge, received the 2010 Legends Award from the American Recreation Coalition during a June 10 ceremony at the Main Interior Building in Washington, D.C. The Coalition presents its Legends Award annually to six federal managers in recognition of their outstanding work to improve outdoor recreation experiences and opportunities for the American people. The awards are presented during Great Outdoors Week - ARC's celebration of the value and importance of outdoor recreation. Initiated by ARC in 1991, the Legends Award program calls on federal land management agencies to each nominate an individual whose extraordinary personal efforts have made a real difference in enhancing outdoor recreation programs and resources. The 2010 recipients represented the Bureau of Land Management, Federal Highway Administration, National Park Service, U.S. Army

Below: Nancy Haugen, recipient of the 2010 Legends Award, and Anne Sittauer, Refuge Manager of the Sherburne National Wildlife Refuge on June 10, 2010 in Washington, D.C. Photo by Kevin Painter.



Above: Dan Ashe, Deputy Director of the USFWS; Nancy Haugen, recently retired Park Ranger from Sherburne NWR; Derrick Crandall, Executive Director of the American Recreation Coalition, during the Great Outdoors Week Legends Award ceremony held June 10, 2010 in Washington, D.C. Photo by Anne Sittauer.

Corps of Engineers, U. S. Fish & Wildlife Service and the U.S.

Forest Service. Haugen was the Park Ranger/Visitor Services Manager at Sherburne National Wildlife Refuge in Minnesota from 1995 until her recent retirement in May 2010. There she quietly and effectively promoted recreation, visitor services and education. She increased the number of free events from two to 12, bringing

thousands of additional visitors to the refuge. She enhanced and expanded interpretive facilities, building interpretive visitation from 1,000 to 17,000 visits annually. To encourage visitors to enjoy the sights and sounds of the refuge, she installed 25 benches along its trails. Under her leadership, the 5-mile long Blue Hill Trail, traversing the refuge's oak savanna, woodlands, prairie and wetlands, earned recognition as a National Recreational Trail.

Serving as volunteer coordinator, Haugen worked with youth and school groups, conservation organizations and families and

Continued on last page.

And the Winner Is...

On June 5, 2010, a DVD titled "Restoring Wetlands", which prominently features Partners for Fish and Wildlife Program biologists from the U.S. Fish and Wildlife Service, won a Michigan Emmy award as the Environmental Film of the Year.

The DVD, produced by Scott Allman of the Michigan State University College of Agriculture and Natural Resources Communications Department, has been shown by all Michigan public broadcasting stations and placed in extension offices and classrooms across the state. Chuck Nelson, an MSU associate professor who led the MSU Extension project, noted "The primary goal of the video was to communicate the need to restore wetlands in Michigan." Biologists from the Partners Program at the Michigan Private Lands Office, as well as

landowners and contractors they have worked with, are among the people featured on the DVD who

share stories of partnerships, restorations and on-the-ground results. Speaking of the Partners Program and other voluntary conservation programs, Nelson went on to say, "These are voluntary programs that are critical and economically valuable. We want people to know the importance of restoration."

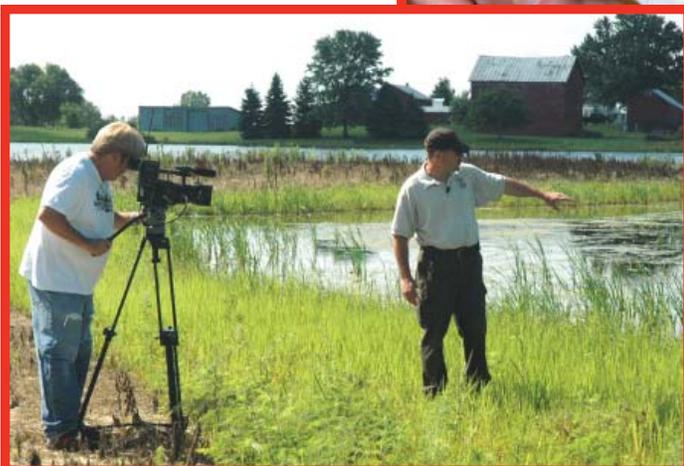
The project received financial support from the Upper Mississippi River/Great Lakes Joint Venture and Ducks Unlimited as well as MSU Extension. The Partners Program provides an opportunity and resources for "Connecting People with Nature."

Restoration projects not only improve habitat for fish and wildlife, but also help to instill or grow a sense of stewardship within the landowners the program partners with. The DVD has increased awareness of wetland values and restoration opportunities and brought additional landowners to the Partners Program.

--*Jim Hudgins*
R3-Michigan PLO



Above: Partners for Fish and Wildlife State Coordinator Jim Hudgins displays the Emmy award for the MSU Extension production Restoring Wetlands. Photo by Scott Allman; ; Left: Partners for Fish and Wildlife Program biologist Jim Hazelman is filmed as part of the MSU Extension DVD titled Restoring Wetlands. Photo by Jim Hudgins.



Youth in the Great Outdoors

The Youth in the Great Outdoors Initiative seeks to employ, educate and engage youth from all backgrounds of the United States. The Department of Interior offers several ways in which youth can find employment, either on a short term or long term basis. The SCEP, STEP, and YCC programs offer such opportunities. In February of 2010, Secretary of the Interior Ken Salazar pledged the increase of youth employment



Above: FWS student Debra Archer has fun with a Canada goose. She earned her BS degree in biology from James Madison University and is currently working towards a Master of Science degree in Environmental Science at Indiana University. USFWS Photo.

opportunities in the Department. This increase came in the form of \$9.3 million dollars to the Office of Youth in Natural Resources, whose goal it is to employ youth in natural resources careers through these various programs.

SCEP- Student Career Employment Program

This program is designed to hire highly qualified employees into federal service and provide students with exposure to public service before graduation. This program offers opportunities in all of the occupational groups within the U.S. Fish and Wildlife Service. It also offers valuable work experience directly related to the field of study the employee is in. Students who complete all requirements of the program by the time they graduate may be eligible for permanent future employment in the Service.

STEP- Student Temporary Employment Program

This program is intended to introduce talented students to the benefits and challenge of working for the federal government. It combines academic study with on the job work experience. Covering all occupational groups found within the Service, this program offers temporary employment while the enrollee is attending school, either for a summer or for their entire student career. In this program, unlike SCEP, the employment opportunity does not necessarily have to be related to their field of study.

YCC- Youth Conservation Corps

The Youth Conservation Corps Act of 1970 established

permanent programs within the Department of Interior and the Department of Agriculture. These programs were created for American youth between the ages of 15 and 18 to perform specific tasks for the agencies in these departments. These programs, which typically last from 8-10 weeks during the summer, expose the youth to environmental awareness, the environmental heritage of the country, the outdoors, and safety.

I work in the External Affairs office of the Regional Headquarters of the U.S. Fish and Wildlife Service at Ft. Snelling, Minnesota. Part of my duties here are to chronicle youth employment in the Midwest Region. I will be traveling around the region this summer to various national wildlife refuges and wetland management districts in order to find stories the youth employed by the Service.

*--Nikolai Kleven
External Affairs*



Above: Shelby Townley and Jacey Kleeman loading gravel for trail rehabilitation. USFWS Photo.

In Their Own Words...



Kara Zwickey On the Service

Working for the USFWS has allowed me to combine my passion of the natural world and people. As a visitor services employee I am able to communicate with the public on a daily basis, teaching about the mission of the USFWS. Not only have I had the opportunity to improve upon my visitor services skills, but I have also had the opportunity to be involved in prescribed fires and in numerous biological projects.

On the Future

I am hopeful that the youth and general public will take the opportunity to learn about and utilize our national wildlife refuges in the future. I see my role as a visitor services employee as being crucial to sustaining the connection between the public and the outdoors.

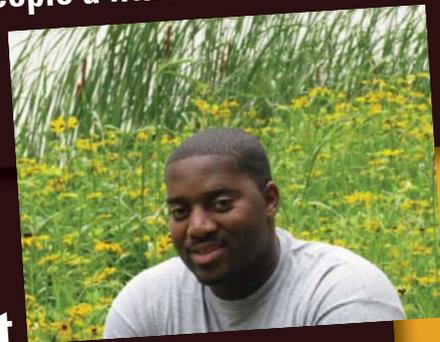
On Attracting Youth

I think young people these days are looking for a career opportunities that provide stability and adventure (two things I have found working for the USFWS). Also, providing communication in an easily accessible way is key. Information about current jobs, what's happening inside the region, and how people can get involved needs to be available on the internet through various medias.



Irma Tapia On the Service

I enjoy watching wildlife and being able to track animals. It gives you a better understanding of individual behaviors and how movements may be affected by a myriad of factors, including anthropogenic ones. It's also great that my field work is so close to many vacationers out on the river, so I get the opportunity to do a lot of community outreach in the field. I often get people who stop and ask me what I am doing and why. Most days I get to teach people a little something about the turtles.



Lionel Grant On the Service

The thing I like most about the USFWS is the people. Never have I been around a group of people who really love what they do. Although I work eight hour days, I never look at it as work. Every time I lace my boots, I look at it as doing something I love and a service to the community.

In Their Own Words...



Jamie Lewis On the Service

What I like most about working for the Service is working alongside others who share a passion for preserving the environment. It's comforting knowing that so many people work hard every day to make positive changes.

On the Future

Since I'm getting a degree in Elementary Education, I envision myself staying involved with Fish and Wildlife through taking students on field trips to the wildlife refuges. I hope to encourage the school district I work for to build a close relationship with Fish and Wildlife, so students can become environmentally conscious and excited about making a difference.

On Attracting Youth

The Service can attract and retain more young people by networking with elementary through college-aged students. Representatives from Fish and Wildlife could make their work more public by speaking at career day events in elementary and middle schools. Tours of the refuges and offices could be offered in which students would be exposed to the numerous career opportunities there are within the service. High school and college students could be invited to events where SCEP and STEP students share their experiences with Fish and Wildlife, so they'd have a better understanding of opportunities within the service.



Mark Schaffner On the Service

I really enjoy the work environment and ability to take part in many different projects. The different skills I have learned will be very valuable for my future.

On the Future

I hope to be working as a Refuge Law Enforcement Officer for the USFWS somewhere in the midwest.

On Attracting Youth

To have current and/or recent SCEP and STEP students inform potential applicants about the U.S. Fish and Wildlife Service through public information or career fairs events at universities.

Student Employees at the Fergus Falls Wetland Management District

The Fergus Falls Wetland Management District in Minnesota has had the opportunity to have a handful of helpful STEP enrollees and a SCEP employee this summer to work with. STEP (Student Temporary Employment Program), and SCEP (Student Career Employment Program) are two programs that the U.S. Fish and Wildlife Service uses to employ youth. There youth employees are working for the WMD completing a wide range of tasks

from administrative to physical labor. The STEP enrollees, Kyle Kosak, Zach Larson, Ty Macheledt, and Robert Schmidt are working on a variety of activities including

District as a STEP enrollee to fulfill a number of duties ranging from using GIS to line up photos, to organizing easement folders, and entering pair count data

for the Habitat Population Evaluation Team into a computer data base. However, the most important part, she says, about her experience last summer, was the offer to continue on for the summer of 2010 as a SCEP enrollee. This summer, her duties have changed a little. They now include familiarizing herself with programs and information that she will need to



Above: At her desk, hard at work, SCEP employee Monica Schmidt. USFWS Photo.

know throughout her career. She has also been able to do some traveling this summer for training, which she says has been a great experience for her and she has learned a great deal which will help her in her future work with the Service. "The past two summers have been a work experience I wouldn't trade for anything," she says. Schmidt says she would like to stay with the service after her SCEP is done because she likes the idea of having a government job and she likes the people she works with.

--Nikolai Kleven
External Affairs

boundary posting, minnow counts, as well as maintenance and construction projects. Monica Schmidt, the sole SCEP employee is working in an administrative position in the WMD office.

In the spring of 2009, Monica's school advisor helped her find and set up a summer internship as part of her course work at Southwest State University in Marshall, Minn. The internship she applied for was in the STEP program. Last summer, Monica was hired by the Fergus Falls Wetland Management



Above: STEP enrollee Zachary Larson doing prep-work for a cement pad around a new informational kiosk at the Prairie Wetland Learning Center. USFWS Photo.

The Youth Conservation Corps at Seney National Wildlife Refuge

The Seney National Wildlife Refuge in the Upper Peninsula of Michigan has had an eventful summer for their Youth Conservation Corps crew this year. Working on projects such as cleaning buildings around the refuge, replacing boundary signs,

replacing a bridge across a canal. Helping the YCC crew with some of their projects are two Refuge Volunteers and some members of the Seney Natural History Association.

The crew has also replaced the boundary signs around most of the refuge. It was a big undertaking, and they have taken part in community service projects in two local communities: Germfask and

The crew had the opportunity to participate in piping plover protection efforts taking place at the refuge's Whitefish Point Unit on Lake Superior. The crew helped protect this endangered species by installing physical and psychological barriers to keep people out of nesting areas. As a result, four plovers have hatched this year, all of which are about to fledge. The crew has had a busy summer and has learned a lot about working in the great outdoors.

--Nikolai Kleven, *External Affairs*



Above: Shelby Townley and Jacey Kleeeman loading gravel for trail rehabilitation. USFWS Photo.

marking the refuge, trail-keeping and rehabilitation, washing vehicles, maintaining observation decks and dikes.

The "showcase" project this summer for the crew has been the rehabilitation of a walking trail which has been closed for many years. This trail links an existing trail to the Wig-Wam rest stop along MI-77. Their work has consisted of clearing brush from the length of the trail, installing boardwalks over three areas of low ground, and



Above: Shelby Townley pre-drilling bridge planks for installation on the new bridge on the Wig-Wam extension trail. USFWS Photo.

Curtis. In Germfask they painted fire hydrants and in Curtis they helped move the Three Lakes Academy Library.

Around the Region In the Field with Lionel Grant

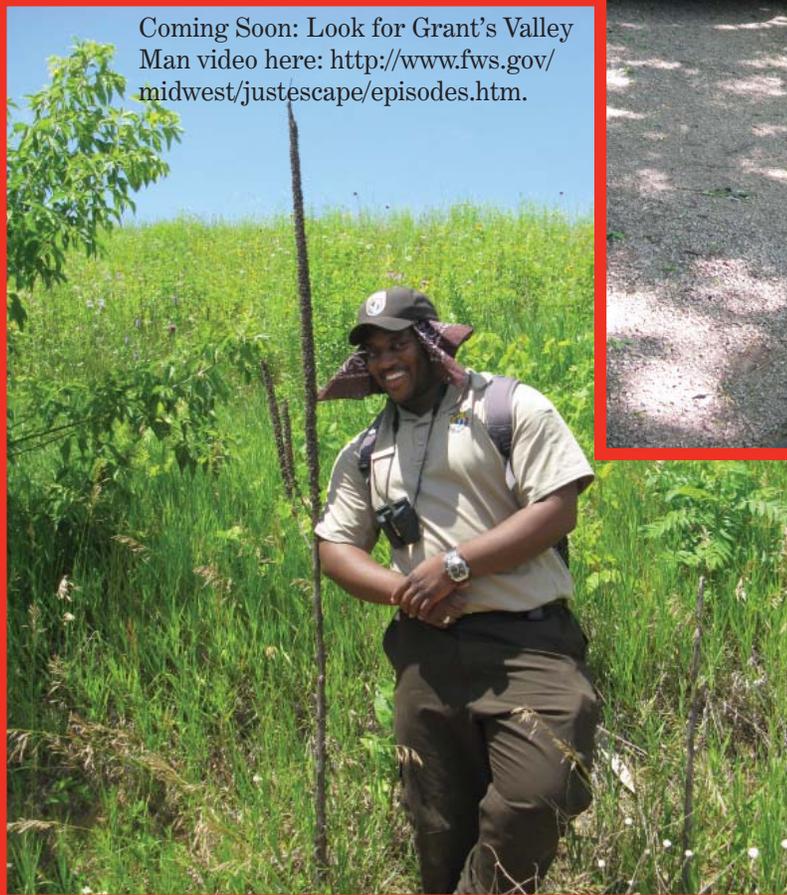
As a SCEP student and Visitor Services Park Ranger for Minnesota Valley National Wildlife Refuge, Lionel Grant is responsible for the creation and implementation of environmental education programming. He is charged with the task of finding ways to connect surrounding members of the underserved community with the refuge.

Grant says his interest was piqued in the Service while serving as chapter president of an organization called Minorities in Agriculture, Natural Resources & Related Sciences (MANRRS) at Southern Illinois University Carbondale. His goal was to find ways that MANRRS could get involved with the Crab Orchard NWR which is located just outside of Carbondale, in Marion, Ill. As a then volunteer at a local refuge, he heard about a possible SCEP

opening in the Midwest Region through an e-mail. "I jumped on it," he says. "I landed my career in the Service by maintaining a healthy relationship with refuges within my area."

Grant's first job for the Service was made possible by the Student Conservation

Coming Soon: Look for Grant's Valley Man video here: <http://www.fws.gov/midwest/justescape/episodes.htm>.



Above: Lionel Grant working out in the field. USFWS Photos.



Association (SCA). "As a junior at Southern Illinois University Carbondale, I had heard of this organization while attending a national MANRRS conference back in 2008", he says. He landed a successful interview with Virginia Retting of Cape May National Wildlife Refuge in Cape May Court House, New Jersey.

Throughout his development as an undergrad, Grant says that there were a few people that he looked to as mentors but there

Around the Region In the Field with Lionel Grant

is one that stands out the most. Dr. Dexter Wakefield, an Associate Professor in Agriculture Education at Southern Illinois University Carbondale was a major influence in his life. “He has advised me throughout my time at SIUC,” Grant says, “and always been there to lend his support. Dr. Wakefield encouraged me to take my first venture with USFWS through SCA and for that, I am thankful.”

Grant is the first in his immediate family to complete college by earning a Bachelor in Science from Southern Illinois University Carbondale. At present he is pursuing a Masters in Forestry: Human Dimensions of Natural Resources with Emphasis on Nature Deficits Disorder. He is the first in his extended family to embark on such an endeavor, as well.

Grant’s beaming enthusiasm is nothing less than contagious when asked about the children and nature programs at the Minnesota Valley NWR that he’s involved in. “This program fuels my passion because I always believed there needs to be a connection that children can make both in and outside of the classroom,” he says. “This program does just that. Not only does this educate children on why what we do is important, but it also helps protect wildlife by creating environmental stewards.

The most rewarding feeling I get is when we hear back about how the children are still inspired to learn about nature. That lets me know that we are doing our job (and affecting their lives).”



SCEP student and Visitor Services Park Ranger for Minnesota Valley National Wildlife Refuge, Lionel Grant in the office. USFWS Photo.

can be difficult. In his own youth he remembers having had a lot of mixed emotions about people in uniforms. As a Chicago teen, some of his experiences with people in uniforms were not positive, an experience that is not uncommon in underserved communities. “Another major factor is that for decades minorities, especially African Americans, have been bound by fears that we don’t belong in the forests,” he says. “I was not exempt from this pattern of thinking. Instead of a *re-introduction* [to nature] it is an *introduction* to minorities for the first time.” These are all issues that the Service must overcome to be successful in its objectives.

Grant plans to use his teachings to help enhance our environmental education programs that are implemented throughout the Service. He says he hopes his future in the Service will allow him to help open doors for others. Grant’s engaging personality will serve him well in this endeavor.

--Valerie Rose Redmond
External Affairs

Grant is also a trained “Flying Wild” Program Facilitator. In this role, he helps to cultivate student’s birder knowledge.

The biggest challenge he faces is navigating in around the unknown social barriers. He says that dealing with youth in their teens

Around the Region In the Field with Irma Tapia

Conservation intern Irma Tapia works with the Upper Mississippi Refuge in their conservation efforts of the state threatened ornate box turtle. She tracks turtles in remnant populations in the area. She is also responsible for entering data, contributing to reports about the turtles, and processing new turtles. The U.S. Fish and Wildlife Service contracted Tapia, one of nine students, through the National Council on Science and the Environment. Aside from working with turtles Tapia has also aided with nest productivity counts of egrets, herons and eagles. Tapia says that her fishing experience is limited but she had great fun electrofishing.

A San Diego native, Tapia moved to Pullman, Wash. to attend Washington State University and attain her B.S. in Zoology. She then moved to Ames, Iowa to get her M.S. in Ecology and Evolutionary Biology. She learned of the Conservation Internship Program through a former Iowa State student that is currently working for the Service.

For her master's research, Tapia did radio-telemetry work with white-tailed jackrabbits. "I enjoy watching wildlife and being able to track animals. [It] gives you a better understanding of individual behaviors and how movements may be affected by a myriad of factors, including anthropogenic



ones," she says. "It's also great that my field work is so close to many vacationers out on the river so I get the opportunity to do a lot of community outreach in the field. I often get people who stop and ask me what I am doing and why. So most days I get to teach people a little something about the turtles."

After her internship, Tapia has been given the opportunity to teach a mammalogy course at Drake University in the fall. "I think that having the opportunity to work with a broader range of animals will give me a better background from which to teach about a specific group of animals and how they compare to other groups."

--Valerie Rose Redmond
External Affairs

Wisconsin Statewide Karner Blue Butterfly Habitat Conservation Plan Renewed

The U.S. Fish and Wildlife Service has approved Wisconsin's updated conservation plan and request to renew the state's incidental take permit for the endangered Karner blue butterfly.

The Wisconsin Statewide Karner Blue Butterfly Habitat Conservation Plan was first approved in 1999. Under the administration of the Wisconsin Department of Natural Resources, partners to the statewide habitat conservation plan have grown from 26 in 1999 to 41 today. Current partners include county forest departments, utility companies, forest industry, county and township highway departments and the departments of Transportation and Agriculture.



Wisconsin DNR updated their conservation plan to reflect changes made over the last decade, including an adjustment in the range of the Karner blue butterfly in Wisconsin and a focus on recovery of the butterfly. The Service's approval renews the permit for another 10 years.

Matt Frank, Secretary of the Wisconsin Department of Natural Resources, credited the partners' dedication to the conservation plan that has sustained the Karner Blue to more than tenfold the number when discovered about 20 years ago. However, Frank says, the Karner Blue success story is more about Wisconsin's working landscape and why the majority of this endangered species live in the state.

Continued on last page.

Banding Together at Port Louisa NWR

As the sun rose over the river levee to the east, refuge staff and volunteers were busy placing and unfurling mist nets, arranging materials for the visiting public, and setting up a banding station on the refuge's bluff top overlook. Within the hour, the public began arriving to get an up-close look at beautiful spring warblers, thrushes, vireos, and other migrants, while learning about the stopover and breeding habitat this refuge along the Mississippi River provides to 223 documented species. Held on May 22, this event was a celebration of International Migratory Bird Day as well as an opportunity for the public to experience an aspect of Port Louisa National Wildlife Refuge unrelated to moist soil management or the waterfowl migration; two subjects that garner the most attention for the refuge.

Refuge staff and volunteers spent the morning checking and maintaining the nets. Visitors followed along during these net checks and, more often than not, their anticipation, curiosity, and

excitement were rewarded by seeing a bird harmlessly entangled in the fine net threads. They watched intently as the birds were carefully removed from the net, placed in a temporary holding



Above: Cindy Samples (left) helps a young visitor and his mother release a gray catbird. Photo by John Brooks, Quad City Photo Club.)

bag, and delivered to the banding station. It was there that Cindy Samples, a visiting park ranger from Upper Mississippi River National Wildlife and Fish Refuge, would identify the birds and band them before a crowd of interested observers.

As the morning progressed the public viewed, photographed, and released strikingly beautiful indigo buntings, delicate prothonotary warblers and common yellowthroats, a host of gray catbirds, and a number of other bird species. During the banding process Ms. Samples pointed out plumage

variations within species, provided tips for field identification, and explained the science behind bird banding.

But birds weren't the only ones banded on this day! Everyone that participated in the program was asked to provide some basic information about themselves like name, age, height, and place of birth before they were issued a wrist band bearing the name of the refuge. This human 'banding station' documented visitors that fledged from as far away as California and New Jersey to compliment the locals from Iowa and Illinois.

The success of this program can be greatly attributed to the many volunteers that assisted throughout the day; members of the Quad City Photo Club photographed all aspects of the event for the station's image library, county conservation volunteers interacted positively with the public, and yet others with banding experience offered their services to monitor nets and handle birds.

A local science teacher and volunteer for the day, Stacy Rector, had this to say about the event and the student she accompanied, "Kelly really had a great time and said she would like more opportunities to work with nature. I hope to continue to bring these opportunities to the students and look forward to working with Port Louisa in the future."

Please contact Port Louisa NWR at 319.523.6982 for more information about this program.

--Ron Knopik, Wildlife Refuge Specialist



Above: Cathy Henry, Refuge Manager (left), Cindy Samples, Park Ranger, and Ron Knopik, Deputy Refuge Manager. Photo by John Brooks, Quad City Photo Club.)

America's Inner Coastal Summit: Post-Summit Recap

A total of 117 people from a broad cross section of Mississippi River watershed partners and stakeholders including non-government organizations, federal agencies, states, tribal nations, private landowners, private industry, academia and community representatives converged on Union Station in St. Louis for the America's Inner Coast Summit (AICS) on June 22-24, 2010. The Service's Midwest Region was represented at the AICS by Rick Frietsche (Refuges), Scott Yess (Fisheries), and Ryan Aylesworth (External Affairs).

The summit was co-facilitated by representatives with the Sand County Foundation and the U.S. Army Corps of Engineers (Mississippi Valley Division). The purpose of the gathering was to discuss and help further a vision for this multiple-use inner coast. A steering team made up of representatives from Monsanto Corporation, The Nature

Conservancy, Gulf Engineers and Consultants, Inc., the National Great Rivers Research and Education Center and University of Florida, Office of Conferences and Institutes rounded out the leadership roles.

Summit attendees were representative of 20 states and 76 unique organizations, with affiliations ranging from Academic 4%; Business and Land Owner 15%; Community, State, Local Government 11%; Federal 30%; NGOs 35%; Political 4%; and Tribal 1%.

The goal of the summit was to develop high-level recommendations to be considered in developing sustainable Mississippi River valley projects and initiatives and to help further the exchange of information regarding progress and barriers/constraints on current projects, programs and activities in order to support watershed efforts.

A highlight of the summit was participation by all attendees in six work groups, focused on communication, science needs, effective integration, multi-sector management, 200-year vision and model programs and projects. Work group efforts and results were reported out at the meeting. A detailed write-up of the work group results along with potential actions will be made available to the public in the near future. Each group developed a draft of key recommendations which are available for viewing on the Summit web site (<http://conference.ifas.ufl.edu/aics/index.html>). An interdisciplinary group is being assembled to promote follow up on action items and help shepherd progress over the next year. A similar summit will be organized in the summer of 2011 to continue the process.

Unlike other summits or conferences where the focus is often narrowed to one particular aspect such as navigation, development, flood control, cultural and social resources or the environment, America's Inner Coast Summit focused on the strength obtained by the combination of all these aspects and how they can be intertwined for a total positive purpose – Mississippi River Watershed Sustainability.

--Ryan Aylesworth
External Affairs



Above: Participants in the 2010 AICS included representatives from government, non-governmental organizations, industry, and academia (Photo credit: U.S. Army Corps of Engineers).

Landscape Conservation Cooperative News

Craig Czarnecki Selection

Selection of Craig Czarnecki as UMGL LCC Coordinator

Craig A. Czarnecki has been selected as Coordinator of the Upper Midwest and Great Lakes Landscape Conservation Cooperative. Craig will be located at the East Lansing Field Office.

During the past few months Craig has served as the Interim UMGL LCC Coordinator and worked with a number of conservation colleagues and organizations to develop projects that may help us detect and understand the impacts of climate change and facilitate development of adaptation strategies across the Great Lakes watershed. These first steps will help guide allocation of the LCC's first year provisional funding of \$1 million via the Great Lakes Restoration Initiative. As we move forward with this LCC, and the establishment of a national LCC network, Craig will join others to better apply a science-based adaptive management processes to our -- and our partners -- conservation delivery systems.

As the Project Leader of the East Lansing Field Office for the past 11 years, Craig worked alongside a staff of biologists and administrative assistants and supervised FWS activities with threatened and endangered species, contaminants, wetland



Above: Proposed Map of the Upper Midwest and Great Lakes Landscape Conservation Cooperative.

protection programs and various Great Lakes initiatives. His experience working with all levels of the conservation community and other interests will be invaluable as he takes on this new challenge.

Please go to the following website for more information: <http://www.fws.gov/midwest/climate/LCC/UpperMidwest/> For more information on the UMGL LCC, please contact Brian Anderson, bda@Illinois.edu, or Craig Czarnecki, craig_czarnecki@fws.gov. You may also visit: <http://www.fws.gov/midwest/climate/>

Rice Lake NWR Celebrates 75 Years

Join Refuge staff in celebrating 75 years of history at Rice Lake NWR on September 3, 2010 from 9:00 a.m. to 3:00 p.m.

This free family event will lead you on a historic journey through the development of the refuge. Feature exhibits will include wild rice harvesting, horse logging demos, blacksmithing, story telling, wagon rides, historic photo display and much more. Come discover the wonder Rice Lake NWR has to offer!

For more information please call: 218-768-2402.

Minnesota Valley NWR Celebrates Grand Re-opening

Join refuge staff in celebrating the end of construction and renovation at the Bloomington Visitor Center.

The center will be open from 9:00 a.m. to 5:00 p.m.

Activities (guided hikes, live bird exhibits, kids activities, wildlife watching, speakers and educational programs) will take place between 10:00 a.m. and 3:00 p.m.

For more information please call: 952-854-5900.

Meritorious Service Award

Tom Worthington

Tom Worthington began work with the U.S. Fish and Wildlife Service at Okefenokee National Wildlife Refuge in the late 1970's. Worthington spent seven years there before relocating to Minnesota Valley NWR in 1985.

After a few years, Worthington transferred to the Regional Office as Chief of Visitor Services. In the mid-1990's he assumed the Deputy Refuge Chief position under Nita Fuller.

Over the years, he has been extraordinarily dedicated to the National Wildlife Refuge System and the Service. Worthington has provided great service to employees and field stations since the first day he came on board. He has developed excellent writing and editing skills and has always been accessible to our employees. He is one-person history book of the refuge system here in the Midwest. His reputation for high quality contributions goes beyond the region and has been tapped on numerous occasions to work on national issues including the document known as the *Promises of the New Century*. He has been the steady hand on the throttle over the years for the refuge system here in the Midwest Region.

For these reasons and more, Tom W. Worthington was presented with the Meritorious Service Award of the U.S. Department of the Interior.

--Rick Schultz
Refuge Chief, Regional Office

Right: Tom Worthington (c) receives the Meritorious Service Award from Regional Director Tom Melius (l) and Refuge Chief Rick Schultz (r).
USFWS photos by Valerie Rose Redmond.



The Duck Stamp Challenge

Top 10 Reasons to Buy Federal and Junior Duck Stamps

1. There are 552 national wildlife refuges in the United States. Each is managed as a protected haven for birds and other wildlife.

2. The Federal Duck Stamp costs only \$15 and it's easy for everyone to buy – many post offices, national wildlife refuges and sporting good stores carry them, as well as some discount stores, and they are also available online at <http://www.duckstamps.com>.

3. The funds not only go to refuges. Since 1958, the U.S. Fish and Wildlife Service has used a portion of the Federal Duck Stamp revenues to acquire wetland and grassland habitats in the Prairie Pothole Region of the upper Midwest and northern Great Plains.

4. The purchase of a Federal Duck Stamp is not something that will just benefit ducks. Among scores of other bird species, numerous kinds of shorebirds, long-legged waders, and wetland and grassland songbirds are dependent on habitat derived from Duck Stamp purchases.

5. You can say the same about that status of other wildlife

– not only birds – and water quality as benefiting from the use of the Stamp.

6. Some of the most diverse and wildlife-rich refuges in the nation have been acquired with Duck Stamp funds.

7. Federal Duck Stamp is a “free pass” for an entire year – for a vehicle full of people -- at all national wildlife refuges that charge for admission – a real bargain if ever there was one.

about wetlands and natural resource conservation.

9. The Junior Duck Stamp program connects children and nature by teaching children the basic concepts of waterfowl and wildlife conservation and environmental awareness in the simplest of terms.

10. The Federal Duck Stamp is probably the best-kept secret in all of bird conservation.



8. The Junior Duck Stamp is the only program in the Fish and Wildlife Service with the specific goal of reaching our young people with messages

Above: Ashley Spratt (l) displays the Duck Stamp Challenge incentives alongside Regional Director Tom Melius (r). USFWS Photo by Valerie Rose Redmond.



Regional Office

2010 Duck Stamp Challenge

The epic challenge to see which office can sell the most Duck Stamps is back, so **BRING IT ON!** It's the **Geeksters vs. GooseFarmers vs. ShoutOuts vs. LawDogs vs. FishHeads vs. CraneTrackers vs. the Protectors!** It's no holds barred, all-against-all, every office for itself! Who will sell the most...and prevail? The deadline to purchase, and be counted, is January 31, 2011. Buy your stamp from Margie Maldonado in Visitor Services!

Buy a Duck Stamp, Junior Duck Stamp, or both! After your purchase contact Duck Stamp Challenge coordinator, Ashley Spratt, by e-mail (ashley_spratt@fws.gov) or phone (612/713-5314), so that your purchase is counted!



BRIDGE TO THE FUTURE

Sunny Youth Employment Picture



Above: Seney National Wildlife Refuge: Bridge crew with two volunteers that designed and led the construction of the bridge and three boardwalks on the Wig-Wam spur trail. USFWS Photo.

Midwest Region's Sunny Future

1. Ashley Berkler, DeSoto
2. Elizabeth Berkley, Sherburne
3. Kylie Biggert, Ottawa
4. Laura Bonneau, Ottawa
5. Andrew DiAllesandro, Seney
6. Jesse Campbell, Division of Conservation Planning
7. Kyle Daly, Tamarac
8. Annie Davies, Seney
9. DeMenge Clint, Rice Lake



Midwest Region's Sunny Future

1. Jamie Dittmar, Tamarac
2. Adam Dunham, Two Tivers
3. Maria Fosado, Fergus Falls
4. Kirstin Fritz, Winona
5. Zachary Gilna, Shiawassee
6. Lionel Grant, Minnesota Valley
7. Josh Hager, Mingo
8. Mick Hanan, Fergus Falls
9. Jim Hartma, DeSoto



Midwest Region's Sunny Future

1. Debra Archer, Ottawa
2. Jacklyn Banet, Big Oaks
3. Nate Campbell, Sherburne
4. Jessica Gable, Minnesota Valley
5. Jaimie Carpenter, Regional Office, HR
6. Vanessa Slack, Shiawassee
7. Justin Mednick, Regional Office, HR
8. Tapia Irma, Savanna
9. Erik Linde, Necedah



Midwest Region's Sunny Future

1. Andrew Houze, Muscatatuck
2. Kenith Jensen, Horicon
3. Valerie Johnson, Trempleau
4. Katie Julian, Fergus Falls
5. Rachel Kappler, Big Oaks
6. Travis Karschnik, Minnesota Valley
7. Whitney Kroschel, Minnesota Valley
8. Chad Lawson, Minnesota Valley
9. Sean Lofgren, Minnesota Valley



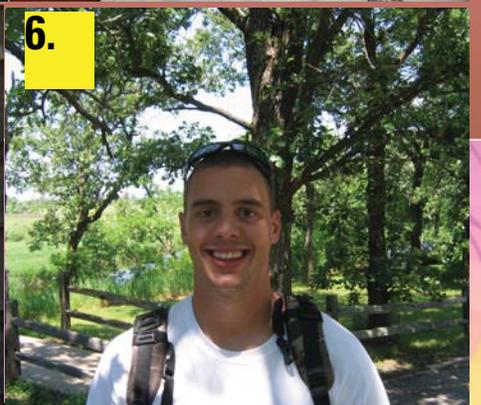
Midwest Region's Sunny Future

1. Lisa Maas, Necedah
2. Molly Martin, Division of Conservation Planning
3. Jeremy Maslowski, Agassiz
4. Alisha Maves, Patoka River
5. Alisha Maves, Patoka River - 4 and 5 are same person
6. Dale Maxson, Seney
7. Michael Mitchell, Mingo
8. Bradley Mullen, Detroit Lakes WMD
9. Brian Newman, Division of Facilities management and Budget Management



Midwest Region's Sunny Future

1. Brian Newman, Division of Facilities Management and Budget Development - 9&1 are same person
2. Jaime Nielsen, Division of Facilities Management and Budget Development
3. Amanda Noel, Big Muddy
4. Ryan Pauly, Crab Orchard
5. Lizzie O'Meara, Ottawa
6. Mike Preisler, Sherburne
7. Jake Randa, Morris
8. Peter Rea, Seney



Genoa NFH

Paige Oldham of Viroqua (Wis.) and Josh Rotter of De Soto (Wis.) joined the staff at the Genoa National Fish Hatchery as part of the Service's Youth Conservation Corps (YCC) Program. Recruitment for the two summer positions started in April by contacting a number of local schools.

Midwest Region's Sunny Future

1. Chad Springer, Big Oaks
2. Stacey Mae Standal, Sherburne
3. Matt Stasica, Minnesota Valley
4. Derek Storkel, Necedah
5. Charlie Tucker, Savanna
6. Tim Villaard, Minnesota PLO
7. Krista Vogel, Ohio PLO
8. Amanda Walker, Necedah
9. Ben Walker, Lacrosse



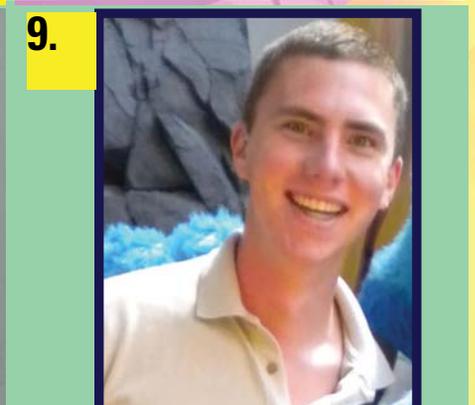
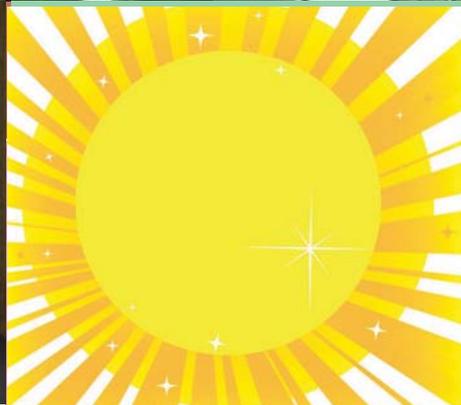
Midwest Region's Sunny Future

1. Joanna Rogers, Shiawassee
2. Marco Sanchez, Seney
3. Mark Schaffner, Winona
4. Monica Schmidt, Fergus Falls
5. Betty Sellenheim, Necedah
6. Chuck Shier, Rice Lake
7. Sarah Shimek, Minnesota Valley
8. Anna Sidie, Agassiz
9. Caitlin Smith, IN PLO



Midwest Region's Sunny Future

1. Courtney White, Winona
2. Kara Zwickey, Rice Lake
3. Jamie Lewis, Regional Office, Construction & Acquisition Division
4. Jenessa Humphrey, Regional Office, Construction & Acquisition Division
6. Ann Marie Chapman, Regional Office, Visitor Services and Outreach; Facilitator for the Student Workshop Event
7. Dale Maxom, Seney NWR
8. Samantha Redmond, Regional Office, Construction & Acquisition Division
9. Nikolai Kleven, Regional Office, External Affairs



Marketing Yourself

To The Federal Government

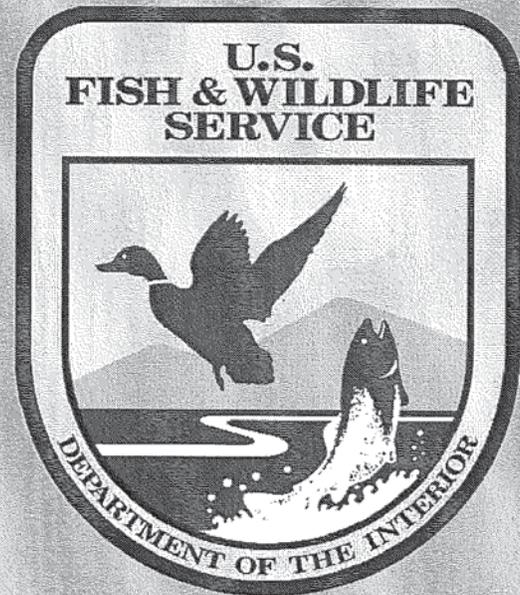
Do's and Do not's of Federal Employment

DO:

- Provide work experience narratives that demonstrate your knowledge, skills, and abilities.
- Review the vacancy announcement to ensure you are qualified for the position.
- Follow instructions in the "how to apply" section of the vacancy announcement.
- Apply to jobs and agencies that are the best match for you.
- Use USA Jobs to receive e-mail updates of potential job openings.
- Prepare different resumes for different jobs within the Federal Government.
- Network; to learn more about federal careers and job openings.

DO NOT:

- Use a private sector resume.
- Miss the opportunity to sell yourself.
- Forget to answer the online questionnaire.
- Apply *only* for jobs within your desired salary range. Factor in the other benefits of federal employment.
- Lie or embellish the truth.



- *How Federal Jobs Are Filled:*
<http://www.usajobs.gov/EI/howjobsarefilled.asp#icc>
- *USA Jobs Homepage:*
<http://www.usajobs.gov>
- *Student Job Information Site*
<http://www.usajobs.gov/studentjobs/>
<http://www.fws.gov/midwest/careers/>
- *U.S. Department of Fish & Wildlife*
<http://www.fws.gov>
<http://www.fws.gov/humancapital/News.html>

Contact information: Human Resources~~612-713-5230



U. S. Fish and Wildlife Service

<http://www.fws.gov/midwest/>

August 2010

Legend Award Continued

established a productive relationship with the Retired Senior Volunteer Program. Last year, more than 840 volunteers donated 7,500 hours of service.

Haugen was also an integral force in nurturing, mentoring and guiding the development of the Friends of Sherburne. With her help, the group progressed to pursuing a capital campaign, advancing environmental education, and promoting the refuge in neighboring communities, with an ultimate goal of building a new visitor

center. The Friends group was recognized as the National Wildlife Refuge Association Friends Group of the Year in 2008.

During her nearly 15 years on the refuge, Haugen addressed the management challenges associated with the encroachment of the Twin Cities metropolitan area, capitalizing on the increase in population to introduce the general public to the recreational

opportunities at Sherburne National Wildlife Refuge. Haugen's many contributions will long benefit visitors to Sherburne.

--Betsy Beneke, R3-Tamarac NWR



<http://www.naturerocks.org/>

Wisconsin Statewide Karner Blue Butterfly Habitat Conservation Plan Continued

"We care about the Karner because it is a keystone species – and has become a symbol of the state's natural but also imperiled savanna/barrens ecosystem. By honoring this conservation plan to provide the habitat for the Karner, it is the larger natural community relying upon the barrens that also benefits," Frank said. "We know Wisconsin has more Karner blues than anywhere. We all share the responsibility to honor the grassroots conservation plan to assure continued survival of the Karner and all other species

relying upon this ecosystem."

"Wisconsin's statewide habitat conservation plan is considered a model for similar conservation efforts across the country," said the Service's Midwest Regional Director Tom Melius. "The state of Wisconsin and the many partners who participate under this conservation plan were truly pioneers in habitat conservation planning and continue to find innovative ways to secure the future of the Karner blue butterfly."

Partners who sign on to the conservation plan are able to use the state's incidental take

permit when carrying out work that could affect endangered Karner blue butterflies. Those impacts are offset by implementing measures spelled out in the habitat conservation plan to ensure long-term conservation of the species in Wisconsin. An additional benefit of the plan has been the opportunity for Wisconsin DNR to compete for the Service's Habitat Conservation Plan Land Acquisition funds. Since 2001, the Wisconsin DNR has been awarded four grants for over \$3.6 million to purchase nearly 2,000 acres of habitat to support conservation of the species.

--USFWS

Thank you for entering your journal reports and photographs in the Fish and Wildlife Journal (aka. ARS)
<http://ars.fws.gov>