

# IR3

U.S. Fish and Wildlife Service

Inside Region 3

August 18, 2004



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# Region 3 Realty Officer Earns Top Award

Region 3 Senior Realty Officer Pat Carroll was awarded the Rudolph Dieffenbach Award for developing an alternative valuation method for the acquisition of low-value, minimally restrictive wetland and grassland easements funded under the Migratory Bird Conservation Act.

While the alternative valuation process was complex to develop, Region 3 Deputy Refuge Chief Tom Worthington explained what it means to managers in the field, "This will allow the Refuge System to more quickly and easily protect wildlife habitat through the easement program in the prairie pothole region.," he said. "No more waiting weeks or months to establish values. For many kind of easements, it can be done in days. And, that's good for ducks."

Pat worked with realty professionals and Service leadership to develop the procedure, created briefing papers and worked tirelessly to explain the complex process to staff in the Director's Office and at the Department of Interior. His hard work and dedication to the project allowed him to ensure acceptance for the valuation procedure. It became official policy when the Director signed Director's Order No. 164.

The alternative valuation method Pat developed will significantly reduce the time required to acquire an easement, allow a greater number of easement to be acquired and save the Service money.

## \$566,000 Approved to Help Restoration Projects in the Great Lakes Basin

The U.S. Fish and Wildlife Service announced \$566,256 in grants to fund fish and wildlife restoration projects in the Great Lakes basin. The projects will be funded under the Great Lakes Fish and Wildlife Restoration Act of 1998, which encourages cooperative conservation, restoration and management of fish and wildlife resources and their habitat.

The nine approved projects focus primarily on the rehabilitation of sustainable fish populations and

include the study of various species of fish, their reproduction, distribution, movement, diet and habitat use within the Great Lakes ecosystem. The Service contributes up to 75 percent of the project's cost.

"The Great Lakes Fish and Wildlife Restoration Act provides powerful and effective tools for the Service and its partners to address the environmental challenges facing the Great Lakes," said Gerry Jackson, Assistant Regional Director for Fisheries. "Through the Act we can help strengthen fish and wildlife conservation programs in the Great Lakes basin."

### **Project and funds recipients:**

- Dynamics and biology of siscowet lake trout in Lake Superior--Michigan State University
- Lake trout reproduction at Mid-Lake Reef--University of Wisconsin-Milwaukee

- Biophysical model of Lake Erie walleye recruitment--Michigan State University
  - Quality control of proposals--Great Lakes Fishery Commission
  - Development of genetic management guidelines for lake sturgeon--University of California, Davis
  - Huron-Erie corridor system habitat assessment--The Ohio State University
  - Food habits of Lake Ontario offshore prey fish--Great Lakes Fishery Commission
  - Evaluations of pilot-scale venturi oxygen stripping to prevent ballast water invasions--University of Maryland Center for Environmental Science
  - Assessment of pit tags for estimating exploitation of walleyes in Lake Erie and Saginaw Bay--Ohio Department of Natural Resources.
- Rachel F. Levin, External Affairs*



- USFWS Photo

(left to right) Realty Chief Eric Alvarez, Pat Carroll, Regional Director Robyn Thorson and Refuge System Chief Bill Hartwig.

### **About the cover:**

Rice Lake National Wildlife Refuge Biologist Michelle McDowell uses global positioning and a specially modified airboat to test a new technique for increasing wild rice growth on the refuge.

- Photo by Refuge Volunteer Jacob Randa

Get the details on page 8.

## Three New Non-Toxic Shot Types Approved

The Service approved three new non-toxic shot types—tungsten-bronze-iron, a new formulation of tungsten-iron, and tungsten-tin-bismuth—for use in waterfowl hunting on Aug. 9.

There are now 10 non-toxic shot types available to waterfowl hunters. “Protecting our waterfowl populations while ensuring waterfowl hunting opportunities are two things we take very seriously,” said Service Director Steve Williams. “With each new shot type approved, hunters will have a wider range of choices as they continue to play a key role in the conservation of waterfowl and its habitat.”

International Nontoxic Composites Corporation’s application of tungsten-bronze-iron shot, ENVIRON-Metal Inc.’s application of tungsten iron shot and Victor Oltrogge’s application for tungsten-tin-bismuth shot have all been approved after being subjects to a rigorous testing protocol.

Previously, hunters were allowed to use steel shot, bismuth-tin, tungsten-iron, tungsten-polymer, tungsten- matrix, tungsten-nickel-iron and tungsten-iron-nickel-tin.

Efforts to phase out lead shot began in the 1970s and a nationwide ban on lead shot for all waterfowl hunting was implemented in 1991. Canada instituted a complete ban in 1999. Waterfowl can ingest expended lead shot and many then die from lead poisoning. In addition, predators that consume waterfowl may ingest the shot.

A study in the mid-1990s found that the nationwide ban in the United States on the use of lead shot for waterfowl hunting has had remarkable success. Six years after the ban, researchers estimated a 64 percent reduction in lead poisoning deaths of surveyed mallard ducks and a 78 percent decline on ingestion of lead pellets.

For more information on toxic and nontoxic shot, go to: [http://migratorybirds.fws.gov/issues/nontoxic\\_shot/nontoxic.htm](http://migratorybirds.fws.gov/issues/nontoxic_shot/nontoxic.htm)

## Local Student Selected for Genoa Hatchery Internship Program

Ashley Umberger of Genoa, Wis., joined the staff of the Genoa National Fish Hatchery this summer as part of the Diversity Internship Program. The program is a cooperative effort between the Washington Fisheries Office and a private non-profit organization called ECO enterprises. The program is designed to provide increased opportunities for students interested in the environmental field. ECO enterprises puts interested candidates in touch with field stations in an attempt to get them exposed to some field experience during their college careers. The goal is to provide hands-on experience and hopefully pique their interest in the field of fish and wild-

life biology.

Ashley is working alongside fish and mussel biologists this summer, participating in the day-to-day operations of a Fish and Wildlife Service field station. She has been involved in all aspects of hatchery operations to include harvesting fish ponds, counting endangered juvenile mussel transformers, preparing feed and feeding lake sturgeon fry, collecting adult mussels and placing mussel culture cages on the Mississippi River.

Ashley has also staffed hatchery exhibits in some of our off-station outreach events. She has quickly become a valued member of our hatchery team, and the 12-week internship seem to be moving

### Hail & Farewell

Region 3 is a dynamic organization. Quality employees are continuously coming to the region or leaving for new challenges.

Each month, we will do our best to publish a list of new employees, as well as those who have retired. Names are provided by the regional Human Resources Office.

This month, we welcome the following new term, temporary and student employees: **John L. Caudel** - Mingo Job Corps Center; **Lee O. Dowd** - Mingo Job Corps Center; **Terry L. Harmon** - Mingo Job Corps Center; **Michelle M. Denney** - Columbia Fishery Resources Office; **Robert L. Lynxwiler** - Upper Miss. Refuge - Savanna District; **Michael Urish** - Horicon National Wildlife Refuge; and, **Deanna Wade** - Regional Office - Human Resources

There were no retirements this month.

quickly to its appointed end.

The Genoa Hatchery staff wish Ashley the best of luck in her future studies, and hope that this summer will be a most memorable one. *Doug Aloisi, Genoa NFH*



- USFWS Photo  
Genoa National Fish Hatchery Ashley Umberger measures a zooplankton sample for analysis during her 12-week internship.

### Wolf Public Hearing Schedule:

The Service is hosting nine public hearings on the proposed delisting of the Gray Wolf in Region 3:

#### Minnesota

- Bemidji, MN, on August 31, 2004, at Bemidji State University, Beaux Arts Ballroom—Hobson Memorial Union, 1500 Birchmont Drive NE
- Virginia, MN, on September 1, 2004, at the Mesabi Range Community College, F100—Fine Arts Theater, 1001 Chestnut Street West
- Bloomington, MN, on October 6, 2004, at the Minnesota Valley National Wildlife Refuge Visitors Center, 3815 American Blvd. East

#### Michigan

- Marquette, MI, on September 13, 2004, at Northern Michigan University, Explorer Room, Don Bottum Conference Center, 540 West Kaye Avenue (park in lot #8)
- Sault Ste. Marie, MI, on September 14, 2004, at Lake Superior State University, Cisler Center, Ontario Room, 650 West Easterday Avenue (park in lots A, B, E, J, or X after 5 p.m.)
- East Lansing, MI, on September 15, 2004, at Michigan State University, BioMedical and Physical Science Building—Auditorium, corner of Wilson and Farm Lane (parking allowed in staff or faculty spaces after 6 p.m.)

#### Wisconsin

- Madison, WI, on September 27, 2004, at the University of Wisconsin Union South, 227 North Randall Avenue
- Wausau, WI, on September 28, 2004, at the Westwood Conference Center, Westwood Conference Room, 1800 West Bridge Street
- Ashland, WI, on September 29, 2004, at the Northern Great Lakes Center, 29270 County Highway G.

For more information on the gray wolf Eastern DPS delisting proposal, see the Service's gray wolf web site at <http://midwest.fws.gov/wolf>

## Deputy Secretary Griles Visits Ohio to Announce Compromise Designed to Help Indiana Bat

Deputy Secretary of the Interior Steve Griles joined U.S. Rep. Steven C. LaTourette of Ohio, Ashtabula Area City School District Superintendent William Licate and other community members in Saybrook Township, Ohio, on Aug. 11 to recognize the partnership that allowed construction of the new Lakeside High School to commence near an endangered bat colony.

Under an agreement with the U.S. Fish and Wildlife Service and the U.S. Army Corps of Engineers, the Ashtabula Area City School District revised its construction plans to avoid affecting the habitat of an endangered and pregnant Indiana bat, discovered in June near the site of the soon-to-be-constructed school.

"This agreement exemplifies what Interior Secretary Gale Norton calls her '4 C's' – communication, consultation and cooperation, all in the service of conservation," Griles said. "And it proves that open discussion and flexibility can in the end be much more effective than unyielding regulation."

Griles thanked Rep. LaTourette, Superintendent Licate, the Buffalo District of the Army Corps of Engineers, and Fish and Wildlife Service staff from the Reynoldsburg, Ohio, field office for their work in brokering the agreement.

Construction of the \$44 million Lakeside complex – which will replace two existing schools dating back to 1912 and 1914 – was temporarily delayed as the Service, the Corps of Engineers and the District dis-

cussed ways to minimize impact on the bat and its habitat.

The compromise ensures that the Lakeside campus will include all of the facilities the school district wanted, construction will begin this summer and the Indiana bat and its habitat are protected in perpetuity near the Lakeside site. During the negotiation process, the school district agreed to a permanent conservation easement on 55.2 acres of current and future Indiana bat habitat on the school site. The school district will even enhance habitat for the bat by creating suitable roost trees.

The Indiana bat was listed as endangered in 1967. Populations have continued to decline since then. Only eight maternity colonies—large congregations of females and vulnerable young bats—have been found in Ohio, including the one near the Lakeside site. *Rachel F. Levin, External Affairs*



- USFWS Photo

U.S. Rep. Steven C. LaTourette of Ohio (left) and Deputy Interior Secretary Steve Griles review plans for a new school that will be built near a site where an Indiana bat was discovered.

## Region 3 Refuge Manager on U.S. Olympic Archery Team 13 Year Service Veteran is the "New Guy" on the Block in Olympic Archery

Add "Olympian" next to John Magera's title of Refuge Manager at Region 3's Middle Mississippi River National Wildlife Refuge in southern Illinois. A little more than a year after competing in his first bow tournament, Magera, 34, is representing the United States at the 2004 Summer Olympics as a member of the U.S. Olympic Archery Team.

Magera earned a spot on the U.S. Olympic Team after finishing third at the Olympic Archery Team Trials held June 15-19 in Mason, Ohio. Magera's surprising finish was a big surprise to himself and to the established ranks of the U.S. archery community, who watched a relative novice out-shoot numerous world-ranked archers, including three former Olympians. "My only goal was to get into the top 16 and if I did that, I would've been completely happy going home," said Magera. "In the back of my mind, I thought I might be able to make the top eight, but never expected this."

Less than a month after the Olympic trials, Magera was off to Europe, where his achievement did sink in. In his first-ever international competition, he tied for 28th

place out of 107 archers at the European Grand Prix in Antalya, Turkey, July 13-17. "It was a great experience, even though I didn't do as well as I had hoped I would. But my coach and team mates said I did pretty darn good for my first time in an international competition."

Magera arrived in Athens August 4. While competing, he hopes to sport a small (2.5 inch by 4.5 inch) Blue Goose patch on his chest protector, and most likely any other place he can find to sew one. "I've worked for the Fish and Wildlife Service and the Refuge System ever since I was in college and if you cut me, I'd probably bleed blue," Magera said. "I thought the Olympics would be a great place to promote our National Wildlife Refuges. The Blue Goose is going to Athens as my personal logo." The 13-year USFWS veteran is also carrying his refuge's Blue Goose Centennial flag with him to Athens. "It hangs in my room over my bed, a little piece of home, if you will," he added. He's also posted the National Wildlife Refuge System visitors guide map of U.S. refuges in the living area of his Athens apartment.

John's wife Karin, a park ranger at Crab Orchard NWR near Marion, Ill., and John's mother Deanna Stocker of Lubbock, Texas, will travel to Athens to watch John compete. "I knew John was certainly capable of doing well in tournaments, but to be doing well enough to compete in the Olympics is great," said Karin "We're going to have a little cheering section for him."

Since being named to the Olympic team, the Mageras have been embraced by residents of the



- USFWS Photo

Middle Mississippi River NWR Manager John Magera is putting down the catfish and picking up a bow to compete in the 2004 Olympics.

southern Illinois communities that are home to the Middle Mississippi River and Crab Orchard Refuges. John's experiences in Athens are being reported almost daily in the *Southern Illinoian* newspaper at: <http://www.southernillinoian.com>

The 2004 Summer Olympics begin August 13. Archery competition runs from August 15-21. NBC television and other cable networks will broadcast some archery events during the games. The Men's Individual Gold Medal final is scheduled for broadcast some time between 10 a.m. and 4 p.m. on MSNBC August 19. BRAVO cable network will carry the Men's Gold Medal final between midnight and 1 a.m. on Aug. 20.

With a little luck, calm winds and a keen aim, Magera could be adding "Olympic medalist" to his growing list of titles.

Archery competition results and schedule information can be found at: <http://www.nbcolympics.com/results/1549001/detail.html>  
*Scott Flaherty, External Affairs*



- Photo by John Magera

The blue goose flies outside John's room at the Olympic village in Athens. John will also be wearing a blue goose patch on his vest during competition.

# Horse Power Saves the Day on North Fish Creek Project



- USFWS Photo

Dolly and Cher, two Belgian draft horses, strain under the weight of a one-ton boulder that needed to be moved to complete a private lands restoration project along North Fish Creek.

North Fish Creek, located in Bayfield County in northern Wisconsin, is an important stream that provides high quality habitat for brook trout and other native fish, as well as a great recreational fishery for species such as coho salmon and steelhead trout. Unfortunately this creek's quality is being significantly reduced through increased flooding, erosion, sedimentation and environmental damage due to past land use practices. The creek's sediment load is 22,500 metric tons per year, and of this two-thirds is estimated to come from 17 large and unstable bluffs.

A Private Lands Program restoration project was developed to stabilize an eroding bluff on land owned by Ann Koval. The project will stabilize approximately 500 feet of North Fish Creek and reduce sediment to the stream and fish spawning sites on approximately 17 stream miles, as well as the Fish Creek estuary and Lake Superior.

The project required a combined approach which encompasses reduced land runoff and increased channel stability with reduced sediment load. Engineers use hand constructed "vanes," rock weirs and large woody debris to stabilize

the toe of the eroding bluff. The vanes, made of high density plastic sheets anchored to the stream bottom with rebar, are installed in the stream channel bed and deflect water flow away from the base of the bluff while directing the deposit of sediments

at the toe, thus aiding bank stabilization.

During phase 3 of the project, large boulders blocked the preferred path of the water flow and there was no way to get heavy equipment to the site without building a road through a quarter mile of forest and negotiating steep banks -- an innovative solution

needed to be found. The answer: two 1,800-pound Belgian draft horses name Dolly and Cher. Jacob Obletz of Rocking O' Ranch Logging, Mason, Wis., uses draft horses to skid logs out of sites which call for low impact logging methods. Although this isn't a normal job for the horses, Jacob felt his horses could get the job done, and the Fish and Wildlife

Service's Ashland Fishery Resources Office hired him to do the work through the Partners for Fish and Wildlife Program.

Dolly and Cher are experienced logging horses, but this would be their first crack at stream work and extended periods in the water. After some expert horse whispering by Jacob and his partner Kearston Galazen, the horses were pulling like clockwork. Once they had pulled most of the "easy" large woody debris and "small" boulders into place they hooked into the huge one-ton plus boulder.

Budging the behemoth boulder out of the hole it had rested in for thousands of years was no easy task.

The horses strained in their harnesses, men and women bore down

Horse Power continued next page



- USFWS Photo by Ted Koehler

This project was only able to be completed because of a strong partnership between Service employees, the University of Wisconsin, the U.S. Geological Survey, the Wisconsin Department of Natural Resources, Northland College students, the Bayfield County Land Conservation Department, the Natural Resources Conservation Service and Inter-Fluve Incorporated.

## Fur, Fins and Feathers

### Birding Blitz in the Illinois' Bayou

It was 4:30 a.m. on a spring morning in the Cache River Watershed of southern Illinois as groups of birders scoured the country-side looking and listening for black-bellied plovers, snowy egrets, Mississippi kites, cerulean warblers, and indigo buntings. Teams of birders with names like the coca-billed cuckoos and the old coots were prepared for a long day afield with bird guides, snacks and first-aid supplies.

The event was the 3<sup>rd</sup> Annual Birding Fest of Southernmost Illinois. In its third year, the event has become a

festival that includes activities for people of all ages.

The Cache River Watershed is

cradled between the confluence of the Ohio and Mississippi Rivers and offers birding possibilities that are truly remarkable. The half-million acre area, with its forested hills and ancient cypress swamps, looks more like Louisiana than Illinois. This unique landscape results from the intersection of four major geographic regions of the United States creating an unusual area with a rich natural history that supports an amazing diversity of wildlife; more than 250 species of migratory and resident birds rest, nest, or feed in the area.

This year's event provided something for everyone –birding hikes, owl prowls, and live bird demonstrations, canoe tours, a wildlife photo exhibit and guest speakers.

For the more competitive birder, the weekend also included the Birding Blitz; a fun competition in which teams tried to locate and identify as many different bird species as possible in 24 hours. The winners for recorded 160 species.

Some of the unique areas that were included in the competition were Cypress Creek and Crab Orchard National Wildlife Refuges,

Giant City State Park, Shawnee National Forest, Cache River State Natural Area and Horseshoe Lake Conservation Area.

The success and growth of this event is a result of many partners and their commitment to long-term protection of the Cache and promoting economic development in rural southern Illinois. Partners include Southernmost Illinois Tourism, the Cache River Basin Vineyard and Winery, Southern Illinois Audubon, Friends of the Cache, The Nature Conservancy, Cypress Creek National Wildlife Refuge and Illinois Department of Natural Resources.

All partners devoted significant resources to educate the public about the value of birds and the importance of protecting their habitat. *Liz Jones, Cypress Creek NWR*

### Horse Power from previous page.

on the boulder with pry-bars and after multiple adjustments of the chains the mammoth rock had only moved a few inches. Just when it looked like all hope may be lost, a last adjustment to the chain was made, the horses gave a great lunge and the boulder slid free of the stream grip.

Collective partnerships of strong backs, hardy animals and human ingenuity, have been for the most part pushed aside by fire breathing modern marvels, but is this always the best solution?

With ever increasing modernization and mechanization we tend to dismiss or forget about the old ways of getting things done.

While not practical to use the relatively low impact methods of yesteryear on the majority of projects, these days many people assume that if you can not get a backhoe or bulldozer to a job such as this, it can't be done. It's good to know there are a few outfits left that can get the job done in remote locations without destroying what we are trying to protect. *Ted Koehler, Ashland FRO*



Part of the team that helped make the North Fish Creek project a success: (standing from left) Wes Hoopes and John Hoopes, UW, Kearston Lalazen and Jacob Oblatz, Rocking O' Ranch. (kneeling from left) Eric Dantoin, USGS and Ted Koehler, FWS. And of course, Dolly and Cher.

# Perennial Plants Put the Squeeze on Wild Rice

*New Technique Hopes to Save Ancient Tradition -- And Ducks Too!*

Is wild rice disappearing from Minnesota? I would not go that far, but in places it could be in trouble. Wild rice has undergone some major stomping. Minnesota has lost half of its wetlands since becoming a state. Many wetlands have been altered due to dams, roads, and urban sprawl. Lake shores are becoming more developed and aquatic vegetation removed. This makes Rice Lake National Wildlife Refuge all the more precious. It was created to preserve Rice Lake, 4,000 acres of shallow water famous for producing large crops of wild rice and typically bringing in over 100,000 ducks, mostly ring-necked ducks, to feed on that rice during the peak of fall migration. The refuge holds the Minnesota record for the most waterfowl at one time – over 1 million!

Wild rice is not only important to ducks but also to people. The local band of Ojibwe harvests rice on the lake each fall using traditional methods. For thousands of years people have relied on Rice Lake's plentiful game and wild rice for food. By conserving wild rice we not only maintain great wildlife habitat but we help to preserve a significant component of the Ojibwe culture.

Changes that have been detrimental to wild rice have occurred on many lakes in

**Background Photo:** Pickerelweed is a native plant that is beginning to out-compete wild rice because of changes in the natural environment. Rice Lake NWR biologists are trying to compensate for these changes with a new management technique.

- USFWS Photo by Mary Stefanski

Northern Minnesota. Perennial plants are starting to put the squeeze on the rice. Both the perennial plants and wild rice are used as cover by wildlife, but wild rice is also a major food resource.

Plants like pickerelweed and water lilies have large roots that store energy over the winter. This gives them a boost in the spring, shooting up quickly and out competing wild rice for sunlight and nutrients. In contrast, wild rice is an annual grass. Each fall the rice dies; seeds drop into the water and grow into new plants the next year. Rice does well in areas that have enough flowing water to scour away perennial plants during early spring flooding. However, if the water rises too fast after the rice seeds have already germinated the flowing water can uproot and kill it. This is one reason water control

structures are used on Rice Lake Refuge. Unfortunately pickerelweed also thrives on stable water levels and has been starting to take over some lakes. After pickerelweed is established, summer floods will not remove it.

A balance needs to be restructured, some disturbance and removal of pickerelweed needs to happen. Different things are being tried in the state. Habitat managers with the Minnesota Department of Natural Resources, and the Fond du Lac and Nett Lake Bands

of Ojibwe are using “cookie cutters” and weed harvesters. Other managers have tried herbicides. Rice Lake Refuge has started an experiment to see if cutting the perennial plants will reduce the cover and open up more area for wild rice.

A weed cutter attachment to the refuge airboat was fabricated by a local rice farmer who uses similar equipment to thin paddy rice. Several different cutting treatments were applied in July and August. So far the experiment is going well and the areas cut the most times have the least amount of pickerelweed.

We won't know for sure how well it works until next summer's pickerelweed comes up, or hopefully doesn't. Wild rice seed remains viable in the soil for several years but seeding is an option to put rice back to an area after the pickerelweed is gone.

We'll never remove all the pickerelweed and we don't want to. It's a native plant that provides good cover for wildlife. We just need to take back some room for wild rice. *Michelle McDowell, Rice Lake NWR*



- USFWS Photo by Mary Stefanski

Biologist Michelle McDowell and Volunteer Jacob Randa place a sampling frame over a test area to monitor the new wild rice management techniques.

## Around the Region



Agassiz Refuge Volunteer Katie Lowe holds a least bittern that will be fitted with a radio collar as part of an ongoing study. Agassiz Refuge was able to bring on 10 seasonal employees and volunteers this summer to help with research, prescribed burns and other projects.



Interior Secretary Gale Norton poses with Green Bay Field Office Supervisor Janet Smith during the Secretary's stop in Green Bay to announce the proposed delisting of the gray wolf.



Biologists from the East Lansing Field Office sampled herring gull and Caspian tern eggs as part of a cooperative long-term program to monitor reproductive success and contaminant trends in the Great Lakes. The birds were not pleased.



Rick Nelson and Terry Ott of the LaCrosse Fish Health Center pose with interns Anne Bollick, Carlos Lozano and Ken Phillips during a wild fish health survey conducted this summer in Mississippi River Pool 5a.



Nick Starzl, fishery biologist at Genoa NFH, collects smallmouth bass fry from a spawning pond.



Soft engineering techniques to control soil erosion and sedimentation were installed on Belle Island in the Detroit River. The project is also intended to help raise public awareness of issues surrounding river protection in urban areas. Belle Island has more than 8 million visitors a year.



Squaw Creek NWR started its 3rd year of supporting the Youth Conservation Corps. Pictured are (left to right): Travis Kent, Jeremy Staples, Shane Anderson, Lacey Brown and Crew Leader Nick Cook. Several significant projects they completed included the installation of a spotting scope at the top of the loess bluff hiking trail, rock wall landscaping around the refuge entrance sign, restoration of the rock walls around the picnic ground and old headquarters residence, building and installing wood duck nest boxes and a variety of other maintenance projects.



Sixth graders at Ellettsville Junior High learned about the endangered Indiana bat from Bloomington Field Office Biologist Lori Pruitt. Nurturing a sense of stewardship for the Indiana bat and its habitat is key to the conservation of this critically imperiled species.

# Advanced Leadership Development Program

## Thoughts on the Program From Recent Region 3 Graduates

### Jim Leach, Refuge Supervisor



During this past year I was provided the opportunity to participate in the Advanced Leadership Development Program (ALDP). I'd like to share my perspective on the rigors of this program and provide some thoughts on the value this training has in developing leaders from within our ranks.

1) **Preparation**—preparation for the ALDP begins well before you consider applying for this training. Some of the best experience that prepares you for ALDP is past supervisory experience. Supervisory experience allows you to hone your “people” skills. I would also strongly encourage you to discuss the requirements of this program with your family prior to applying for the course. At a minimum you will spend three months away from home and your duty station.

2) **Be Open for Change**—Entering this training I was open to change in myself, wanting to refine certain skills and learn new ones. Members of our national Directorate spoke to our class and provided insights on their leadership journeys. I learned that leading from your heart is as important as leading with your head.

3) **Taking Action**—this training reinforced for me many relatively simple life lessons which are all directly related to leadership. Things such as: 1) how you treat others, 2) listening more than you talk, 3) building trusting relationships, and, 4) knowing the players you are working with, are all foundational building blocks for effective leadership. Understanding and recognizing these attributes in yourself and others is key to the development of strong partnerships and lasting relationships.

Now that I've returned to my current position, the effectiveness of this training can be assessed more accurately from the eyes of those I currently have the privilege to work with and supervise. If

they see positive changes in me as a supervisor and leader, then there was value added and our investment was justified. The ALDP provided me the insights and tools for personal growth as a leader. As is always the case with any training, the choice is ours as to how we implement what we have learned.

### Mark Chase, Detroit Lakes WMD Project Leader



As a recent ALDP participant, I was asked to reflect a little on the past year and the program ...hmmmm? I guess what comes to mind is simply gratitude.

I was afforded a special opportunity to learn about myself at considerable expense to the taxpayer, my family, the staff at Detroit Lakes Wetland Management District, and many of you in the Region. Without the backing and understanding of my family and the stellar staff of Detroit Lakes WMD, this could have been a VERY LONG year.

In addition to the local staff, many of you were also required to provide some “care and feeding” during my 60-day detail in the Regional Office. While I was intent on contributing, we all have learning curves, and I know it probably seemed like just as I was getting up to snuff on things, it was time to go. It was a wonderful experience to work in the Regional Office with many of you whom I have known for years, perhaps only through the telephone or e-mail.

If you haven't pieced it together, the program involves an extensive time commitment away from your home and duty station.

In order to maximize the experience and minimize the distractions and stress from being away, one needs a very understanding family, supervisor, and staff. Having those things in the bag makes for a wonderful, year-long learning experience that includes two job details and four weeks at NCTC.

The goal of the program is to develop leadership skills in our workforce in order to produce a cadre of leaders to best meet our conservation challenges. Only time will tell whether or not this goal is realized.

President Kennedy, I believe, said something to the effect of, “to those whom much has been given, much is expected.” Through this program, I have been given much... thank you again!

### Rick Frietsche, Contracting and Engineering Supervisor



I think of my experience in the ALDP as a year-long journey, filled with travel, introspection, learning, and new friends. A journey that was demanding but filled with rewards. The demands are extensive time away from home, a willingness to venture outside your “comfort zone” by experiencing a new work environment outside your area of expertise, a willingness to receive honest feedback about how you interact with those that you work with, and a willingness to be introspective and learn about yourself.

The rewards that I took away from ALDP are many. I experienced the Denver Regional Office as the environment contaminants coordinator and the USGS's Upper Midwest Environmental Sciences Center while reviewing the Long Term Resource Monitoring Program. I spent four weeks at NCTC in an excellent program that brought together the principal leaders of the Service and the principles of leadership. I and 19 others learned, shared our experiences, and grew a bond that will last a lifetime. But most of all, the opportunity to learn about myself has given me an inner-peace and confidence in my leadership abilities that makes life great.

## Accomplishment Reports

The following accomplishments reports were processed between July 15 and Aug. 15, 2004:

**1. Muscatatuck Refuge Completes Amphibian Call Count**

*Susan Knowles, Muscatatuck NWR*

**2. Muscatatuck Refuge Outreach Strategy Produces 3,000 Hours of Volunteer Assistance**

*Susan Knowles, Muscatatuck NWR*

**3. Prairie Planting at Minnesota Valley National Wildlife Refuge**

*Rick Schultz, Minnesota Valley NWR*

**4. Rescuing the Refuge from Invading Buckthorn**

*Rick Schultz, Minnesota Valley NWR*

**5. Smoke is in the Air at Minnesota Valley Refuge!**

*Rick Schultz, Minnesota Valley NWR*

**6. Endangered Species Consultation Process Presented at the Annual Gypsy Moth Program Managers Meeting**

*Carrie Tansy, East Lansing FO*

**7. Maintenance of Minnesota Valley's Gates and Parking Lots**

*Rick Schultz, Minnesota Valley NWR*

**8. St. Louis River Great Lakes "Area of Concern" Evaluated**

*Dave Warburton, Twin Cities FO*

**9. Sullivan Creek Fish Hatchery Celebrates New Building With Open House**

*Tracy Roessner, Pendills Creek NFH*

**10. Marry Brook Creek Coastal Program Project Removes Barrier and Restores Two Miles of Fish Passage**

*Bob Kavetsky, East Lansing FO*

**11. Service Seeks Input on Draft Recovery Plan for Hungerford's Crawling Water Beetle**

*Carrie Tansy, East Lansing FO*

**12. Service Announces \$566,000 In Restoration Projects In Great Lakes**

*Rachel Levin, External Affairs*

**13. Wetland Restorations in Whitley County, Indiana**

*Michael Tosick, Bloomington FO*

**14. Injured Wetlands Restored in Western Iowa**

*Mike Coffey, Rock Island FO*

**15. Agriculture and Tourism Tour Held at Shiawassee Refuge**

*Becky Goche, Shiawassee NWR*

**16. Ashland FRO Helps to Announce GIS and GPS Workshops for Tribal Resource Managers**

*Frank Stone, Ashland FRO*

**17. Horse Power Saves the Day on North Fish Creek Project**

*Ted Koehler, Ashland FRO*

**18. Rice Lake Refuge on the Cutting Edge of Aquatic Plant Management**

*Michelle McDowell, Rice Lake NWR*

**19. Sturgeon Assessment on the St. Louis River**

*Frank Stone, Ashland FRO*

**20. Ashland FRO Assists with National Scoring of the 2004 TWG and TLIP Grants**

*Frank Stone, Ashland FRO*

**21. ARS Presented at Refuge Academy**

*Charlie Tester, External Affairs*

**22. Sea Lampreys a Hit at the County Fair**

*Denny Lavis, Ludington Bio. Station*

**23. Consensus Achieved on Intra-Service Consultation to Comply with the Endangered Species Act**

*Gregg Baldwin, Marquette Bio Station*

**24. Eighty Attend Once in a Blue Moon Hike" at Shiawassee Refuge"**

*Becky Goche, Shiawassee NWR*

**25. U.S. Sea Lamprey Control Program Destroys Lampreys to Save Lake Trout**

*Denny Lavis, Ludington Bio. Station*

**26. YCC Program Enters its Third Year at Squaw Creek**

*Ron Bell, Squaw Creek NWR*

**27. Vocational Outreach Services Summer Youth Work Program**

*Peggy Nelson, ABA (DCR)*

**28. First Biological Opinion for Topeka Shiners in Minnesota Yields Positive Results**

*Laurie Fairchild, Twin Cities FO*

**29. Alpena Downtown Friday Night**

*Susan Wells, Alpena FRO*

**30. Preventing Oil Spill Impacts Continues on the Upper Mississippi River in Minnesota**

*Dave Warburton, Twin Cities FO*

**31. Summit Dispatch Created For Region 3 Refuge Program**

*Scott Flaherty, External Affairs*

**32. Price County, Wisconsin, 2004 Wetland Project Development**

*Ted Koehler, Ashland FRO*

**33. Tuesdays With DCR**

*Peggy Nelson, ABA (DCR)*

**34. Mahoning River Update**

*Bill Kurey, Reynoldsburg FO*

**35. Deer Creek Red Clay Slump Site Work Underway**

*Ted Koehler, Ashland FRO*

**36. Refuge Manager John Magera Earns Spot on Olympic Archery Team**

*Scott Flaherty, External Affairs*

**37. Prairie Island Indian Community Prairie Restoration Project Completed Near Red Wing, Minn.**

*Ted Koehler, Ashland FRO*

**38. Big Muddy Refuge Helps Create Master Naturalists**

*Tim Haller, Big Muddy NWR*

**39. Genoa Hatchery Staff Thrilled with Walleye Pond Harvests**

*Nick Starzl, Genoa NFH*

**40. Fish Passage Collaboration with Huron Pines RC&D**

*Susan Wells, Alpena FRO*

**41. Winning Sea Lamprey Battle in the St Marys River Make Fish Happy!**

*Terry Morse, Marquette Bio Station*

**42. Local Wisconsin Girl Selected for Hatchery Internship Program**

*Doug Aloisi, Genoa NFH*

**43. Uncommon Birds on Hamden Slough Refuge**

*Michael Murphy, Hamden Slough NWR*

**44. Restoring Fish and Wildlife in Michigan's Great Lakes Areas of Concern**

*Lisa Williams, East Lansing FO*

**45. Agassiz Field Season in Full Swing with Summer Crews and Volunteers**

*Margaret Anderson, Agassiz NWR*

**46. Fen Study Identifies Sensitive Wetland Areas and Their Recharge Zones in Kane County, Ill.**

*Jeffrey Mengler, Chicago FO*

**47. Genoa National Fish Hatchery Staff Presents at Teacher Workshops**

*Tony Brady, Genoa NFH*

**48. A Grand Celebration on the Upper Mississippi**

*Cynthia Samples, UMRNW&FR-Complex HQ*

**49. Lost Lake Woods Wetland Restorations**

*Heather Enterline, Alpena FRO*

**50. Chicago Field Office Launches New-Look Web Pages**

*Michael Redmer, Chicago FO*

**51. Sturgeon Assessment on the St. Louis River**

*Frank Stone, Ashland FRO*

**52. Service Marches in Detroit Lakes Parade**

*Michael Murphy, Hamden Slough NWR*

**53. Keweenaw Bay Brook Trout Get OTC Markings**

*Frank Stone, Ashland FRO*

**54. Updated Remote Data Entry Manual**

*William Andersen, ABA (Budget & Finance)*

**55. Enhanced Charge Card Management**

*William Andersen, ABA (Budget & Finance)*

**56. Big Muddy Refuge Enlightens Educators**

*Tim Haller, Big Muddy NWR*

**57. Rice Lake Refuge Hosts Big Sandy Water Institute**

*Mary Stefanski, Rice Lake NWR*

**58. Area Youth Learn About Lake Superior Ecosystem**

*Gregg Baldwin, Marquette Bio Station*

**59. John Hartig Selected as First Full-Time Manager for Detroit River IWR**

*Scott Flaherty, External Affairs*

**60. U.S. Army Corps of Engineers, Detroit District, Change of Command Ceremony**

*Craig Czarnecki, East Lansing FO*

**61. The Grand Excursion 2004 Visits La Crosse, Wisconsin**

*Richard Nelson, LaCrosse Fish Health Center*

**62. Green Bay Fishery Resources Office Meets With Marinette County Environmental Board**

*Stewart Cogswell, Green Bay FRO*

**63. Big Muddy Refuge Works with Missouri Interpreters**

*Tim Haller, Big Muddy NWR*

**64. Ruddy Ducks Nest for Second Year In A Row at Squaw Creek Refuge**

*Ron Bell, Squaw Creek NWR*

**65. River Restoration Workshop a Success**

*Jeffrey Mengler, Chicago FO*

**66. Pendills Hatchery Staff Celebrates Fourth of July**

*Tracy Roessner, Pendills Creek NFH*

**67. Wild Fish Health Survey Takes Place On Pool 5a of the Mississippi River**

*Corey Puzach, LaCrosse Fish Health Center*

**68. Rice Lake Refuge Completes Highway Cleanup**

*Mary Stefanski, Rice Lake NWR*

**69. Largemouth and Smallmouth Bass Spawn Successfully at Genoa National Fish Hatchery**

*Nick Starzl, Genoa NFH*

**70. Financial Indicators (3rd Quarter - FY 2004)**

*William Andersen, ABA (Budget & Finance)*

**71. April, May and June Quarterly Diversity Report**

*Kevin Brennan, Fergus Falls WMD/PWLC*

**72. Financial Controls Questionnaire**

*William Andersen, ABA (Budget & Finance)*

**73. American Bitterns Nest at Squaw Creek Refuge - First in Missouri Since 1986**

*Ron Bell, Squaw Creek NWR*

**74. Big Muddy Refuge Staff Post New Refuge Acquisition**

*Tim Haller, Big Muddy NWR*

**75. Back Door Aquatic Exotics Topic for Association of Lifelong Learners**

*Anjanette Bowen, Alpena FRO*

**76. Interpretive Themes to be Developed in the Visitor Contact Station**

*Ron Bell, Squaw Creek NWR*

**77. Bald Eagles Successfully Fledge One Young Despite Loss of Nest and Tree**

*Ron Bell, Squaw Creek NWR*

## A True Fish Story

Travel is a significant part of my schedule, usually quick short trips to a variety of places. On rare occasions I get to spend several days with one program or in one area, and that happened earlier last week when I visited Michigan's Upper Peninsula and northern Wisconsin with the Fisheries program, to look at some of our Great Lakes operations.

The aptly named Great Lakes are recognized as a world treasure, but it has been a tough environment for fish. Harvest, invasive species (sea lamprey), and other pressures decimated the formerly abundant fishery. The Service is a key player in restoration of Great Lakes habitat and fish populations – and I was pleased to see some of this work up close.

Pendills Creek National Fish Hatchery hosted a public celebration to dedicate a new building for the nearby Sullivan Creek substation. Sullivan Creek has been a disease free provider of lake trout eggs since 1994 through its broodstock program and the new building provides protection to maintain that status. Sullivan Creek is home to about 14,000 adult lake trout that produce about five million eggs per year.

I spent the next day with the Sea Lamprey Control program field crew doing larval assessments. Based on their work, lamprey con-



Regional Director Robyn Thorson and one that didn't get away.

- USFWS Photo

trol can be efficiently targeted to areas where it delivers the greatest benefit. Our day on the St. Mary's River (that connects Lakes Superior and Huron) was informative and useful, and I also enjoyed the sun, calm water, and the company of an outstanding crew!

Eggs distributed from the Service's broodstock program go to lake trout hatcheries like the Iron River National Fish Hatchery in Northern Wisconsin. When my visit continued to Iron River, I joined representatives from Michigan, Wisconsin and Minnesota to observe a trial of automated tagging technology that has the potential to expedite the tagging process and tag up to 25,000 fish a day – a huge increase in efficiency for stock assessment throughout the Great Lakes basin.

My four day trip from Sault Ste. Marie to the Twin Cities also included stops at the Marquette Biological Station (our largest fisheries field operation) and a quick hello at the Ashland Fisheries Resource Office.

What adds greatly to my travel experience is the company of employees who generously drive me from place to place, sharing information about their work and (in response to my pesky questions) about themselves. The Great Lakes is home to great people, and I enjoyed their company on this trip.

That's my fish story, and I'm stickin' to it.

*Robyn Thorson*

### Have a View You Would Like to Share?

Send your articles to Chuck Traxler in the External Affairs Office. Phone: 612-713-5313 or email: charles\_traxler@fws.gov