

PERSONNEL

NOTES Oregon state forestry department

2024 North Cascade Annual Report

MESSAGE FROM THE DISTRICT FORESTER

Question and answer from 1988;

What contains Oregon's largest state park, a major city watershed, part of the National Scenic Area, a BLM wilderness area, 17,000 minimum assessment forest patrol accounts, 17 rural fire districts, a two-district office, and 945 Western Oregon Small Tract Optional Tax (WOSTOT) land-owners with about 51,000 acres of forest land?

ANSWER: The Clackamas-Marion District.

The District is situated in Marion, Clackamas, and Multnomah counties. It lies on the west flank of the Cascades, bounded on the north and south by the Columbia and North Santiam rivers respectively. Like other districts that include Willamette Valley counties, our protection boundary includes forested areas beyond the valley floor. We have three year-round offices located at Mehama, Sandy, and the District headquarters located in Molalla. Our 26 permanent and 10 seasonal employees annually rack up 197,000 driving miles and 61,000 exposure hours.

Our Protection From Fire program has about as many angles as you can imagine. We take care of wildland fire protection in some interesting places. A few of these are the BLM Table Rock Wilderness area, the new Columbia River Gorge National Scenic area, the 9,000 acre Silver Falls State Park, and the City of Portland's Bull Run Watershed, 2,500 acres of which are either privately or publicly owned. This requires creativity and cooperation when it comes to fire protection planning.

The 47,000 acre Santiam State Forest is managed out of the Santiam Unit office in Mehama. These lands are located in Clackamas, Marion, and Linn counties. The Santiam Unit is unique in that Forestry Department programs including Forest Practices, Service Forestry, and Protection From Fire, takes place, and are funded, in both Clackamas-Marion and Linn districts. With 17,000 minimum assessment accounts, 945 WOSTOT landowners, a service forestry program that has been active since 1949, and two of the oldest and largest Small Woodland Owner's Associations in Oregon, our Service Foresters are kept more than occupied by an active clientele. This same environment provides 400 plus notifications per year workload for the Forest Practices Foresters.

All in all, it winds up that there is no slow time of the year.

2024 was an exceptional year, and I am proud of what this district accomplished!

Steve Wilson



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- Personnel Notes is published annually by the North Cascade District,

MEET THE NORTH CASCADE DISTRICT

1. Kyle Kaupp

I have been with ODF since March of 2012 all with the North Cascade District. Outside of work I enjoy spending time with my wife Katie, daughter Zoey (8) and son Ryder (5). I try to find time for golfing, hunting, traveling, and watching sporting events. In 2024, outside of a marathon fire season, I did find time to watch Ryder in all of his flag football games, have a beautiful birthday party for Zoey at a kid's salon, had a new fence put in at our house, and play a few rounds of golf at the local courses near Salem.

2. Cody Cone

I started at ODF on May 16th, 2022, five days after my third child was born. I was hired as a Reforestation Forester and have worked in that capacity at North Cascade Santiam Unit since. Before working for ODF, I had worked in forestry since I was 18, working in logging, timber sale layout and timber cruising, sale administration, and lastly at a land management company. At this company I honed my skills at equipment operation, managing projects and employees, and acquired my CDL. All of these skills have proved to be valuable not only in reforestation, but extremely useful in wildland firefighting for both the district and the agency. Outside of ODF, I enjoy working on my small family farm, hunting, fishing, trapping, spending time with my wife and four children. During 2024, I welcomed my fourth and final child, gained valuable experience volunteering with the Brownsville Fire Department, harvested a very nice four-point outside my back door, caught my first white sturgeon, and participated in my first muzzleloader elk hunt.

3. Jennifer Erdmann

I have worked for ODF for almost 23 years. I came from the West Oregon District to North Cascade in August of 2023 when my position got moved and reclassified from Salem. My hobbies are guitar, camping, gardening, participating in our local farmer's market, and cheering on my kids in all sports and activities. In 2024 I spent most of my time on incidents as the plans chief for IMT 1. When I wasn't there, we spent a lot of days camping! I'll miss this district... ☺

4. Zane Sandborg

Hello, I've been with ODF for 5.5 years since 2019 and have been with the North Cascade district for 1 year. My time before was spent on the West Oregon District performing sale prep. I spend my free time training for and competing in Timbersports as well as line dancing and playing video games. 2024 was a good year for me, traveling to 12 different competitions in 5 different states, making some personal records and winning some events. I adopted a kitten off of Copperfield fire after I found it in the dirt in the middle of fire cache, that's been pretty fun but not without its frustrations. I also bought a house! Here in Stayton, so I'm looking forward to learning more about the community in this area.

5. Dillon Neumann

I've been with ODF going on 10 years and have been involved in fire for 12 years. I started my career out of the Forest Grove District as a season suppression specialist in 2015 and landed one of the seasonal forest officer positions in 2017. In 2019, I accepted my first permanent job at the South Fork forest camp as a crew boss coordinator. After spending two years in that position, I took a developmental as a Roads Specialist back in Forest Grove for over a year. I applied for the PFO position in Molalla October of 2022 and was told I was selected in November of 2022. I'm proud to be apart of the ODF family, and am thankful to be here in the North Cascade District! In 2024, with what free time I had during the busy year, I spent good quality time with my wife Becky and two kids Riley and Jack. Some of my hobbies that keep me entertained include video games, wood burning and graphic design.

6. Trent Tegen

I worked at the Santiam Unit on the fire crew from 2013-2020. In total I was a seasonal for 8 seasons and held the positions of WFSSE, WFSS, and FO. Left the agency from 2020-2022 and worked at Philomath Fire & Rescue as a shift LT. I returned to ODF in the spring of 2022- present as the Santiam Unit Wildland Fire Supervisor. Seasonal firefighter for 8 seasons, Wildland Fire Supervisor currently and have worked for only the North Cascade District. Hobbies- Snowboarding, hunting, fishing, camping, rodeo's, home projects, hanging out with my dog's/family, and chasing a 3-year-old around. Took a vacation to Cancun, Mexico for a week. Staff ride to Arizona for the Granite Mountain Hotshot memorial. Planned to go deer hunting, however, fire season 2024 had better ideas and had to cancel the trip due to closures but was lucky enough to receive a point saver. Attended rodeos and a few concerts.

7. Marcus Tunnell

2025 will be my 3rd year with ODF North cascade district and my 9th year working in wildland fire. I started on a type 2 IA Handcrew back in 2016 at 18 years old where fought fire all across the country, eventually getting my crew boss trainee opened and nearly finished before switching to a different path in 2022 when I joined ODF. I'm a born and raised Oregonian Grew up in and around Salem, trained in Gymnastics from 8-19 years old. My hobbies include climbing anything and everything trees rocks buildings etc... I have been climbing things since shortly after I could walk. Parkour which I coached from 19-21ish as well as videogames and photography. The big event for me in 2024 was my partner and I became first time home owners.

8. Amanda Morgan

I love camping and spending time with my family. I live on a lavender farm in Newberg with my husband and our two dogs Nyx, and Grace. June 2025 will mark my fifth year with ODF, all of which have been with NCAS. My hobbies include fishing, rafting, crabbing, and anything outdoors. 2024 I dedicated my extra time to helping my sister get through her tattoo license certification (at the same tattoo school I attended! And she's amazing!), trying new hobbies, including seeing Beetlejuice and Wicked on Broadway, going mushroom picking all over the state, and joining a book club.

MEET THE NORTH CASCADE DISTRICT

9. Ben Sproul

I have been with ODF since 2008. I started on the fire crew out of the Molalla unit in the summer of 2008 and continued working seasonally on the North Cascade District for fourteen seasons. For the past three years, I have been in the role of Community Wildland Forester for the North Cascade District. Some of my hobbies include hiking, hunting, skiing, reading and spending time on my wife's family farm in Aurora. In 2024 I was able to accompany some longtime friends and colleagues on a deer hunting trip in the beautiful Wallowa Mountains!

10. Audrey Bell

Audrey has been with ODF and the North Cascade District for just shy of 4 years, navigating through different roles to reach her dream of becoming a Stewardship Forester. Outside of work, Audrey can be found with her dog by her side, seeking coastal adventures in Washington and British Columbia, volunteering with her favorite animal rescues, and enjoying life in the country. Her hobbies (in no particular order) include sea kayaking, cycling, PNW scuba diving, nurturing animals, and replaying 90's Nintendo games. In 2024, Audrey traveled to her favorite island in British Columbia, spending days sea kayaking alongside humpback whales and orcas, hiking old growth forests, and cycling the island in search of farm pigs to visit.

11. Kyle Koonce

I started with the Oregon Department of Forestry in 2010 as a seasonal firefighter in Molalla. I transferred down to Santiam in 2014 as a Forest Officer. In 2016 I took a winter position at South Fork Camp as a FICC. Then I was back in Molalla for a couple years as the Grants Coordinator, OS1 and Office Manager until I got the Permanent Forest Officer position in Santiam in 2021.

12. Jodi Blackburn

I have been with the agency for 20 years (Santiam unit) My hobbies include riding horses , and dirt bikes. Didn't get to do anything real exciting last year still working on the rebuild.

13. Spencer Mitchell

I began my career with the forest service as a seasonal in 2010-2014 while attending Oregon State University. After graduating I began my career with ODF out of the Lyons office and worked for the State Forest Program. I developed my skills with sale layout, contract writing and timber sale administration. After 9 years with State Forest, I transferred to the SFO Forester position and have enjoyed working small woodland owners and sharing my accumulated knowledge. My hobbies are rockhounding, building, and running. But all these come second to raising my two beautiful girls (Layla-5 and Adalynn-1). This year we will take our first out of state vacation to Arizona and visit the petrified forest. I hope to get a shovel in the hands of my 5-year-old and see if she gets the rockhounding bug!

14. Jim Stuart

I was born in Honolulu, Hawaii (1953), moved to Oregon in 1971. My first job at ODF was in Astoria as a Labor 1 - tree planter, precommercial thinner, a fire fighter building fire trails and burning slash on harvest units. Went to Clatsop Community College in 1981 and earned a Forest Management Degree. Started working in Timber Management in Astoria designing logging roads and cruising timber as a seasonal Forest Trainee. In 1988 went to OSU and earned a Forest Engineering Degree by 1993 and then worked for Private Industry (Georgia Pacific and Plum Creek) as Forest Engineer. Was hired in 2012 at ODF North Cascade District as a Road Specialist. I am presently still in that position today. My hobbies are hunting, fishing and gardening. I also like to work on construction projects around the house.

15. Jamee Millard

I have worked for ODF for almost 10 years! I started out as a Wildland Fire Dispatcher out of SCC, then got a permanent AS1 position out at South Fork. I came to the North Cascade District in January of 2023 and have been enjoying my time ever since as the District Business Operations Manager! In 2024 I got to watch my two daughters graduate high school, be a part of a historic fire season and listen to all the cool artist at the Oregon Jamboree which included Gary Allen!

16. Vince Ferguson

I began my ODF career in Astoria in September of 2016. This is where I learned to be a professional forester from people who really know their craft. I owe those folks a lot. When the Labor Day fires happened in 2020, I was asked to come and help restore the forest from the burn. I have been here ever since. All in all, I have been with ODF for 8 years, 4 of them with

the North Cascade District. My hobbies include; Fishing, Hunting, Woodworking, Handloading, Old Chevy trucks, Guitars, Gardening, Barbecue, and Traveling. I bought and began to restore a 1965 C-10 pickup truck. I really enjoy figuring out how things work and how to restore them to original or better condition. I have found out quickly, however, this is a hobby for the well-healed, so this will be a long-term adventure! I also built a woodshed made with recovered lumber from the Santiam State Forest. It was a lot of fun to build, and it keeps my wood dry.



PICTURE PAGE

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PICTURE PAGE CONT.

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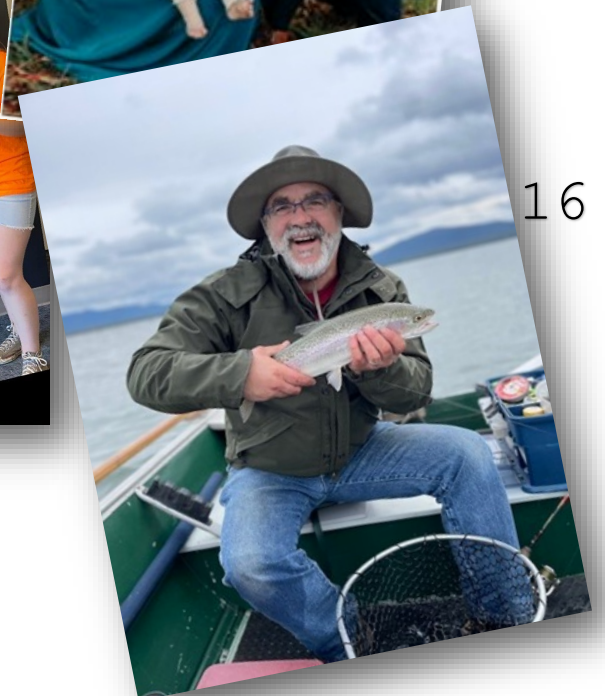
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MOLALLA UNIT

ZANE SANDBORG'S FAVORITE RECIPE

BEER BREAD

3 cups self rising
flour

$\frac{3}{4}$ cups sugar

12-14oz Beer

Mix ingredients together, adding beer until it is wet and sticky. Pour into a bread pan lined with butter and let rest for 1 hour. Preheat the oven to 350 degrees and bake for 55 minutes.

Best served hot with honey or butter, can be toasted for a different texture. Store in a plastic or otherwise sealed container to prevent drying out.

PROTECTION

The 2024 fire season threw everything it had at the Molalla Unit. Protecting 649,500 acres within the North Cascade District (alongside the Santiam Unit), this team of just three permanent staff (Wildland Fire Supervisor Bill Huserik, Permanent Forest Officer Dillon Neumann, and Unit Forester Scott West) and 12 seasonal firefighters, supported by seven fire apparatus, faced an unprecedented challenge. They answered 110 fire calls, containing a remarkable 98% of new starts to under ten acres - a testament to their rapid response and strong partnerships.

Even more impressively, while battling a record-breaking statewide fire season, Molalla deployed all its seasonal firefighters to critical assignments across Oregon, all while maintaining the capacity to handle local fires. And through it all? Zero preventable accidents. Their commitment to aggressive fire-fighting was matched only by their dedication to safety.

Molalla invests in its people. Two seasonal employees exemplified this in 2024. Suppression Specialist Wyatt Tegen bravely tackled a radio technician role on the Larch Creek Fire, stepping outside his comfort zone to gain valuable experience and a new qualification. Forest Officer Michael Morgan earned his heavy equipment operator certification, adding crucial bulldozer expertise to the unit's arsenal. These stories highlight Molalla's dedication to developing a highly skilled and adaptable fire-fighting force. 2024 was a year to remember, and the Molalla Unit is ready to build on its successes in 2025.

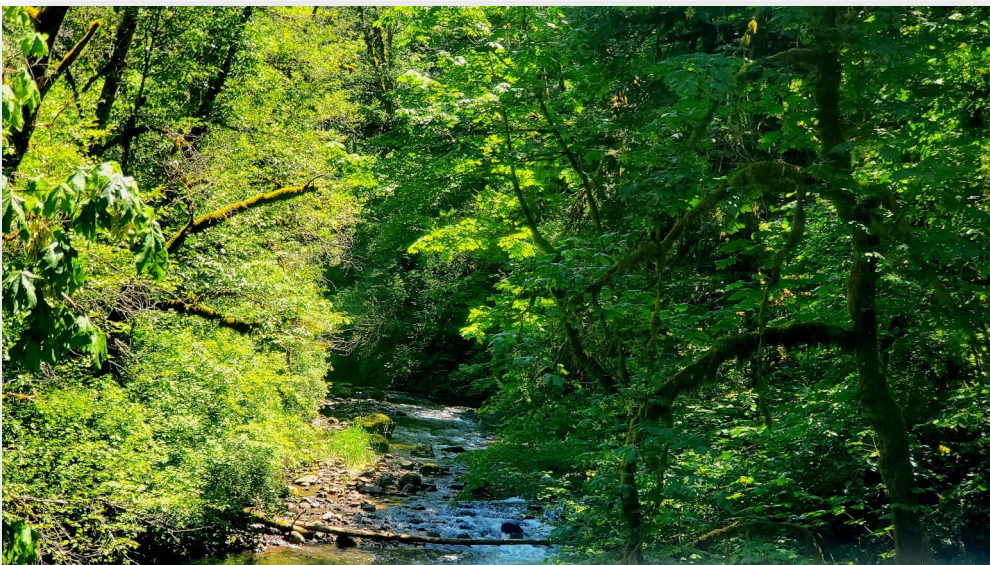


MOLALLA UNIT

FOREST RESOURCES

The Molalla Forest Resources Program is an integrative hub of forestry education and technical assistance for forestland owners and operators in Multnomah, Clackamas, and Marion counties. Through education and the administration of the Forest Practices Act Rules (FPA), Stewardship Foresters help forestland owners reach their management objectives while helping operators succeed in meeting FPA standards of compliance. Stewardship Foresters support landowners and operators in a range of forestry topics including forest management, stream and wildlife protection, roads and water crossings, harvesting, slash burning, site preparation, reforestation, and forest health, among others. The program also provides landowners with guidance on financial assistance aid such as the Small Forestland Investment in Stream Habitat Program (SFISH) and the Forest Conservation Tax Credit Program (FCTC), as well as assistance with forestland designation applications. Through the collaboration with partner agencies such as ODFW, and with support from ODF Forest Resources Division Salem experts, the Molalla Forest Resources Program helps to balance resource protection and forest resiliency with a sustainable timber industry.

In 2024, the Molalla Forest Resources Program attended an agency-wide 3-day Forest Resources Conference in early December. Topics included: E-DNA for Forestry; Seed Zones, Improved Seed, and Assisted Migration; Redwood Assisted Migration, Climate Tools, Post-Fire Recovery; and panel contributions from ODF partners including OFRI, AOL, The Conservation Fund (Oregon), and OSWA.



JIM STUART'S FAVORITE RECEIPE

Teriyaki sauce for beef
or chicken

1-cup soy sauce
1-cup sugar
1-table spoon shredded
ginger
3- cloves garlic, green
onion, sesame seeds

Marinate meat in teri-
yaki sauce for 2-hours
and then cook. You
must serve streammed
rice and green salad
with meat.

Dillon Neumann's FAVORITE RECEIPE

My favorite recipe is
my favorite Hawaiian
dish, the Loco Moco.

Cook your rice (make
sure you clean the
rice), cook some ham-
burger patties, over
easy eggs and brown
gravy. Dish the plate
with rice, hamburger
patties, over easy eggs
and smother it in brown
gravy. Its cheap and
delicious, but you need
to like carbs.

SANTIAM UNIT

KYLE KAUPP'S FAVORITE RECIPE

Butterscotch Toffee Cookies!

2 cups all-purpose flour
1 teaspoon baking soda
1 teaspoon cornstarch
½ teaspoon salt
½ cup unsalted butter, melted
½ cup light brown sugar, packed
½ cup granulated sugar
1 large egg, room temperature
1 large egg yolk, room temperature
1 ½ teaspoons vanilla extract
1 ½ cups crushed up heath
1 cup butterscotch chips

Instructions

1. Preheat the oven to 350°F degrees. Line 2 baking sheets with parchment paper and set aside.
2. Combine the flour, baking soda, cornstarch, and salt; stir with a whisk. Set aside.
3. Combine melted butter and sugars in a large mixing bowl. Stir with a whisk until the mixture is smooth and free of clumps. Whisk in the egg, egg yolk, and vanilla.
4. Add the flour mixture and stir just until well blended. Fold in the chocolate toffee pieces and butterscotch chips.
5. Roll cookie dough into 1.5 tablespoons sized balls and place them 2 inches apart on the prepared baking sheets.
6. Bake cookies for 12 minutes or until lightly brown and just underdone. Cool the cookies on the pan for 10 minutes. Remove from the pan and cool completely on a wire rack.

PROTECTION

The 2024 fire season saw the North Cascade District's Santiam Unit step up in a big way, supporting statewide fire response, aggressively attacking new fires, and investing in crucial training for its team. And they nailed it. This dedicated crew, comprised of a Wildland Fire Supervisor, two permanent and two seasonal Forest Officers, and ten Wildland Suppression Specialists, backed by three Type 6 engines, a 2,400-gallon water tender, and a D6 dozer, made a real difference.

The Santiam Unit tackled 47 fires (including Stat, Non-stat, and NFCA causes), containing the damage to a mere 85.17 total acres, with only 10.52 acres on ODF-protected land. They deployed engines to the Salt Creek and Falls fires, as well as ODF COD Severity Proposition assignments, for a total of 36 days off-district. They also contributed to the statewide helitack program, sending three personnel to the John Day Unit for 14-day HECM and HMGB trainee assignments. Individual firefighters stepped up too, with numerous deployments supporting agencies like Texas A&M Forest Service and assignments on major incidents like the Winding Waters Complex and the Fossil Complex.

But Santiam's commitment goes beyond suppression. They understand the power of prevention. With invaluable support from Community Wildfire Forester Ben Sproul, the unit engaged in a wide range of outreach events, from logger days and career fairs to community festivals and the Smokey Bear program, spreading wildfire safety messages far and wide.

Training is another Santiam priority. Unit members led S-290 and S-230 courses for local fire districts and provided hands-on chainsaw training for wildland firefighters at the Coffee Creek Correction Facility. They also supported the Santiam Fire Academy and the NWOA Interagency Fire School.

In a deeply impactful experience, Santiam's Wildland Fire Supervisor participated in the first-ever ODF NWOA staff ride to the Yarnell Hill Fire and Granite Mountain Hotshot Memorial. This humbling opportunity provided invaluable insights into fire behavior and the sacrifices made by wildland firefighters.

It was a busy year, and the Santiam Unit knows they couldn't have done it alone. They extend a huge thank you to all their partners, from district and agency staff to local fire departments, OSFM, BLM, USFS, and numerous dispatch centers. It's this collaborative spirit that makes their work possible.



SANTIAM UNIT

FOREST RESOURCES

Stewardship Foresters play an essential role in education, engineering and compliance of the Private Forest Accord Rules. Working closely with landowners, other agencies, and jurisdictions to provide compliance, communication and technical assistance for forest activities regulated under the PFA.

The North Cascade District's Forest Resource staff have had many successes in the last year. Several of our staff attended tree school, engaging with the community and educating the new PFA rules. The annual operator's dinner was hosted in May and was another opportunity to educate and clarify the new PFA rules. In addition, the food drive was hosted by our Molalla staff and was a great opportunity to engage community and provide services to those in need.

Following the Labor Day fires of 2020, the district was tasked with assisting landowners and working collaboratively with the Farm Service Agency's EFRP (Emergency Forest Restoration Program). This fire footprint spanned five counties and

involved each stewardship forester. In addition, in 2021 an ice storm occurred, impacting additional landowners.



The assistance project was multi-faceted and involved each forester visiting each site, notifying for operations and developing a project plan based on the impact of fire severity and restoration goals. These plans spanned a three-year period and involved multiple site visits to ensure FPA compliance, project completion and providing guidance. 137 landowners participated in the program for fire restoration and 33 landowners participated in the program for ice damage.

STATE FORESTS

The State Forest team out of the Santiam Unit are dedicated to the mission of providing the greatest permanent value to all Oregonians when managing and promoting stewardship on the Santiam State Forest. Across nearly 48,000 acres in the foothills of the Cascades that span portions of Linn, Marion and Clackamas counties, this group does it all.

Zane Sandborg works to ensure our timber operations are efficient and effective as possible from the planning stage all the way to when the log hits the mill. Connor Reardon splits his time with State Forests and the Federal Forest Restoration team in NW assisting with laying out timber sales. Although we only see him half the time, you would never know as his work ethic is double the average human.

Vince Ferguson and Cody Cone are a one-two punch that kick start our forest at its most vulnerable stage - reforestation. Their efforts in post-fire restoration were solidified as the biggest milestone for calendar year 2024 - we have finished planting areas that were impacted by the 2020 fires to the tune of nearly 3,000,000 seedlings planted. It's not a surprise they are the last two award winners for the coveted Top Squatch in 2023 and 2024.

Jim Stuart, the gatekeeper, ensures approximately 400 miles of road are meeting the task of providing access for State and public use, facilitating a working forest in all

management unit projects, protecting our natural resources, and allowing our firefighters safe travel to potential emergencies.

Jennifer Erdmann's Favorite Recipe

Cowboy Candy

3 lbs. fresh, firm jalapeños
2 cups cider vinegar
6 cups granulated sugar
½ teaspoon turmeric
½ teaspoon celery seed
3 teaspoons granulated garlic
1 teaspoon ground cayenne pepper

1. Wearing gloves, remove the stems from all of the jalapeno peppers. The easiest way to do this is to slice a small disc off of the stem-end along with the stem. Discard the stems.
2. Slice the peppers into uniform 1/8-1/4 inch rounds. Set aside.
3. In a large pot, bring cider vinegar, white sugar, turmeric, celery seed, granulated garlic and cayenne pepper to a boil. Reduce heat and simmer for 5 minutes.
4. Add the pepper slices and simmer for exactly 4 minutes.
5. Use a slotted spoon to transfer the peppers, loading into clean, sterile canning jars to within 1/4 inch of the upper rim of the jar.
6. Turn heat up under the pot with the syrup and bring to a full rolling boil. Boil hard for 6 minutes.
7. Use a ladle to pour the boiling syrup into the jars over the jalapeno slices. Insert a cooking chopstick to the bottom of the jar two or three times to release any trapped pockets of air. Adjust the level of the syrup if necessary. Wipe the rims of the jars with a clean, damp paper towel and fix on new, two-piece lids to finger-tip tightness.
8. *If you have leftover syrup, and it is likely that you will, you may can it in half-pint or pint jars, too. It's wonderful brushed on meat on the grill or added to potato salad or, or, or... In short, don't toss it out!
9. Place jars in a canner, cover with water by 2-inches. Bring the water to a full rolling boil. When it reaches a full rolling boil, set the timer for 10 minutes for half-pints or 15 minutes for pints.
10. When timer goes off, use canning tongs to transfer the jars to a cooling rack. Leave them to cool, undisturbed, for 24 hours. When fully cooled, wipe them with a clean, damp washcloth then label.
11. Allow to mellow for at least two weeks, but preferably a month before eating. Or don't.

DISTRICT PROGRAMS

Spencer Mitchell's Favorite Recipe

Stuffed Chicken Breasts

(This recipe was the first meal I made my wife on Valentine's Day when we had our first date 18 years ago).

Ingredients:

Chicken breasts (large is best) -2

Bacon or prosciutto - 4 pieces

Apple (Granny smith or any tart apple)- 1 small

Gouda cheese or Brie (something soft that smooshes)- approx. ½ cup, more if your cheesy)

Salt and Pepper

Steps:

Cook bacon and set it in the refrigerator. Once hardened, crumble into mixing bowl.

Peel and dice Apple into 1/8 inch and add to mixing bowl.

Soften cheese and add to mixing bowl.

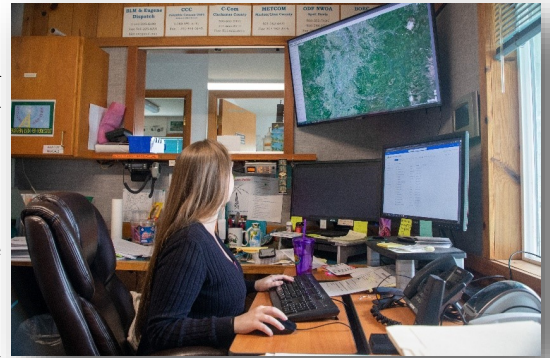
Mix ingredients and set aside.

Prepare chicken breast by making incision in the fat end of the breast approximately 1-1/2 inches wide. Using a thin blade knife carefully cut through length of chicken breast trying to not puncture through. This will create a pocket in which you will stuff the void with the mixture.

Once your breast is stuffed rub with oil and coat with salt and pepper to taste. Sear breast just until golden brown then bake at 350 degrees until internal temp is above 160 degrees.

DISPATCH

650,000 acres. That's the vast domain the North Cascade District Dispatch is tasked with protecting from wildfire. It's a landscape of rugged peaks, dense forests, and remote valleys - a challenge that demands constant vigilance and lightning-fast response. When fire breaks out, they're the ones who coordinate the complex dance of resources, ensuring that the right people and equipment arrive at the right place, at the right time."



GRANTS

As a Community Wildland Forester for the district, my primary role is to coordinate grants that the district obtains, as well as provide prevention education to the communities we serve. The typical style of grants that the district is most successful operating come from an organization called Western States Fire Managers and function in the form of a rebate. These grants are very competitive and only released to a select few organizations in the western states of the country with the goal of combating wildfires. When our district applies, a select area of communities at risk from wildfires are targeted for assistance. If approved, as a Community Wildland Forester for the district I would meet with a landowner in a community at risk that was pre-

terminated and fill out a prescription targeting elements of risk reduction on a landowner's private property. This generally pertains to vegetation reduction and management that would lower a landowner's risk to wildfire. The landowner is then given a timeframe in which to complete the targeted goals. Once completed, I would meet again with the landowner to verify the improvements and process the project. Through the grant, the landowner can then claim \$500.00 per acre of land that has been better altered to lower the risk from wildfire. The other aspect of this roll focuses on community prevention education and outreach. This would include representing the agency at local community events, career fairs and multiagency functions. At these events I share information about our agency and fire prevention. At community events I share prevention materials such as prevention pamphlets, small gifts or toys and "Smokey swag". I enjoy greatly, being able to interact with the public and represent the agency to the communities the North Cascade District serves.



DISTRICT PROGRAMS

FEDERAL FOREST RESTORATION

The Northwest Oregon Federal Forests Restoration unit covers the Willamette, Mt Hood, and Siuslaw National Forests as well as the NW BLM. We are part of the FFR program that lived within the Forest Resources Division. My unit utilizes the Good Neighbor Authority to increase the pace, scope, and scale of forest restoration on Federal Forests in Oregon. We don't just set up timber sales. We also have service projects that might include watershed restoration, snag creation, wildlife habitat enhancement, etc.



ADMIN

Wow, what a year it's been! We've had more ups and downs than a rollercoaster designed by a caffeinated squirrel, but somehow, we kept this district chugging along like a little engine that could (after a lot of WD-40).

We sadly waved goodbye to Elise and Audrey (may their new careers be filled with significantly fewer fire audits), but welcomed the magnificent Amanda! She arrived just in time to witness the EFCC audit equivalent of a dumpster fire - seriously, Dawn and Kristin deserve medals (and maybe a spa day) for navigating that mess. They wrestled those backlogged audits into submission with the help of Kelli, who wrangled documents like a seasoned rodeo clown with particularly feisty paperwork. And they saved us a small fortune - only \$7,000 in chargebacks! That's like finding a twenty in your old jeans... multiplied by 350.

Then, because why not, FIRE SEASON! It wasn't just busy, it was *historic* busy. We deployed like a well-oiled firefighting machine (minus the oil, probably just sweat and adrenaline). Dawn, Kristin, and I were practically living out of our go-bags, while Jodi, Amanda, and Kelli held down the fort back home. They're basically superheroes, but instead of capes, they wear sensible office attire. And Amanda? Effortlessly jumping into backup dispatch while still learning the ropes in Molalla? She's either incredibly talented or incredibly insane. Jodi went full "all hands on deck" in Stayton, which I imag-

ine involved a lot of coffee and possibly some duct tape.

Then, as if by magic (or just meteorological science), the rain arrived, extinguishing the flames and ushering in a whole new kind of chaos: payroll audit season, firewood cutting season, meeting season, and vacation season (which, let's be honest, you ALL deserve more than a winning lottery ticket). It's hilarious, isn't it? As I'm writing this, I realize we don't actually have a slow season. We just have different levels of "slightly less on fire."



Let's do it all again next year (but maybe with slightly fewer actual fires).

Vince Ferguson's Favorite Recipe

Rotisserie Chicken
Enchiladas

Ingredients:

One Rotisserie Chicken
12-Burrito size Tortillas
2-cups of shredded Cheddar Cheese
1 1/2 -cups of sour cream
1 15 Oz-can of Green Enchilada Sauce
1-Bunch of Fresh Cilantro (about 1 1/2 cup chopped)
Any various garnishes that you or your family prefer
Non-Stick Cooking Spray
9" X 13" Glass Casserole Pan

*Reserve enough of the prepared sauce, cheese, and sour cream to add to the table.

Filling

Begin by creating the filling with chicken meat picked from the chicken bones. Place meat in bowl with 3/4 cup shredded cheese, 3/4 cup sour cream and half of the chopped cilantro. Mix ingredients together gently. Set aside the chicken mixture in the refrigerator while you combine the ingredients for the sauce.

Sauce

In a blender combine the enchilada sauce, 3/4 cups of the sour cream, and the remainder of the chopped cilantro. Pulse blender until all ingredients are blended into a smooth, thin sauce.

Assembly

Coat the bottom and the sides of the casserole pan. On a clean surface, lay a tortilla. Place a line of the filling along the center of the tortilla, leaving enough room on one end to fold. Fold this end about 1/3 of the diameter of the tortilla toward the filling. Fold the one side of the tortilla over the filling, then fold the other side to cover the filling. Place the enchilada seam side down in the coated pan. Repeat this process for the remaining tortillas.

When the pan is full, pour the enchilada sauce over the top and garnish with the set aside cheese. If you have favorite ingredients, like olives, peppers, onions or any aromatic spices, garnish away!

Cooking

Place the dish in an oven preheated to 375 degrees. Bake for 35 minutes or until tortilla edges are crisp. Remove from oven and let cool for 5 minutes.

Serving

Place a container of the enchilada sauce on the table with any condiments that you like to serve with a Mexican inspired dish. Use a spatula to place one or two of these little babies on a plate and your family will simply swoon! Enjoy!

MEET THE AREA DIRECTORS FROM 1970

The Forestry Department's four Area Directors play a key role in the Department's operations. They provide coordination within their Areas and represent the State Forester in all phases of the Department's work.

The Area Director who has served in that capacity the longest is **Marv Helland**. Started as an Area Director in 1963. Marv is currently the Area Director for the Northwest Oregon Area and is responsible for the Forest Grove, Tillamook, and Astoria districts.

Next in years of service as Area Director is **Bill Holtsclaw**. Bill supervises five districts, including East Central Oregon, Klamath Forest Protective Association, Northeast Oregon, Walker Range Patrol Association and West Central Oregon. Bill started as an Area Director in 1965.

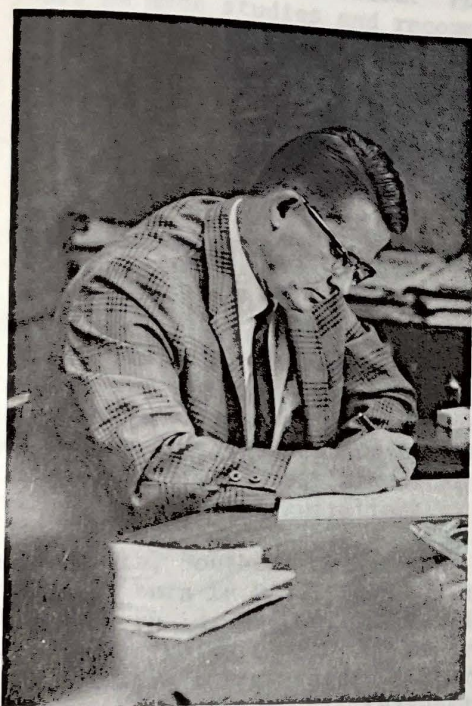
Carl Smith is the Southern Oregon Area Director who started in that role in 1966. Carl supervises three districts in Southwest Oregon, Coos Forest Protective Association, Douglas Forest Protective Association, the Elliott State Forest and D.L. Phipps Forest Nursery.

The newest Area Director is **Ron Smith**. Ron started in this role in 1970. He serves as the Willamette Area Director for five districts surrounding the Willamette Valley. These districts include Clackamas-Marion, Eastern Lane Forest Protective Association, Linn County Fire Patrol Association, West Oregon and Western Lane Forest Protective Association.

MEET THE AREA DIRECTORS FROM 1970

AREA DIRECTORS

OCTOBER 1970



Ron



Marv



Carl



Bill

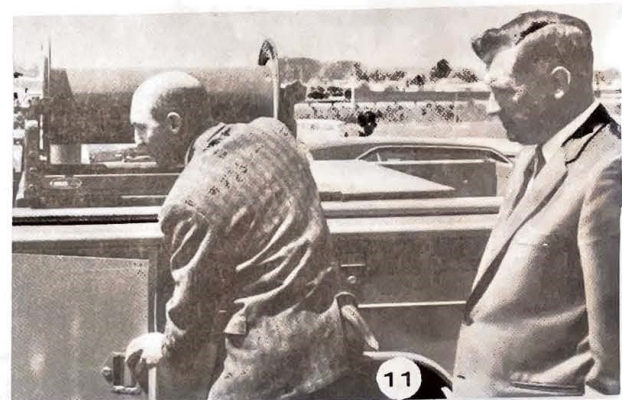
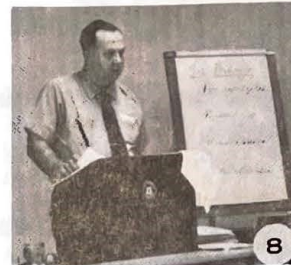
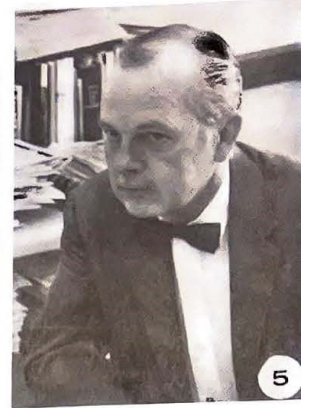
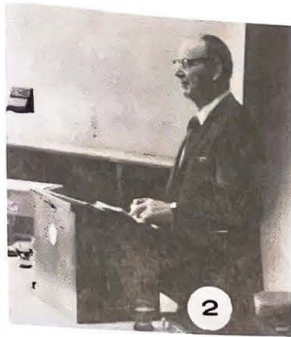
MEET THE DISTRICT FORESTERS FROM 1970

Pictures from the District Foresters' Conference from May 1970

1. Bob Logan, Coordinator of the Governor's Intergovernmental Committee, gave a talk on the 14 State Administrative Districts and answered questions which those present had.
2. Ed Schroeder, State Forester, delivered the keynote speech and got the Conference rolling.
3. Don Maus, Assistant State Forester, gives his attention to the speaker.
4. Hiram Johnson, a member of the Oregon State Board of Forestry and a Clatsop County Judge, was present for the duration of the Conference, and is shown here making some general comments near the end of the Conference.
5. Kess Cannon, Administrative Assistant to the Governor on Natural Resources, was the dinner speaker filling in for Ed Westerdahl who has been scheduled. Cannon spoke on proposed legislation for a Department of Natural Resources and fielded numerous questions that were raised.
6. Leo Wilson, West Oregon District Forester, adds his comments to the discussion as (from left) Bod Madsen, Forest Grove District Forester; Ken Roegner, BLM and Carl Smith, Southern Oregon Area Director listen.
7. Not all of the Conference was devoted to talk. Here (from left) Jerry Phillips, Elliott State Forest Unit Forester; Frank Hamilton, Purchasing and Equipment Director; Vance Morrison, Assistant State Forester; and Don Maus, Assistant State Forester take time out to eat.
8. Ted Maul, Assistant State Forester, talked about the activities of the Fire Control Division.
9. Neil Skill, Studies and Development Director, went into a little more detail on the activities of his section.
10. Torn Lane (back to camera), Western Lane District Forester; Fred Graf, Fire Prevention Assistant; Curt Nesheim, Southwest Oregon District Forester; John Richards, Douglas District Forester; Chan Bunke, Clackamas-Marion District Forester (behind John Richards); and Norm Boyd, Coos District Forester, look over a 1968 3/4-ton Dodge pumper from the Sisters Unit that the Studies and Development Section had put together.
11. Chan Bunke and Norm Boyd take a closer look at the fiber glass tank and the twin pack service sides.
12. Frank Sargent, Deputy State Forester, moderated the Conference and kept things moving along.
13. Curt Nesheim and George Wardell, Klamath District Forester, view some slides that Neil Skill showed with his presentation.
14. Roll call might have been taken for this group.
15. (Left to right) Leo Wilson; Bruce Ferguson (back to camera), Assistant District Forester for the South Douglas Unit; Norm Boyd; Tom Lane; Bud Richards (partially hidden); and Fred Graf keep the discussion going on a break.
16. Most of the people missing at the earlier roll call can be picked up in this group.

MEET THE DISTRICT FORESTERS FROM 1970

DISTRICT FORESTERS' CONFERENCE - 1970



'Be curious, not judgmental.'

- Walt Whitman

The power of open-ended questions lies in their ability to withhold judgment and invite curiosity. Open-ended questions allow responders to take the conversation in one of many directions and allow them to choose the direction that is most meaningful to them.

Examples of "More Powerful" Open-Ended Questions:

Instead of: "Did you like the movie?" (close-ended)

Try: "What are your thoughts and feelings about the movie?" (open-ended, broad) OR "What specific aspects of the movie resonated with you, and why?" (open-ended, more focused, encourages deeper reflection)

Instead of: "Are you stressed?" (close-ended)

Try: "What are some of the challenges you've been facing recently?" (open-ended, invites exploration of specific stressors) OR "How are you managing stress in your life at the moment?" (open-ended, focuses on coping mechanisms and invites reflection)

In summary, while all open-ended questions are valuable, paying attention to the specificity, level of inquiry, clarity, and context can help you craft questions that are even more effective at stimulating thought, promoting deeper understanding, and fostering meaningful conversations.

"If you always do what you have done, you'll always get what you have always got"

- Confucius & Tony Robbins

Thank you for reading the North Cascade "[Personnel Notes](#)" Annual Report of 2024. We hope you enjoyed our throwback style and maybe learned something new!