



2018 NAFSR Member Survey

314 member Responses

Dear NAFSR members,

As we enter our 18th year, we wanted to check in with you and see how we are serving your interests. We value your membership and we are now over 650 members strong. We want to remain vibrant, relevant, and timely in our communications and endeavors. Your viewpoints matter.

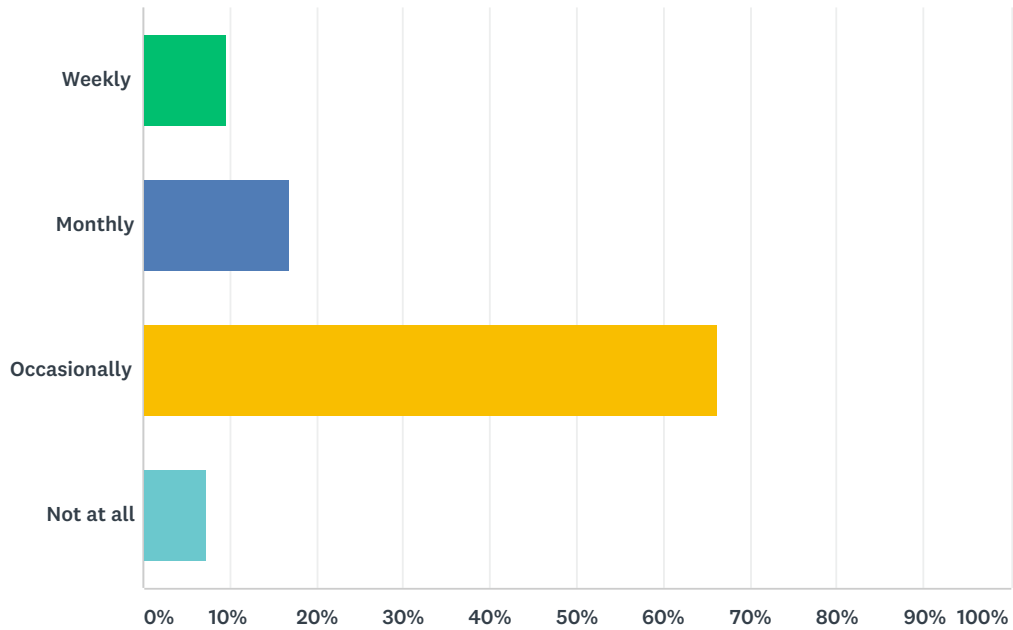
We presented a short survey to you. The questions were centered around our mission and activities. Thank you for taking a few minutes to respond. It will help us chart a meaningful course for the future.

Results to the questions below are presented with your collective responses the following pages.

1. Do you visit our website?
2. We send occasional emails on topics of interest to our members. Do you read them?
3. The content of our website and emails is
4. The frequency of communication from NAFSR is
5. Have you used the Membership Directory that we publish twice a year?
6. Is our Board of Directors focused on the correct priorities?
7. Are there other issues that the Board of Directors should focus on?
8. We have not published a newsletter in over a year. Do you think it is important that we publish a newsletter?
9. What are the most important reasons you belong to NAFSR?
10. Twitter has become a popular way of communicating with legislators. Do you use Twitter?
11. Would you be interested in learning how to use Twitter?
12. Do you have any other comments or suggestions about NAFSR?

Q1 Do you visit our website?

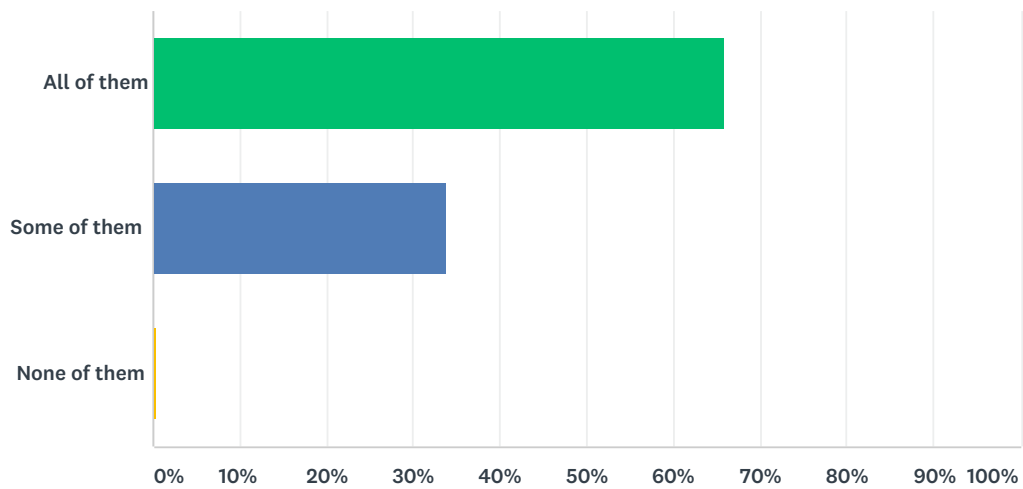
Answered: 314 Skipped: 0



ANSWER CHOICES	RESPONSES	
Weekly	9.55%	30
Monthly	16.88%	53
Occasionally	66.24%	208
Not at all	7.32%	23
TOTAL		314

Q2 We send occasional emails on topics of interest to our members. Do you read –

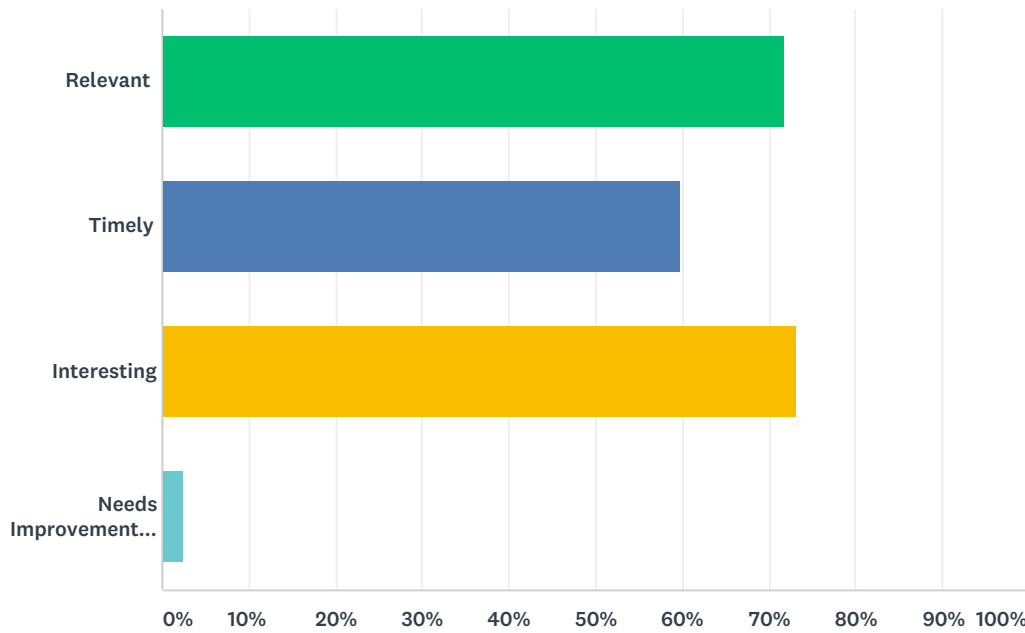
Answered: 313 Skipped: 1



ANSWER CHOICES	RESPONSES	
All of them	65.81%	206
Some of them	33.87%	106
None of them	0.32%	1
TOTAL		313

Q3 The content of our website and emails is - (you may choose more than one)

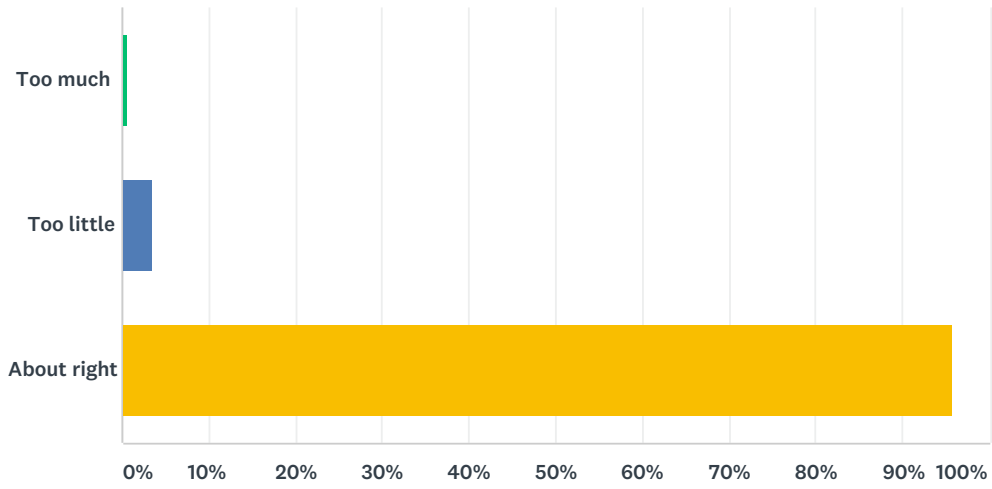
Answered: 311 Skipped: 3



ANSWER CHOICES	RESPONSES	
Relevant	71.70%	223
Timely	59.81%	186
Interesting	73.31%	228
Needs Improvement (add comments below)	2.57%	8
Total Respondents: 311		

Q4 The frequency of communication from NAFSR is -

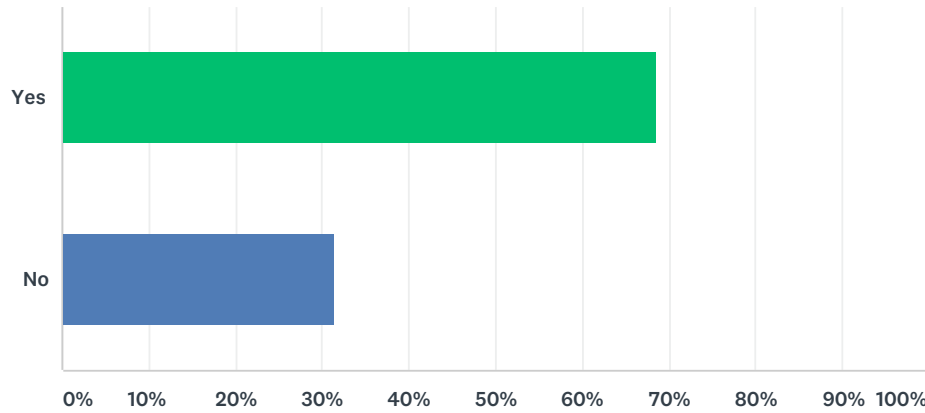
Answered: 311 Skipped: 3



ANSWER CHOICES	RESPONSES
Too much	0.64% 2
Too little	3.54% 11
About right	95.82% 298
TOTAL	311

Q5 Have you used the Membership Directory that we publish twice a year?

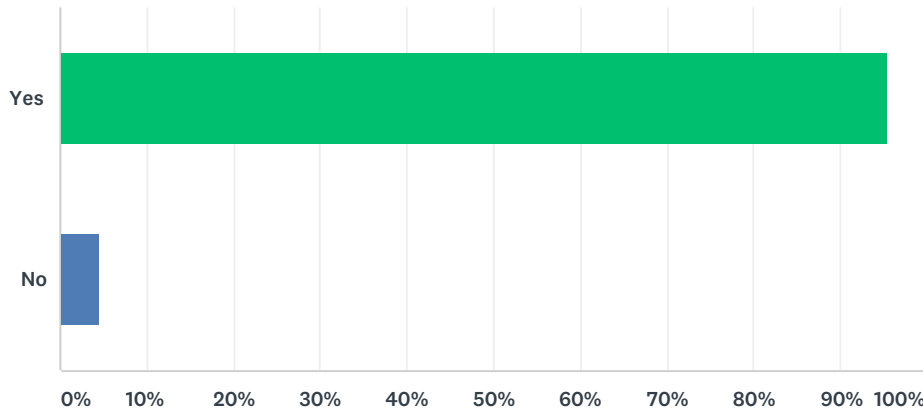
Answered: 312 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	68.59%	214
No	31.41%	98
TOTAL		312

Q6 Is our Board of Directors focused on the correct priorities?

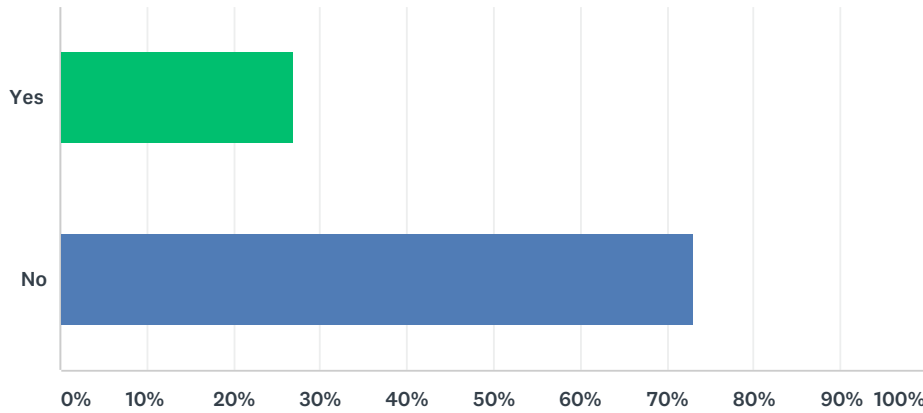
Answered: 298 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	95.30%	284
No	4.70%	14
TOTAL		298

Q7 Are there other issues that the Board of Directors should focus on? (list issues in comment section)

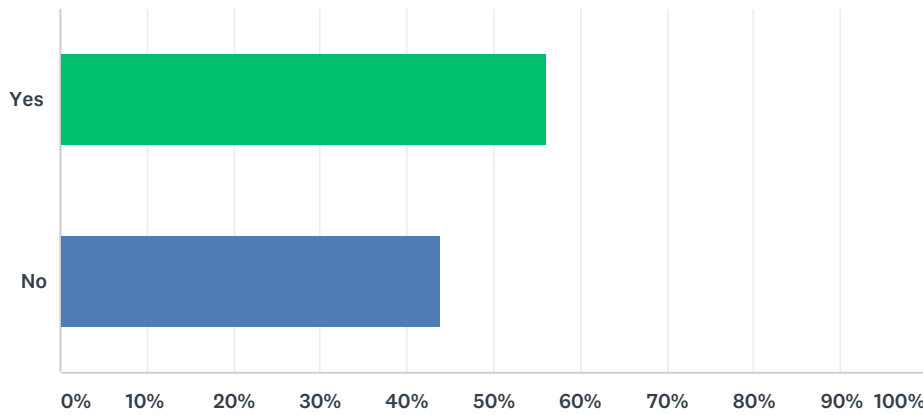
Answered: 288 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	27.08%	78
No	72.92%	210
TOTAL		288

Q8 We have not published a newsletter in over a year. Do you think it is important that we publish a newsletter?

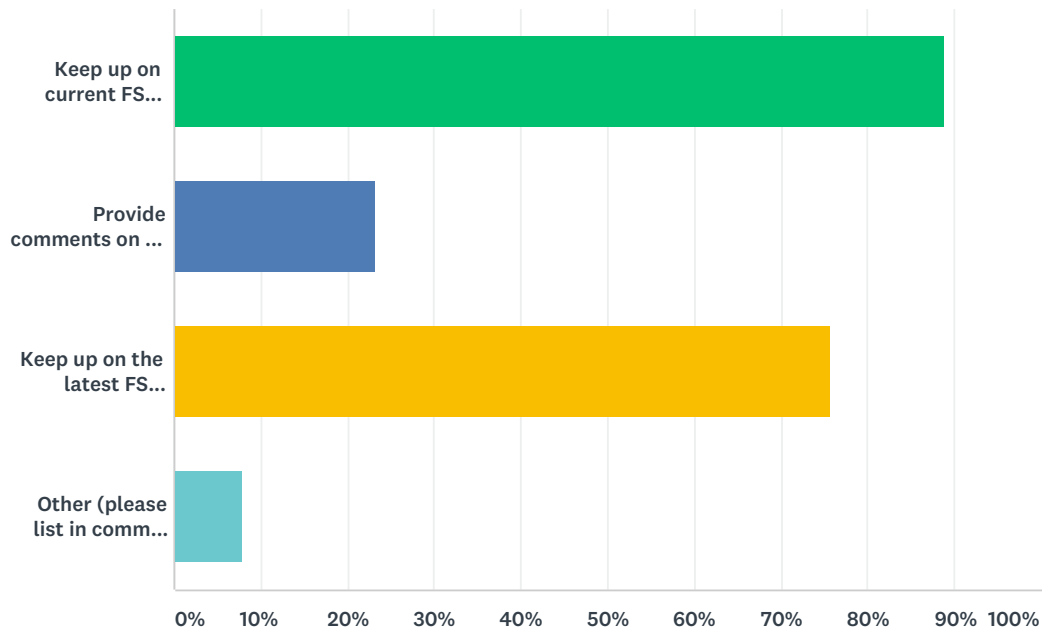
Answered: 310 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	56.13%	174
No	43.87%	136
TOTAL		310

Q9 What are the most important reasons you belong to NAFSR? (you may choose more than one) -

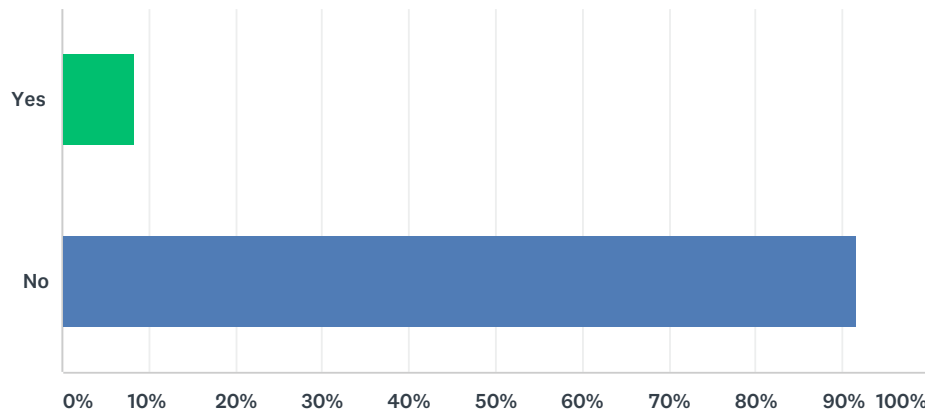
Answered: 313 Skipped: 1



ANSWER CHOICES	RESPONSES	
Keep up on current FS issues	88.82%	278
Provide comments on FS issues	23.32%	73
Keep up on the latest FS national news	75.72%	237
Other (please list in comment section)	7.99%	25
Total Respondents: 313		

Q10 Twitter has become a popular way of communicating with legislators. Do you use Twitter?

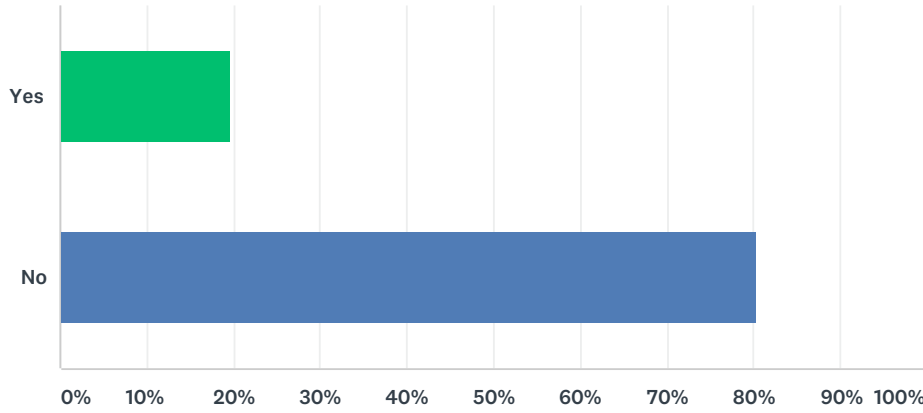
Answered: 313 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	8.31%	26
No	91.69%	287
TOTAL		313

Q11 Would you be interested in learning how to use Twitter?

Answered: 309 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	19.74%	61
No	80.26%	248
TOTAL		309

Q12 Do you have any other comments or suggestions about NAFSR?

Answered: 188 Skipped: 126

#	RESPONSES	DATE
1	none	10/29/2018 7:27 PM
2	I am pleased with the organization and how it delivers on its mission. The number of members seems low given the number of people that chose a career with the FS. Is there a way to better understand why, and how NAFSR membership could be increased?	10/28/2018 8:17 PM
3	...thank you for keeping me connected and informed...	10/28/2018 7:16 PM
4	I am a member to support NAFSR in the important work of ensuring the future of our national forests, primarily.	10/28/2018 9:53 AM
5	Need to push stronger on multiple use mgt. Need to push for protection of shooting on NFS lands instead of letting anti gun voices within the agency have too much say.	10/27/2018 6:27 PM
6	I didn't vote of the Board's focus, as that. is beyond my knowledge, and there are many important issues.	10/27/2018 3:54 PM
7	I need to too improve on my involvement	10/27/2018 2:40 PM
8	It is a worthy mission. Keep it up.	10/27/2018 11:47 AM
9	More emphasis on design of sustainable landscapes	10/27/2018 10:16 AM
10	Focus more on FS leadership	10/27/2018 10:03 AM
11	Thank you for doing the survey to find out what members want/think. I am a relatively new member and I really appreciate the work that you do!	10/26/2018 4:00 PM
12	NAFSR helps to keep up with old colleagues	10/26/2018 3:01 PM
13	no	10/26/2018 12:15 PM
14	no	10/26/2018 10:25 AM
15	Question 9: Keep up on FS active employees and retirees.	10/26/2018 10:19 AM
16	Provide or request from the agency an electronic version of the annually published USDA-FS Organizational Directory (FS-65). We grew up using it and I find many difficulties in using the existing website for locating personnel, and with the new titles who is the right personnel or staff group to contact. (ex. timber is now seldom called timber, enterprize teams are an undefined group of inhouse experts but experts covering what topics/duties???.) 2) ID retirement/employee groups or activities available for connecting with other FS folks. (ex. local smokejumper social groups and other fellow agency retirement/employee groups like BLM or state agency similar groups). 3) Like the personnels in the newspapers, produce a format where the agency can place a shout out for retirees to help (both volunteer and come back for helping, like the senior business organizations that provide help for small businesses or for providing expertise for training or consultation or emergency projects (fire salvage, flood damaged road surveys, etc.) 4) Collaborate with agency for specific list of agency contacts for former FS folks to use as contacts on particular issues, like providing input on past management plans, projects or issues. Again like a voluntary senior consulting option for todays FS employees.	10/25/2018 6:53 PM
17	Worldwide social stability is dependent on people having access to healthcare and education. This is not so much a political issue as it is world/social reality. It would be an issue worth the attention of NAFSR.	10/25/2018 4:23 PM
18	NAFSR does a great job keeping us informed. We are fortunate to have such a group of talented and dedicated volunteers.	10/25/2018 3:56 PM
19	Part of the reason I belong, is to help support the agency.	10/25/2018 2:22 PM

20	I believe the Forest Service, including retirees, needs to change it's thinking about fire suppression. With over half of its annual budget going to suppression, people keep saying they are not available to go to fires because of their "day job". IMTs are dwindling at a time when every team in the nation has been mobilized at the same time for 3 out of the last 4 years. NAFSR needs to push on the system to either hire more suppression folks or require everyone to have a fire component in their PD as it used to be. Less capacity and more demand is not a sustainable business model.	10/25/2018 11:26 AM
21	I use this organization to keep somewhat current on events.	10/25/2018 11:19 AM
22	It is the only way I hear anything about what the people I know are doing. Keep the information coming.	10/25/2018 9:07 AM
23	I belong to the organization because of my long and strong association with the outfit and my desire to remain in contact even though I do not participate actively except with local retirees and past colleagues and employees. I started with NFS but spent most of my career in Research.	10/25/2018 8:43 AM
24	The group appears to be dominated by foresters with a need to treat emphasis. There doesn't seem to be enough emphasis on other programs such as Fish and Wildlife, heritage resources, importance of roadless areas, wilderness and monuments, importance of National Forests for maintaining biodiversity, recreation use, and TES recovery. It would be great if you could poll folks about their training and positions they served in to get a feeling for group makeup and needs for increasing participation that represents the make up of FS retirees. Thank you.	10/25/2018 4:21 AM
25	no	10/25/2018 1:46 AM
26	Need to focus on more than just fire and timber issues. Recreation, wildlife and other issues should be addressed.	10/24/2018 8:26 PM
27	no	10/24/2018 7:51 PM
28	Keep up the good work !	10/24/2018 6:08 PM
29	NAFSR Leadership is doing a good job. Thanks.	10/24/2018 5:37 PM
30	Not at this time	10/24/2018 5:16 PM
31	#7. The public needs to understand that funding comes from Congress; no funding, no work gets done on the ground. #9.Keeping track of folks moving around, promotions, etc.	10/24/2018 5:11 PM
32	I think the agency could use NAFSR's help in the following way (if this is already being done, good job!): striking the correct balance of focus on the entire spectrum of resources and programs for which the agency is responsible. For example, NAFSR could advocate for wilderness funds and appropriate management; highlight the important role the Forest Service plays in endangered species management and recovery; advocate for the protection of the Endangered Species Act with the same fervor we advocate for reducing barriers to active management; etc.	10/24/2018 4:07 PM
33	How can I obtain a membership list?	10/24/2018 3:46 PM
34	I served he FS for 34 years, the last 19 in a leadership capacity. I understand why the Board has chosen to direct most of its attention to National Issues, and direct dialogue with Executive Branch leadership (Chief, Secretary's Office, etc). I noticed in the recent comprehensive report that a notion was expressed that perhaps internal focus is somewhat misplaced, as compared to fuels, fire, & forest health issues. As a retiree, I serve on a number of local FS advisory committees, and have the opportunity to directly observe leadership and employee behaviors, verbal explanations, and communication between leadership and employees, and communication among leadership, employees and the public. Essentially, my observation is that current leadership, whether due to overly large workload (spread too thin), or lack of focus or personality, is not mentoring the "troops", nor providing the emphasis of bringing them together as a "team(s)", truly working together with a common purpose. I find employees are pretty much working alone. This leads to major breakdowns in communication, and major inefficiencies. Until we solve the true working relationship of the minimum staffs that remain, the greatest policies at the National level will never be implemented on the ground. Thanks for listening.	10/24/2018 3:40 PM
35	I'm disappointed when I see NAFSR take positions that, to the best of my knowledge, the membership never had an opportunity to weigh in on before the position is taken. I'm especially disappointed when the position taken is one with which I disagree. There needs to be more and better ways to gauge the preference of the membership before the Association takes a position on important issues.	10/24/2018 3:35 PM
36	I am very interested in the "On the Move" information. I appreciate seeing that regularly and timely.	10/24/2018 3:20 PM

37	Keep up the great work.	10/24/2018 2:41 PM
38	Thanks for the work you do.	10/24/2018 2:06 PM
39	A real problem with "Fire Hire" and USA Jobs. It is very unfair to applicants and difficult to use. For example, why is the agency recruiting for fire positions while most applicants are still on fire assignments? Many former employees suggest that the current hiring system also had been a major contributor to the rise in sexual harassment incidents in the fire community.	10/24/2018 1:48 PM
40	I just joined - so haven't been a member long enough to truly give you a good answer. Also, suggest instead of just "yes"/"no" answers, you might add something like "don't know" or "not sure", etc.	10/24/2018 1:41 PM
41	no	10/24/2018 1:37 PM
42	No	10/24/2018 12:58 PM
43	Continue focus of returning FS to its rural roots. Reopen closed ranger stations, at least for public contact. Create a career ladder for personal interested in field work at the District level.	10/24/2018 12:51 PM
44	No.	10/24/2018 12:02 PM
45	Just keep on	10/24/2018 12:01 PM
46	I hope the board is working with saf and other Natural resource ngos on topics that were each of the groups	10/24/2018 11:29 AM
47	I'm concerned about the 'apparent' possibility of the present management not looking to the past for some info. For instance - there are extensive studies done in regard to fire management in chaparral ecosystems which would allow at least predictions of what is happening, or going to happen. A major program at PSW Riverside in 1977-1980+ was a Chaparral Fire Mgmt prog. Much of the info was not made available to the field, and much of it has never been looked at, though available. You will find that true in many different projects and programs.	10/24/2018 11:16 AM
48	No	10/24/2018 11:12 AM
49	no	10/24/2018 11:07 AM
50	I began my career as a seasonal firefighter in 1967, became a full time forester in 1976, was a DR for a year, retired in 2007 and consulted for the FS until 2014. The agency is dysfunctional due to massive budget cuts, loss of a support group in Congress after the timber downfall, hijacking of 1970s environmental laws by internal and external preservationists, and politically correct ideology. I read "The Tinder Box--How Politically Correct Ideology Destroyed the US Forest Service", know and worked with many of the folks mentioned in that book, and the things I saw happen were accurately described. I would like to see NAFSR be much more aggressive about reversing at least the political correctness in recruiting, hiring, and promoting that has literally ripped the guts out of the organization that I knew as well organized, capable, respected and accomplishment oriented.	10/24/2018 10:47 AM
51	Other issues - ensuring a balanced approach to all the resources within the care of the Forest Service beyond fire and active management (forestry)	10/23/2018 6:41 AM
52	Retention and recruitment of FS employees is critical. NAFSR needs to strongly advocate for flexible work hours and places. It's about how the FS needs and wants to operate NOW.	10/22/2018 2:55 PM
53	The NAFSR should encourage the FS (and the BLM) to drop the use of the Federal Land Exchange program. The program has been soundly criticized by the GAO in 2 reports (2000 & 2010). The FS has become "top heavy"----it's darned difficult to "care for the land and serve the people" without putting feet on the ground and developing an honest relationship with the public one serves. President Reagan once said, "Today it is difficult to find leaders who are independent of the forces that have brought us our problems--the Congress, the bureaucracy, the lobbyist, big business, and big labor." Just drop off the "big labor" and one can better understand why so many of the general public have lost respect for the agency----they feel their opinions matter little.	10/21/2018 8:09 PM
54	Need to work harder at recruiting many more new members!	10/20/2018 4:17 PM
55	Keep up the good work.	10/18/2018 4:46 PM
56	Be more open. Encourage attendance at your meetings. Strive to keep the membership informed and involved.	10/17/2018 2:41 PM
57	no	10/16/2018 8:03 AM

58	Keep up the good work. Meetings with secretary Purdue have been positive	10/14/2018 4:38 PM
59	Great organization! I think the FS is the only federal agency with such a large active retiree association. I am proud to be a member. This is also a perfect way to continue to fellowship and stay in contact with my retired FS colleagues. This is one of the reasons I am a member.	10/14/2018 1:59 PM
60	None thank you.	10/14/2018 11:55 AM
61	No	10/14/2018 9:39 AM
62	Not at this time.	10/13/2018 5:55 PM
63	I would like us to continue to focus on the integrity of our profession and the responsibility to the American people. Is the pressures of any one administration the best for the long term good of the forests. We need to keep the forest healthy and available for the people and we need help to make sure that is the focus. Help keep the current administration focused on long term and not short term.	10/13/2018 12:29 PM
64	I encourage you to push for more active management of the National Forests. We need more timber harvesting to reduce the wild fires!!	10/12/2018 2:49 PM
65	Keep up NAFSR's critically important work. THANK YOU	10/12/2018 11:30 AM
66	Thank You!	10/11/2018 6:46 PM
67	#8 - i ENJOYED THE NEWSLETTER IN MY MAILBOX AS I AM NOT ON MY DESKTOP COMPUTER TO LOOK AT WEBPAGE AS MUCH AS I WOULD LIKE,	10/11/2018 3:59 PM
68	Need to help determine qualifications for line positions (eg. knowledge and mission of Forest Service-ability to lead at the Ranger and Supervisor positions.	10/11/2018 8:17 AM
69	No--still volunteer and spend little time with retirees	10/10/2018 8:28 PM
70	I'd ask that you keep us members informed of the issues and what we can contribute help	10/10/2018 7:59 PM
71	Get FS back to work!!!	10/10/2018 4:09 PM
72	As editor of the PNWFSA's OldSmokeys Newsletter for the past 13 years I have found NAFSR one of many sources of information used to inform the "Forest Service News" section of that publication. My 51st and final issue is at the printer now, and my tour as editor has just ended. I believe NAFSR should support and recommend the Agency to Match the Mountains initiative to establish a U.S. Forest Service Academy as the vehicle to prepare all new Forest Service personnel for their roles as members (not just employees of but members of) the Forest Service for all the reasons my colleagues Lyle Laverty, Rich Stem, Roger Deaver, and I have put forward in our white paper (endorsed in principle at NAFSR annual meeting in Reno at which Rich and I briefed it a few years ago) and now published in SAF's new book "193 Million Acres..." if it is ever to regain its stature as a "real service" rather than wallow as just another government agency. This initiative must be incorporated into the program promulgated at the recent reunion in Asheville. I must be running out of space. NAFSR really needs to revive "The Lookout" because nothing is better than a paper document one can hold and read. --Les Joslin, Bend, Oregon	10/10/2018 3:43 PM
73	Continue the great sharing	10/10/2018 3:16 PM
74	try to involve younger newly retired. Not to the exclusion of the old guard, but to stay relevant.	10/10/2018 2:33 PM
75	no	10/10/2018 12:41 PM
76	no	10/10/2018 12:01 PM
77	I just joined a week or so ago at the Forest Service Retirees reunion. I haven't had time to look at anything or benefit from your communications. Looking forward to it.	10/10/2018 10:32 AM
78	Your work is important and informative. Keep up the good work. It is especially needed at the present time and for the future of the USFS.	10/10/2018 9:34 AM
79	Glad the group is keeping up with Forest Service managers and tackling important issues.	10/10/2018 7:55 AM
80	No	10/10/2018 2:29 AM
81	I realize silviculture and timber management is a priority program with the FS, but I would like to see a bit more discussion on the challenges and issues facing the livestock grazing and rangeland management program.	10/10/2018 12:20 AM
82	Questiion 9. I belong to NAFSR to show support for the organization.	10/9/2018 9:02 PM

83	No	10/9/2018 8:16 PM
84	Since the board has made contact with Sec Perdue, I am feel better about what NAFSR is doing. we might be coming back to managing our NFs, until now I just felt you were potecting FS upper mgt. politics do not result in healthy productive forests.	10/9/2018 6:01 PM
85	Not at this time. Appreciate your volunteered time!	10/9/2018 5:08 PM
86	No	10/9/2018 4:15 PM
87	No	10/9/2018 3:13 PM
88	Our forests are in grave peril, and we all know the reasons why!!! The existence of NAFSR has never been more critical. But it is all for naught (or maybe just for fun) if it does not rise to the severity of the occasion. Us retired folks learned a behavior and leadership style during our working years that fit the norm, fostered promotion, and provided the acceptance and recognition we all coveted. And that is, by and large, to fit in, get along, be loyal, minimally disruptive, and compete quietly for personal goals. It worked for us all and for the Forest Service during the times of growth and natural resource well being. That style has naturally carried forward into the management and leadership of NAFSR. But our forests are now at a crisis point.and the leadership style we all learned and modeled is not working anymore. We are too easily ignored, Too easily patronized. Please understand, I am among those who most enthusiastically respect, admire, and honor the leaders I have known and worked with, and that is quite a few. I am not casting stones here. I am attempting to state a condition I think is true. We cannot remain passive and expect different results. Ain't gonna happen! Folks, we must put aside any belief that we are proven aggressive leaders who shy away from nothing, and instead gear up to a change in our approach. We must forget about gentleman's and lady's agreements, and stop seeking mutual comfortable relationships. We must match the critical nature of our forests with the passion and impatience that is required to achieve the monumental change required. And we must do it now! We know the costs. We know the person power, and expertise, and organizational changes, and governmental personnel changes, and all that must take place to get us back on track to restoring our forests and grass lands. It is indeed monumental!!! Pleading the case to uninterested and/or uninformed board rooms is past history. We gotta make them listen up! We are the guardians of our National Forests. There ain't no one else! We must model what we all know is required to gain the attention of those in power, and offer the blueprint to get us there! If NAFSR does not currently model the leadership we all know is required, to accept nothing less, to launch a new approach to our interactions with those in power. If we do not commit to the task without reservations, then we betray the vision we espouse. NAFSR is loaded with leaders who can lead the job, who can organize the effort, who can get out in front and pull us all along. Any of us can put together an initial group who, armed with a firm mission, and guided by committed support, can get us going. But first we gotta wanta! If not, then let's quit pretending we honor our motto. One last thought. the recent NAFSR meeting in Asheville is a case in point. With all due respect to those involved, who among us really thinks that will change anything? Thanks for listening. Mack Moore	10/9/2018 2:04 PM
89	I really like and appreciate how the organization is focusing on helping the agency rather than being a critic. I don't have an opinion either way on a newsletter, but wanted to say that one of the main reasons I am a member is to stay connected with old friends and colleagues.	10/9/2018 1:57 PM
90	The recent undoing by a judge of the delisting of the grizzly bear in the Greater Yellowstone Recovery Zone has a lot of us in Montana very disappointed and discouraged. The recovery criteria have been met for quite a while. Agency biologists want the bear delisted so that proactive management can occur. My calculations indicate the bear has is at or over the biological carrying capacity of the recovery area, as well the social conflict threshold. This might be a topic to consider. Ron Humphrey	10/9/2018 1:24 PM
91	A big cheer and thank You to the volenteers who work with NAFSR	10/9/2018 12:18 PM
92	As an 85 year old retiree, I'm a participating member of the PNWFSA. I appreciate the scope and action of NAFSR at the national level. Bob Hetzer	10/9/2018 11:32 AM
93	No	10/9/2018 10:50 AM
94	Focus on National Forests and public land management is far more important than focusing on Forest Service administrative policies, such as how to fund FS fire.	10/9/2018 10:42 AM
95	no	10/9/2018 10:21 AM

96	I did not answer #6 not because I don't think the board is a working on some good issues, but because I have someother. Thoughts to ramble about. Everyday I drive by the district office and I see a yard full of white pickups and trailers. I wonder why I rarely see a Forest Service green vehicle liKe it always was in the past. Is it because that's the way it used to be so It's not good anymore? I attend meetings of various ngo,s but I rarely see Forest Service employees at those meetings. I participate on volunteer projects on the National Forests and you are lucky if u see more than one employee in attendance. I organize many of those projects and it is very rare that the volunteers ever get recognized for the work they do. It used to be that darn near everyone in these towns personally knew who FOREST SERVICE EMPLOYEES and always asked them what the ForestService projects were all about. Not anymore. Now you hear on the grapevine, radio and newspaper all that is wrong with what the agency is up to. I know I am "old school" but it seems like the agency has gotten away from what made us the Marine Corps of the federal agencies to where the agency stands today. Maybe, just maybe. It might be good to go back to some of those old ways. Nuff said	10/9/2018 10:09 AM
97	Issues to deal with: Forest Services loss of identity due to consolidations of Ranger Districts and Forests. FS employees receive uniform allowances but many do not where the uniform anymore. Uniform is often worn with mixed clothing items, not being worn professionally. Continue to work on resource management issues. Don't give to focus to just fire management.	10/9/2018 9:31 AM
98	I am very interested in the policy aspect of NAFSR. So anytime a new letter/report is added I would like to get an email with a link. It would be nice if I could sign up to get those (probably not all members would like this, but some would) Also it would be nice if members could comment on letters/reports by NAFSR before they are sent on. I realize that some are necessarily done in a hurry but really now there is no opportunity to get input from members. Some of us have more experience with the topic at hand and could be helpful. Thanks for this opportunity to comment!	10/9/2018 9:21 AM
99	Thank you for your leadership	10/9/2018 9:19 AM
100	Your recent 44 page report is outstanding. It contains subject matter that you can track for us over the next year to see how much difference it makes as evidenced by real changes in policy and practice. It is very timely and seems well received, but your recommendations need to result in real improvements that can be tracked.	10/9/2018 9:18 AM
101	Thanks for the leadership in Forest Serice issues. I believe more attention needs to be focused on the longterm impacts of major fires on watershed conditions. Also what strategies are needed to focus public and ongressional attention on reforestation and other direct actions to accellerate improved watershed conditions.	10/9/2018 9:12 AM
102	Some how we need to impress upon today's Forest Service the importance of being a part of the Community. The Political Scene is important but we are losing the support of our public, our Neighbors, and our helpers in the locale of our units.	10/9/2018 9:07 AM
103	I think a newsletter is nice, but not necessary as long as we get the email updates. I think the issues are being covered well, alway based on resources. Of course, new important issues always pop up.	10/9/2018 8:38 AM
104	The emails are a good way of keeping up with personnel changes.	10/9/2018 8:28 AM
105	Good job.	10/9/2018 8:26 AM
106	Stay away from political opinions, views, and support. Address ways to get new retirees on board. Support regional and local retiree groups.	10/9/2018 7:50 AM
107	Drop the newsletter, but do a short annual report with summary of what is going on and what we need to focus on going forward. Social media (like Twitter) are full of security issues and I am avoiding these until they become safer. I like getting emails when significant items are placed on our website so I can quickly check them out. We need to continue (increase) our efforts on the western fire situation and funding. It is only getting worse and the funding fix is not much of a fit.	10/9/2018 7:27 AM
108	Thank you for all your hard work.	10/9/2018 6:21 AM
109	no	10/9/2018 5:21 AM

110	No offense, but I feel NAFSAR is focused on the same issues FS leadership focused on when I was working - mostly Timber and Fire, with not enough focus on balanced resource management. For example, where are the Recreation et al discussions? That said, I have greatly appreciated NAFSAR's involvement in some key issues, too many to name them all, but one important one for me has been the FS shield discussion that seems to come up every two or three years. If you were to add a balanced approach to resource management I'd be all on board folks. Caveat: I realize this may all sound offensive to some folks, I don't mean it that way, their service is appreciated, and I imagine they feel their approach is balanced. Who knows, maybe I'm off the mark on this; don't believe so, though. Thanks. John	10/9/2018 4:49 AM
111	7- Workforce-FS has a "mature" workforce that is been replaced with brilliant individuals at leadership roles in the WO but lacking field experience	10/9/2018 4:38 AM
112	None	10/9/2018 4:37 AM
113	The agency must include the preservation of it numerous historic structures and conform to NPS standards for the historically significant structures.	10/8/2018 11:56 PM
114	YOU ARE DOING A GOOD JOB.I WOULD LIKE TO SEE MORE DONE ON TIMBER HARVESTING & RECREATION.	10/8/2018 9:08 PM
115	Address the near abandonment of effective salvage operations. Address the importance of a comprehensive legal strategy to win in court when key decisions are challenged.	10/8/2018 8:21 PM
116	No	10/8/2018 8:08 PM
117	Thanks for the opportunity to share this thought. Based on recent direction from congress, here is an additional priority NAFSR should focus on. Congress is requiring the agency to reform it's budget structure. This is a response to concerns on how the agency prioritizes, plans, and executes work at the micro level - programmatically and organizationally. Too many people touch the budget when more should be focused on program and project planning and execution. In conjunction with the focus and emphasis on NEPA reform, NAFSR could support internal reform efforts on standard planning models across programs and orgs. We talk about integration and landscape but there is little evidence to congress that it is a corporate norm. Nor is there evidence we have standard prioritization or planning standards. There is a lot of history behind why this is but it is time for change. Otherwise we risk losing relevancy with appropriators.	10/8/2018 8:08 PM
118	No; I'm 30 years into retirement, so NAFSR is primarily an info source, but usually I do not act on any issues now--I feel too far out of the loop and that my knowledge and criteria may be too out of date.	10/8/2018 7:17 PM
119	Like that you pull the personnel news out into the email.	10/8/2018 7:17 PM
120	NAFSR should be attractive for employees that retired at any grade and any profession. It seems to be oriented towards the higher grade professional. I suggest brainstorming on how to make the organization fruitful and a go-to organization for all retirees.	10/8/2018 7:11 PM
121	Yo are doing a great job and i appreciate all your efforts and donated time	10/8/2018 7:03 PM
122	I believe there should be more emphasis by NAFSR on supporting the need for significantly increased budgets by dollar amounts for specific programs & projects related to creating healthy forests in recommendations given to the Administration Congress, & the public by NAFSR. NAFSR should address: (1) The USFS Wildland Fire Response Policies & Protocols as outlined in the annual Chief's Letter of Intent which need major clarification & revision. The ambiguity associated with full suppression versus allowing fires to burn has resulted in catastrophic wildfires that were preventable had there been clearer direction, (2) The need for enhanced fire prevention programs & remote sensing (including satellites) wildfire detection systems, (3) Support for extensive use of prescribed fire, & (4) Proposed legislation declaring an emergency condition on the National Forests due to excessive hazardous fuel buildups whereby authority to abate these conditions would be the same as exists in wildfire suppression. Support By NAFSR for legislative relief to remove restrictions on sound forest management practices. Continued support for decentralization wherein authorities & personnel resources are shifted to the Ranger District level.	10/8/2018 7:01 PM
123	I belong because you are making a difference and are helping to shape a positive future for the FS. Keep up the great work!!	10/8/2018 6:24 PM
124	I signed up with the free one year subscription. I only have received infrequent emails regarding the Asheville reunion. I had looked a few times at the website and it is OK. If I started paying annual fees, I'm not sure what I would be getting from it if the past several months are any indicator. I wonder if I was left off some mailing list?	10/8/2018 5:56 PM

125	NAFSR seems to focus on Forestry and Fire when there are "Other Resources" that are essential parts of the USFS. I hear very little about the Board and NAFSR mentioning that there is a workforce dedicated to other resources, and those departments have been essential in getting the job done for Ecosystem Management. And that other resource workforce has been dramatically affected with increasing workloads and declines in personnel staffing.	10/8/2018 5:54 PM
126	I miss the Chiefs News and Notes	10/8/2018 5:47 PM
127	I enjoy the emails pointing us to information available on the website, which I usually read. I also use the members' list to locate other FS retirees.	10/8/2018 5:40 PM
128	Good and timely	10/8/2018 5:31 PM
129	Am a new member so can't really answer all the questions. I would like an e-newsletter, it wouldn't need to be hard copy.	10/8/2018 5:28 PM
130	No - just keep moving ahead - doing a good service and job.	10/8/2018 5:21 PM
131	No	10/8/2018 5:18 PM
132	I know NAFSR already supports "active USFS forest management." I suggest we encourage "emergency efforts to salvage massive amounts of dead and dying forests in 11 western States. Emergency Authority is required.	10/8/2018 5:09 PM
133	Just becoming familiar with the organization and am very impressed with the issues NAFSR is addressing and the connections the organization has.	10/8/2018 5:02 PM
134	In addition to keeping up to date on the Forest Service, I belong to NAFSR because - - I still have strong feelings of belonging and loyalty to the Forest Service. - I feel it shows respect and friendship to other retirees.	10/8/2018 4:59 PM
135	I am a member of the board. I am concerned with increased administrative costs due to centralization. There are many mission priorities but I hope that a strategic focus is also developed for overhead costs and how that affects Rangers/line officers in receiving a reasonable budget. Decentralization and delegations of authority are part of the FS vision of effectiveness. This organization is doing an outstanding job of supporting the FS mission. Thank you all for your contributions.	10/8/2018 4:59 PM
136	no	10/8/2018 4:59 PM
137	Very competent work	10/8/2018 4:50 PM
138	Need more emphasis on all of the resources we manage - rangelands for example, or watersheds, or fisheries habit, etc. Our focus is on fire (for valid reasons though I wish it wasn't so) and forest managment. We tend to minimize discussion and promotion of our management of ecosystems and their collective resource areas.	10/8/2018 4:45 PM
139	keep up the good work	10/8/2018 4:42 PM
140	Keep up the good work of keeping informed on what is going on with the USFS	10/8/2018 4:42 PM
141	The opinions you take to the Chief of the FS do not reflect my opinions. I don't know how you develop your position papers and opinions. Perhaps I need to resign from this organization/	10/8/2018 4:39 PM
142	Q8, I would read a newsletter and think it would be helpful for a deeper understanding of current issues and the Board's position, but I know that Newsletters take a bunch of time and commitment and would not recommend that NAFSR get "locked into" a schedule that becomes a burden. Q9 One of the most important reasons I am a member is to provide reasoned feedback to the FS on emerging issues.	10/8/2018 4:30 PM
143	the size of NEPA documents needs to be reduced	10/8/2018 4:28 PM
144	no	10/8/2018 4:22 PM
145	I heard several comments in Asheville to the effect that the FS should go back to its rural roots. Wrong. Its constituency now is primarily urban. We can't stick our heads in the sand and ignore societal changes and changing constituencies.	10/8/2018 4:19 PM
146	I really appreciate all the volunteer time that people give to keep NAFSR going. My hat's off to all the board members. Meeting with the Sec. of Ag. is a really big deal.	10/8/2018 4:17 PM

147	Glad to see we keep up with latest promotions and job changes. Wish the FS still did this. Think we are involved and active in the big issues facing the FS. I think our organization is helpful and shows support. Forward	10/8/2018 3:59 PM
148	As a Researcher I'd like to see a bit more in that side of the organization. Also, why not put some energy into getting back some of the historical aspects of the Forest Service. One example, I always felt it was good for us and the public to see the 'green' rigs in the woods. Dump the white ones. Some historical vehicles like the new big horse /mule trailer and semi at the Nine Mile Ranger Station are the two green colors! That's why I'm one of original members of Friends of Nine Mile Ranger Station. Dick Woodfin	10/8/2018 3:57 PM
149	no	10/8/2018 3:52 PM
150	Support Oregon Congressman Greg Waldon's bill on forest management. Especially salvaging burned timber and prompt reforestation.	10/8/2018 3:51 PM
151	Thanks for your good work	10/8/2018 3:40 PM
152	It is great to see the evolution in NAFSR with focused attention on issues affecting the agency today and not a backwards look to what it once was.	10/8/2018 3:37 PM
153	No	10/8/2018 3:35 PM
154	Keep the agency honest.	10/8/2018 3:31 PM
155	Glad I joined a few years ago. You are keeping the spirit of "can do!" alive. Thanks.	10/8/2018 3:30 PM
156	An excellent organization doing very good work on behalf of retirees, the agency, and all of the encompassing aspects of forestry and forest management.	10/8/2018 3:27 PM
157	I made a comment to you in my last e=mail	10/8/2018 3:24 PM
158	No thanks. Keep up the good work especially at the political levels.	10/8/2018 3:20 PM
159	Thanks!	10/8/2018 3:17 PM
160	Not at this time. Thank you	10/8/2018 3:14 PM
161	Well done, thank you for your dedication. We	10/8/2018 3:10 PM
162	More attention to climate change. More attention to the threat of the homes in the wildland interface. More attention to aggressive initial fire attack and IA resources like smokejumpers.	10/8/2018 3:09 PM
163	not now	10/8/2018 3:07 PM
164	The Board needs to give strong support to "cultural issues" that the FS continues to struggle with. I do think that those being stressed by Board currently are entirely valid - NEPA streamlining, ESA adjustments, Budget crisis associated with agency having huge amounts funneled to fire over past 25 years (and commensurate bleeding of other professional, technical and administrative skills). But events of the past year associated with continued reports of harassment, and the "removal" of the Chief due to associated issues, has to be taking a collective emotional toll on the agency. The issues seem to linger and it is disheartening that the generational changes haven't seen them rectified. While in some quarters it has been painted as being par for the environment tolerated by the Trump Administration, we know that this goes far, far beyond anything that this administration is responsible for.	10/8/2018 3:06 PM
165	No	10/8/2018 3:04 PM
166	Keep up the good work	10/8/2018 3:01 PM
167	No	10/8/2018 2:55 PM
168	The membership directory helps me keep us with retirees addresses in case i want to contact them.	10/8/2018 2:49 PM
169	NAFSR was not very visible at the Asheville Reunion, with no emphasis on recruiting new members and no open meeting.	10/8/2018 2:49 PM

170	Our Agency has evolved over the years from a primarily timber producing entity to providing users a place to relax and recreate. Unfortunately many of our developed recreation areas are starting or have deteriorated, particularly due to the loss of vegetation within these sites. In the western U.S. bark beetle disturbance and large scale mortality within developed sites will continue unless the vegetation is effectively managed. As a result of previous and ongoing bark beetle caused mortality too many of these developed sites have lost most or all of their overstory component. Our efforts to protect individual trees using insecticides or insect repellents is costly with success varying greatly. The long-term approach is to develop and implement vegetation management plans to ensure the long term viability of vegetation within these sites. Far to many times I've worked with Forests and contractors developing rudimentary vegetation plans only to see very few ever implemented.	10/8/2018 2:45 PM
171	Thank you. Cheer	10/8/2018 2:40 PM
172	I think NAFSR is doing a great job! Keep it up	10/8/2018 2:37 PM
173	none	10/8/2018 2:35 PM
174	None	10/8/2018 2:34 PM
175	No	10/8/2018 2:33 PM
176	Focus is too 1980ish and marginalizes noncommercial interests in NFS. I disagree with a majority of the issue positions posted. More support for biological diversity and the unique position NFS can hold in the big picture of US land uses.	10/8/2018 2:32 PM
177	Keep up the good work. When I talk to Retiree's I always encourage them to join. At the Reunion in Asheville we encouraged the FS leadership to highlight the importance of their reminding current employees to get involved as they approach retirement	10/8/2018 2:28 PM
178	stay away from social media	10/8/2018 2:28 PM
179	The NAFSR must become much more vocal about the lack of leadership in land stewardship by the Forest Service. We talk in prose. By almost everyone's estimation, the conservation leader in America is the DOI, not the USDA and certainly not the Forest Service. Enough with the platitudes. Let's get real and aggressive.	10/8/2018 2:28 PM
180	definitely gaining recognition and acceptance for giving input to important topics.	10/8/2018 2:24 PM
181	No. Appreciate all you do.	10/8/2018 2:19 PM
182	Thanks to all the board members for their dedication to improve conditions which will allow the FS to function more effectively.	10/8/2018 2:19 PM
183	Am I the first to complete the survey? Good job!	10/8/2018 2:16 PM
184	NAFSR provides a great service to the Agency and to the retiree community.	10/8/2018 2:15 PM
185	Keep up the good work.	10/8/2018 2:15 PM
186	No	10/8/2018 2:12 PM
187	No	10/8/2018 2:12 PM
188	NAFSR is providing a valuable voice for FS retirees	10/8/2018 12:32 PM