

NEWSLETTER

california state park rangers association

Volume VI Number 53

March 1994

CSPRA Appreciated

Mr. Wayne Harrison, President

On behalf of the Angeles District, I would like to thank the California State Park Rangers Association for your important efforts to protect Los Liones Canyon in Topanga State Park from development for private facilities. Specifically, Ron Schafer deserves our thanks and commendation for making an outstanding presentation to the California State Park and Recreation Commission at their January 10, 1994 hearing on Los Liones. Ron effectively pointed out that conversion of State Park land to private uses is not appropriate and that approval of such a proposal could set dangerous precedents for future conversions elsewhere in the California State Park System.

As has been the case on many critical issues, the California State Park Rangers Association came through to guide decision makers towards the right decisions that will protect our parks, preserve our resources and further our mission. It is nice to have a statewide professional association that is willing and able to stand up for State Parks anywhere in California where threats emerge. Keep up the good work!

Sincerely,
Daniel C. Preece, District
Superintendent

Riverside Workshop A Success —

The CSPRA-PRAC workshop was a very successful event. We had more paid registrants than last year, we made money, we met our obligation to the hotel, and everyone enjoyed the workshops and entertainment. Many remarked that the educational sessions were the best ever. Some speakers asked to be presenters again next year while many attendees volunteered to be on the planning committee for next year.

(Continued on page 6)

— On To Santa Rosa

Next year's workshop will be at the Doubletree Inn in Santa Rosa, the site of two previous annual get-togethers. The dates will be March 7 — 10 the same as this year but starting on Sunday rather than Monday.

We have invited the California State Parks Superintendents' Association, SPPOAC, the Maintenance Supervisors Association of California, the Lifeguards Association, California Park and Conservation Association, The League of California State Park Non-profit Associations and Friends of California Parks to meet with us. Most have expressed an interest in joining with us, and we will have a

(Continued on page 6)

On The Inside

State Parks Foundation Activities	2
Volunteer Program	3
Retirees' Rendezvous	5
Task Force on Grazing	6
Concession Committee	6
Annual Meeting Resolutions	7

State Parks Foundation Active As It Celebrates Its 25th Anniversary

The California State Parks Foundation celebrates its Twenty Fifth Anniversary in 1994, continuing its legacy of enhancing the California State Parks System through the contribution of funds, land and artifacts that help improve the quality of life for all Californians.

Among the contributions made by the Foundation during their most recent fiscal year are the following grants and activities by CSPF for the California State Park System.

CSPF Grants to the Department of Parks & Recreation — July 1, 1992 thru June 30, 1993

1. Rangers Annual Conference and Program — \$3,560.30
2. League of California State Park Non-Profit Organizations Conference — \$1,560.00
3. CSPF California Parklands Newsletter — \$14,643.32
4. UCLA Study, DPR Marketing — \$1,719.15
5. Friends of California State Parks — \$4,900.00
6. Video and Teachers Guide Research — \$20,600.00
7. Director and Park Commission Reception/Dinner — \$1,852.35
8. Director's Japan Tourism Conference — \$1,000.00
9. Sutter's Fort Educational Event — \$14,736.46
10. Riptide Safety Brochure — \$5,000.00
11. Youth Conservation Corps Program, Santa Cruz — \$23,750.00
12. Best of California Forever Brochure — \$26,784.40
13. Commission/DPR/CSPF Trustees Luncheon — \$1,061.93
14. DPR Marketing Committee Meeting with Home Shopping Network in Florida — \$3,006.00
15. DPR - Gifts/Awards — \$ 525.67
16. Shasta State Park Event — \$131.42
17. California Park and Recreation Society — \$200.00
18. Take Pride in California — \$1,893.79

Total \$ 126,924.79

Specific CSPF Fund Grants — July 1, 1992 thru June 30, 1993

1. Hearst Castle Oral History — \$1,419.84
2. Fort Ross Interpretive Program — \$40,000.00
3. Mt. Diablo Interpretive Center Renovation — \$19,074.63
4. Jack London Restoration — \$397,440.20
5. Confederate Flag — \$70,000.00
- Total** **\$527,934.67**
- Grand Total** **\$654,859.46**

Specific Projects Administered by CSPF — July 1, 1992 thru June 30, 1993

1. Railroad Museum Cataloging — \$12,957.13
2. Cinco de Mayo — \$54,354.68
3. Adopt-A-Beach — \$91,011.85
4. William Penn Mott Memorial Fund (no funds disbursed at this time)
- Total** **\$158,323.66**

Activities on Behalf of DPR — July 1, 1992 thru June 30, 1993

1. Guthrie/CSPF Staff service on various committees/projects.
2. CSPF/Wells Fargo promotion raised \$25,050 for DPR.

Grant Applications

All grant requests should be submitted to the foundation in writing, and a period of at least two weeks should be allowed for a decision.

Anatomy of a Volunteer Program

by Sierra District Museum Curator
Bill Lindemann

Have you ever expressed a desire to develop new skills? Do you ever feel the need to belong to a group or be part of a bigger cause? Have you felt the pull to participate in activities with peers? Do you feel there are areas of responsibility outside your job where you could be more helpful? Have you ever felt the burden of debt to the department's dauntless non-paid staff members? If you answered yes, or even maybe, to any of the questions above, then it's time to volunteer!

If you are already a volunteer, congratulations. You are probably involved with one or more of the 7 million American volunteer-based organizations with assets totalling over 130 billion dollars. Statistically, five out of every ten Americans volunteer in some capacity.

Budget shortfalls, overwhelming workloads, increasing program needs, quality performance, these are all reasons to "hire" volunteers. I'm sure you've all heard the innumerable excuses why we shouldn't use volunteers. Ray Morris, NPS Ranger, volunteer coordinator, and lecturer at the National Association for Interpretation 1993 Annual Workshop in Washington D.C., recently debunked all excuses as attributable to poor management techniques. The bottom line is: we need them, and they need us.

In beginning to organize or re-organize a volunteer program there are two basic questions which must be answered by the organization. The first question to answer is: "In what areas of the organization could we utilize volunteers?" When there is consensus on the desirability and need for a volunteer program, begin planning.

Here are five principles of success. Follow-through on these points will result in a strong program, lack of it could end in disaster.

1. Planning: Are you ready? The first phase in planning for volunteers is conducting an organizational assessment. Do all of your planning staff members agree on the legitimate need? Is the entire staff aware of the program? It will be necessary to appoint one, and only one,

paid staff person as liaison to the volunteers.

Start out small, involving all staff throughout the entire process. Lack of staff support can quickly build resentment and animosity. Staff resistance cannot be trained away. Try to get their willing involvement. Make them an offer they can't refuse like a staff "wish list" for volunteer projects. Involve paid staff in volunteer training.

Calculate the financial benefit of volunteer time by estimating the total number of hours in your program and then multiplying by the federal minimum hourly wage.

Develop goals and clearly defined objectives for your program. The entire staff must be aware of these goals and objectives. The result of establishing goals is a need for accountability. Who will be accountable for what, when? Make your volunteers accountable, and they will be!

Volunteers will require a job description. This should include: agency name, address, and phone number; job title; brief job description; anticipated results; supervisor; training; qualifications; and benefits. Volunteer job applicants should fill out a standard job application for a specific job according to the job descriptions. Managers must respect the information privacy act.

Create a policies and procedures manual for your un-paid staff as well as a manual of rights and responsibilities. These two operational guides will help volunteers identify their place in the organization.

2. Motivation: Are they willing? The second strategy for a successful volunteer program comes from knowing why it is that people volunteer. People get involved because they want to make a difference. Individuals have different needs, however they can be sorted into three basic categories: the need for achievement, the need for power, and the need for affiliation. Always have the right person for the job. Volunteers are non-paid staff members with "ownership" in the organization. They need to be treated with the respect they deserve.

3. Recruitment: Are we fulfilling our needs? Effective recruitment is key to a successful program. It is important to note why it is that people come to be volunteers. According to a recent Gallup

Poll: 43% participate in a group which volunteers the member's time; 39% volunteer because they are asked directly by someone to be involved; 29% become volunteers because they know a family member or friend will benefit by the activity; 25% seek out an activity within the community; 6% read and respond to public service announcements. A local clearinghouse for volunteers would be a good resource.

4. Growth: Are we moving toward success? There are three stages in the life cycle of a volunteer. The first stage is Exploratory, the beginning or entry level in the volunteer career structure. During this stage the volunteer is recruited for the specific job they are interested in and capable of performing. They will begin to discover their niche within the organization and the program.

The second stage is Developmental, the journeyman level. During this stage the volunteer is trained for both specific tasks and career development. During this stage the volunteer learns how he or she can best serve the organization, and to what degree they are willing to contribute to the organization's success in meeting its objectives and reaching its goals.

The third level of growth is Maturity, this is the senior or master level. At this level the volunteer is fully realizing their potential within the organization. Frequently these volunteers become involved with management of programs, training, mentoring and development of other volunteers. Some volunteer programs involve "retirement plans" to conclude the longevity of persons within the three stage life cycle.

5. Recognition: Are we fulfilling their needs? The fifth strategy for success in a volunteer program involves the importance of personal pay-back. People volunteer to make a difference. Let them know how they have made a positive difference.

An annual awards dinner for recognition of achievement by their peers is a method commonly used. Don't make them work for it any more than they already have, provide it to them as one of the "perks" for a job well done. If paid staff are invited they should pay for the privilege, this is the volunteers' event.

Hours and years of service pins to denote individual contributions are another form of personal pay-back. The newsletter

could have a column devoted to recognition of volunteers for special projects. Be creative, they'll appreciate it.

Most volunteer program coordinators realize that non-paid staff time isn't free. The rule of thumb is volunteer programs generally cost about .50 cents per hour to maintain.

Hopefully you are now on the way to managing a stronger non-paid staff program, or to imparting some wisdom to those for whom you volunteer.

The Effective Management of Volunteer Programs, by Marlene Wilson, published by Volunteer Management Associates, 1976 ISBN 0-9603362-0-6

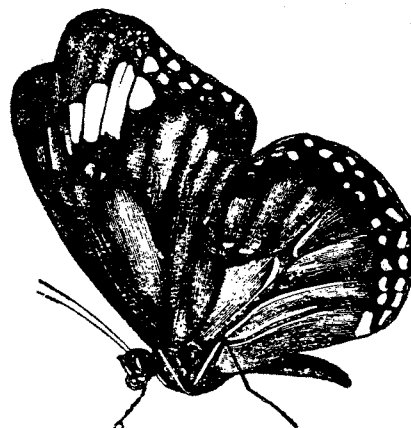
A Directory of Museum Volunteer Programs, edited by Marian Nielsen, published by American Association of Museum Volunteers, 1988, order from American Association of Museums, 1225 Eye Street NW, Suite 200, Washington, DC, 20005, (202) 289-9127

Volunteers, The Organizational Behavior of Un-Paid Staff Members, by Pearce, ISBN 0-4150942-7-5 (sociology text)

The Volunteer Management System, Q. L. Software, M. S. Esposito and Associates, Q. L. Software, P.O. Box 18628, Memphis, TN 38181, (901) 755-1851 (computer software)

National Service Act Of 1993, American Association of Museums, Gov. and Public Affairs Office, (202) 289-9125 (address above)

Volunteer, The National Center, 1111 North 19th Street, Suite 500, Arlington, Virginia 22209. (702) 267-0542



Retirees' Rendezvous 1994

California State Park Rangers Association is again sponsoring a Retirees' Rendezvous.

"Retirees' Rendezvous '94 is being planned for September 29 to October 3, 1994. This Rendezvous is open to all past and present DPR Employees', their families and guests — CSPRA membership is not required.

We would like to provide the best experience possible, but the committee has not yet selected a location or activities. We would like input from prospective attendees for a location that would provide RV/tent camping with motel and restaurant facilities nearby. We would also like suggestions on activities (e.g. golf, fishing, horseshoes etc.), that would be desired during the event.

Please complete the questionnaire and return to David Nelson, Chair, Retirees' Rendezvous '94."

Please return questionnaire to:

Retirees' Rendezvous '94
David A. Nelson
P O Box 292010
Sacramento, CA 95829-2010

☐ I am interested. Please keep me informed.

☐ I have my own equipment. ☐ RV. ☐ Tent.

☐ I will stay at nearby motel.

☐ Retired Employee ☐ Active Employee

Suggested Location(s):

Suggested Activities:

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone #: (____) _____

General Comments:

If you know a DPR Employee, Retired or Active, who did not get a Questionnaire please copy and share.

Riverside Workshop (Continued from page 1)

Although Director Murphy had to cancel his attendance in favor of a trip to Washington, D.C., he was ably represented by Deputy Director Ken Jones who attended most of the workshop and spoke at the banquet. Jones also was on the mountain lion panel.

The mountain lion panel and the keynote speaker Huell Howser were the most popular presentations. Howser won the audience with his candor and relaxed delivery. Of course his extensive discussion of state parks as subjects for his programs did not go unnoticed. The Mountain Lion panel kept everyone's attention for over two hours and had to be stopped for a late lunch.

The planning committee of John Crossman, Bill Naylor, Mark Faull, Lisa Munoz, Randy Solis, Paul Pettit, Bob White, Linda Hitchcock, Kathy Weatherman, Judy Lemke, and Ron Schafer are to be commended. Thank you from CSPRA!

Santa Rosa 1995 (Continued from page 1)

meeting on April 8 to discuss arrangements, and degree of participation by each organization and to set a rough schedule of what we want to include in this get-together of state park-related organizations.

If you have ideas, on what we should include in next years workshop, or if you would like to be on the planning committee, call 800 994-2530 and tell us your thoughts.

Getty Participates in Task Force on Grazing

Bud Getty was invited to represent CSPRA on a Task Force on Grazing in State Parks by Water, Parks and Wildlife Committee chair, Dominic Cortese. Their only meeting was on February 18 and they agreed to have discussions between DPR Resource Management people and representatives of University agriculture people on the use of grazing as a management tool.

Annadel State Park — The First 20 Years by Bill Krumbein

The Valley of the Moon NHA has just published athis new book. It's a unique brand of history book, certainly not the kind we had in school. Instead, Ranger Krumbein has recorded hundreds of park happenings; funny, absurd, interesting, weird, and occasionally sad, all of them collected from daily park log books. If you have visited Annadel State Park over the years, you just might find that Ranger Krumbein has written about you!

Mail Order, send \$9 (includes tax & shipping) to: VMNHA, 2400 London Ranch Road, Glen Ellen, CA 95442.

CSPRA Participates in Committee on Concessions in State Parks

CSPRA attended a meeting called by Assembly Water, Parks and Wildlife Committee Consultant, Nina Gordon. The committee recommended that legislation be pursued that would recognize good concessionaires for their efforts when rebidding, extend the limit for concession contracts to 10 years from five, allow for easier amendment of General Plans for concession purposes, and allow for the use of the Request For Proposal instead of the bid process. CSPRA will be watching these proposals as they are developed.



GEC Determines Fate of Four Resolutions

The following resolutions were received and dealt with as follows:

Resolution 94 — 1

Whereas, an organization's effectiveness is largely determined by the involvement of its members; and

Whereas, it is desirable to encourage active participation by many members; and

Whereas, working on a committee is an excellent way to get involved; and

Whereas, committee membership has proven to be excellent preparation for becoming an officer in the organization; therefore be it

Resolved, that CSPRA amend its Bylaws to include the provision that all of CSPRA's committee appointments will automatically terminate immediately after the annual workshop/conference; and be it further

Resolved that this action should not to be construed to prohibit the reappointment of committee members as appropriate.

Passed

Resolution 94 — 2

Whereas, good communication is vital to any organization; and

Whereas, personal communication is very important to get a good understanding of the importance of many issues and is always an important supplement to newsletters and other written communication; and

Whereas, CSPRA has recently appointed District Representatives to provide this vital link between the board and the membership, therefore be it

Resolved that CSPRA amend its ~~Constitution and~~ Bylaws to include the requirement for the appointment of District Representatives, and be it further

Resolved that the District Representatives duties will include acting as liaison between the CSPRA board and district CSPRA membership, apprising CSPRA board of issues of district and park system significance, keeping district members informed of activities, services available from, and needs of CSPRA, and encourage and soliciting involvement of CSPRA district members and nonmembers in the CSPRA organization; and be it further

Resolved, that the District Representatives will be (members in good standing appointed by the CSPRA President and approved by the board; and be it further

Resolved that the District Representatives will receive a summary of the CSPRA board meeting minutes to post for district reading, approved board resolutions, a list of pending legislation that will affect state parks and employees, and other information pertaining to CSPRA activities.

Passed

Resolution 94 — 3

Whereas, the Constitution, Article VI, Section 4, provides that "the Board of Directors shall provide procedures for the removal of any officer or board member for cause;" and

Whereas, this has not been done; and

Whereas, even though the need for such procedure has occurred only a few times; and

Whereas, at those times it was felt that nothing could be done because guidelines were lacking; therefore be it

Resolved, that the President shall appoint a committee of two board members, two members at large, and the Executive Manager to develop a list of responsibilities for officers and directors, and guidelines for the removal of an officer or director for cause. **Passed**

Resolution 94 — 4

Whereas, parks have received a back-seat position in budget battles when compared to "essential" services; and

Whereas, the Department has had many problems in the past ten years that have reduced the public's support for the State Park System, and

Whereas, the health of the State Park System is at jeopardy without a strong constituency; therefore be it

Resolved, that CSPRA develop a strong, long-term, image-building campaign to restore and expand the State Park constituency within the State of California.

Failed — It was felt that this was obvious and therefore not needed.

March

**Gold Rush
Workshop**

May 9-13

\$160

**Register by
April 10**

1994

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Four Rivers District
State Park Ranger 1
(209) 826-1196

**CSPRA
Calendar**

**Gold Rush
Workshop
May 9-13**

**CSPRA-PRAC
Annual Workshop
March 7-11, 1995**

Directors

David A. Nelson
State Park Superintendent
Delta District
(916) 777-7701

Scott Nakaji
State Park Ranger I
Hungry Valley Headquarters
(805) 248-6447

Susan Grove
State Park Ranger II
American River District
(916) 988-0205

Save Bodie! and all other
committees use CSPRA address.

**For additional information on the
association, write the
Office Manager.**

The NEWSLETTER (ISSN 0887-9176) is published by CSPRA, P.O. Box 292010, Sacramento, CA 95829. The NEWSLETTER'S Editor is Doug Bryce; contributing editors and authors are as noted. Articles are welcome, 1000 words or less. All submissions become the property of CSPRA and may be edited without notice. **The deadline for articles is the 15th of the month prior to publication.**