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## Warden Ben Herzfeldt receives Law Enforcement Officers' "Torch Award"

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Conservation warden **Ben Herzfeldt**, Wausau, has received the prestigious North American Wildlife Law Enforcement Officers Association (NAWEOA) Region 5 "Torch Award." The association gives this award annually to one warden from each of its seven regions, with less than five years of service, who have demonstrated outstanding performance across all aspects of their jobs.

"We are very proud of Ben, his accomplishments over the first five years of his career, and his being chosen for this prestigious award" said **Randy Stark**, DNR's chief warden.



While stationed in Ozaukee County, warden Ben Herzfeldt talked with local kids about duck identification, habitat and biology at a Ducks Unlimited's Greenwing Day. WDNR Photo

Herzfeldt joined DNR's Law Enforcement program in 2006. After completing his first year of training as a recruit warden, he was assigned to Port Washington, where he worked until he was transferred to Marathon County in 2008.

His past and present supervisors believe that Herzfeldt stands out as a true example of what the "Torch Award" represents as he continues to assume a true leadership

role. Ben has a good understanding of Law Enforcement's strategic plan and works to have a well rounded program, focusing on enforcement, community wardening and public relations.

Although Herzfeldt's work in obtaining fish and game law compliance through his enforcement efforts has been exemplarily, he has taken personal responsibility for his professional development through training and experience with complex case investigations. Because his area of responsibility includes numerous deer farms, he spends considerable time working with the farms and the hunting public to enforce rules aimed at preventing the potential spread of disease such as chronic wasting disease and tuberculosis.

An example that stands out amongst the many actions Herzfeldt has led or assisted with is one that occurred on March 17, 2009, when he immediately responded to an emergency call that a snowmobiler had gone through the ice on a river channel on Lake DuBay. He crawled across the ice to give a personal floatation device to the person who'd gone through the ice with the snowmobile, assuring that the person didn't drown. Although he downplayed his efforts, Herzfeldt's emergency response probably saved a life.

Stark added that during the summer of the same year, Herzfeldt assisted other agencies in two different situations where individuals had driven vehicles into waterways. He helped with both body recovery and minimizing environmental contamination.

Herzfeldt repeatedly has shown his commitment to passing along the conservation ethic to others, especially the young. He's served as an instructor and a mentor for Learn to Hunt Turkey and Learn to Hunt Pheasant events, as well as assisting with a Greenwing Day with Ducks Unlimited. During the past two years, Herzfeldt has participated in River Clean-up Days, involving local high school students. He's also taught shooting skills at the Marathon County Sporting Heritage Youth Day in 2008 and 2009.

Herzfeldt participated on the "Harmony in the Woods Team." Along with the other members of the team, he earned a "Secretary's PRIDE Dream Team Award" by getting involved in educating the Hmong community about fishing and boating issues.

"And, he hasn't forgotten where he got his start. Since graduating from the University of Wisconsin-Stevens Point, Herzfeldt has stayed closely connected to the campus," noted Stark. "He's taken a number of students interested in becoming wardens on ride-a-longs, and has assisted with UWSP's Fish and Game Law Enforcement class. To further diversity among the warden force, Herzfeldt also volunteered 80 hours with a diversity candidate on an internship from St. Cloud University."



## Mary Rose Teves and Richard Doty new CAES bureau directors

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Customer and Employee Services (CAES) administrator **Vance Rayburn** recently

announced the promotions of **Mary Rose Teves** and **Richard Doty** to the director positions for the Bureau of Community Financial Assistance and the Bureau of Technology Services, respectively.



New Community Financial Assistance director Mary Rose Teves.  
WDNR Photo

“It is especially gratifying to promote accomplished DNR staff to our leadership positions. Both Mary Rose and Richard bring knowledge of the department, energy, commitment and a strong customer service ethic to the table,” said Rayburn.

Teves is a nine-year veteran of the department, serving all of that time as chief of Community Financial Assistance’s Grants Section. The bureau annually awards on average more than \$65 million in grants and up to \$300 million in loans to local governments and interested organizations to develop and support projects that protect public health, natural resources, the environment and outdoor recreational opportunities.



New Bureau of Technical Services director Richard Doty.  
WDNR Photo

Prior to DNR, Teves was grants and evaluation chief for the Wisconsin Department of Agriculture, Trade and Consumer Protection; and a planner, public participation coordinator and manager for the Hawaii Department of Health. She earned a Master of Science degree from the University of Hawaii at Manoa and resides in Madison with her husband, Tom Dawson.

Doty has worked in DNR's Technology Services program for the past three years. The bureau provides computer, programming, web, telephone and technology support to all of DNR's 24 major programs.

Since 2007, Doty has served DNR as chief of the Technical Services Section. Prior to joining the department, he was IT Systems and Development manager and director for Global Customer Support Operations at TomoTherapy, Inc., in Madison. Doty also served in management roles at Camtronics Medical Systems, in Hartland. With a communications electronics degree from Erwin Technical Center in Tampa, Fl, Doty lives in Madison with his wife Liesl and two children.



### **Wildlife Management recognizes contributions of its LTEs**

By: Alan Crossley, Bureau of Wildlife Management

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The Bureau of Wildlife Management's management team nominated its current limited term employees (LTEs) as a team for a 2010 PRIDE Award. Up against tough competition, however, the group wasn't selected for the "Dream Team" award. Recognizing, as do many programs, that their LTEs contribute significantly to the program's success year-after-year, Wildlife Management takes this opportunity to recognize these employees and the work they do to further "DNR's mission through

their innovation, efficiency, and quality of work.”

### **Bureau of Wildlife Management LTEs**

*Wildlife Biologists*: **Tom Bahti, James Christopoulos, Jason Fleener, Jen Haverty, Dan Jones, Krista McGinley, Linda Olver, Rebecca Osborn** and **Shawn Rossler**

*Wildlife Biologists, etc.*: **Sharon Fandel** (planning analyst), **Michele Kille** (financial specialist), **Holly Robertson** (publications editor) and **Yoyi Steele** (program/planning analyst)

*Wildlife Technicians*: **Erin Holmes, Nicole Munkwitz, Max Olson** and **Tom Prestby**

Office Operations Associate: **Noah Balgooyen**

*Microbiologist*: **Jasmine Batten**

*Research Scientist*: **Ryan Brady**

*Natural Resources Educator*: **Dan Schroeder**

*Financial Specialist*: **Debra Smith**

To do justice to the depth and breadth of the work these LTEs do on behalf of Wisconsin’s wildlife would require a tome. Following is a brief summary of their work:

- Administer all aspects of the turkey, waterfowl and pheasant stamp programs and stamp contests
- Coordinate the successful turkey hunter education program
- Provide customer service in what could be characterized as contentious situations
- Answer countless phone calls, letters and emails from constituents and customers
- Coordinate the mandatory Trapper Education program
- Produce seven different regulations publications, including Spanish and Hmong versions
- Compile and produce extensive hunting season forecast and wildlife management updates
- Administer DNR participation in North American Wetland Conservation Act (NAWCA) grants
- Manage the necropsy program that provides information on individual animal and population health
- Manage the Canada goose harvest reporting system
- Administer all migratory bird permits for the department
- Run the CWD (chronic wasting disease) lab at Black Earth
- Oversee the training of new wildlife managers and technicians
- Pay the bills
- Run the national archery-in-the-schools program

**Footnote:** *Alan Crossley is a wildlife biologist responsible for land acquisition/management and property master plans.*



### **Friends of Devil’s Lake creates permanent fund to support park**

By: Natural Resources Foundation of Wisconsin

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On Friday April 30, Friends of Devil’s Lake State Park made history and created a

future at the same time. The friends group established a permanent endowment fund that will provide perpetual financial support to the group and the state park.

Dierk van Cleef, president of the friends group that was created to enhance, beautify and support Devil's Lake State Park, signed a formal agreement with and delivered a check to the Natural Resources Foundation of Wisconsin, which each year will distribute funds to support the park.



Friends of Devil's Lake State Park president Dierk van Cleef (left) presented a check and co-signed the endowment agreement with Charlie Luthin (center) of the Natural Resources Foundation and Steve Schmelzer, park superintendent.  
WDNR Photo

The foundation is a statewide conservation organization that, among its many responsibilities, manages the "Wisconsin Conservation Endowment," a permanent fund that supports a diversity of conservation programs and public properties throughout the state.

Devil's Lake State Park, one of the most visited state parks in Wisconsin, joins the ranks of other state parks with permanent endowments, including Wyalusing, Governor Dodge and, most recently, Kohler-Andrae.

"This endowment helps ensure the financial future of Devil's Lake," said van Cleef. "Although it is still a small endowment, we hope that those who love Devil's Lake will help build this endowment significantly with direct gifts and through their estate plans. This is an opportunity for us to give back to a park that has given us so much."

**Steve Schmelzer**, property supervisor for Devil's Lake State Park, offered his thoughts about the fund: "I am pleased with this important initiative by Friends of Devil's Lake, and I greatly appreciate their interest in helping provide financial support for the park long into the future. The friends group has been a real ally, helping with countless volunteer hours and financial support. This endowment takes their support to another level."

Charlie Luthin, executive director of the Natural Resources Foundation of Wisconsin,

joined van Cleef and Schmelzer on a beautiful spring day at Devil's Lake headquarters for the historic agreement signing to create the endowment.

The Foundation, a private non-profit organization, raises private dollars to support public conservation needs throughout the state. The Wisconsin Conservation Endowment managed by the Foundation serves as a community foundation for conservation and represents almost \$2 million in invested assets that support 43 different programs, non-profit conservation groups and publicly-owned (DNR) properties.

"We are delighted that Devil's Lake now has a permanent endowment. This beloved property will benefit greatly from the establishment of this permanent fund. Furthermore, future donors will help build this legacy by contributing to this fund," noted Luthin.

More information about the Wisconsin Conservation Endowment can be found on the [Natural Resource Foundation's](#) website.



### **Remember it's "Bike to Work" time of the year**

By: Mitch Nussbaum, Bureau of Technology Services

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With all of the beautiful late-spring weather we're having, this is a good time in Wisconsin for bicycling. At all levels, from national to local, in government and the media, bikes are increasingly seen as a useful, healthy and environmentally-friendly form of transportation. And DNR, where we know the virtues of bicycling and its benefits, is preparing to celebrate "Bike to Work Week" from June 6 to 11.

In Madison, "Bike to Work Week" will begin with the ["Ride the Drive"](#) event on Sunday June 6, when six miles of downtown streets will be closed to cars and open for biking and walking. It concludes with a "Final Party" at Tenney Park on Madison's near eastside on Friday, June 11. In Milwaukee, the week starts with "Ride for the Arts" on June 6 and concludes with a "Bike to the Brewers" on June 11. For details, and information about other statewide events, see the ["Bike Federation of Wisconsin"](#) website.

The Bike Federation also has invited workplaces around the state to a "Commuter Bike Challenge." Central office staff and employees at other DNR offices around the state are competing in this challenge. To participate:

- Ride your bike during "Bike to Work Week."
- Go to the [Commuter Challenge](#) webpage.
- Enter the miles you ride for each day of the week.

At the end of the week, every participant who has biked at least one day will receive a prize, and the workplaces with the best participation will win prizes and bragging rights.

### **Other DNR "Bike to Work" events planned**

- For central office, the main event is the "Bike to Work Day Ride" on Tuesday, June 8. Groups of DNR employees, including Secretary Matt Frank, will ride to work from five directions, converging on GEF II at 7:45 a.m. for refreshments (courtesy of the GEF 2 Good Day Coffee Shop) and free bike tune-ups (courtesy of Machinery Row Bicycles). For details and maps, check the DNR "[Bike to Work](#)" website or contact me, [Mitch Nussbaum](#). Other DNR offices will have their own events to celebrate biking.
- South Central Region headquarters staff in Fitchburg is planning a noon-time ride, a bike-stuff swap, a bike-maintenance workshop, and a lunchtime gathering. Contact [Hank Kuehling](#) for details.
- West Central Region (WCR) already has started a summer-long "Bike & Hike Challenge" to encourage staffers to come to work without burning fossil fuel. Contact [Brad Henderson](#) for details. At Northeast Region headquarters in Green Bay, the Green Team will sponsor "Bike-to-Work" activities for the second year. Contact [Richard Sachs](#) for details.

### **Commuter challenges encouraged statewide**

By tradition, the start of good biking weather is also the time for departmentwide commuter challenges, when DNR employees encourage each other to use non-polluting forms of transportation to get to work. Some examples:

- The Office of Energy and Environmental Analysis has challenged its staff to ride 5,000 miles between April and October.
- Bureau of Watershed Management staffers are tracking their bike miles, with the goal of logging more than 20,000 miles for the third consecutive year.
- The bureaus of Air Management, Cooperative Environmental Assistance, Remediation and Redevelopment, and Waste and Materials Management are competing for "fabulous prizes" in a "Take a Break from Exhaust Challenge."
- Employees at WCR headquarters in Eau Claire are participating in a "Bike & Hike Challenge" to save energy and raise money for local food pantries.

### **Wherever you are in Wisconsin, you can participate by:**

- Biking to work
- Participating in the "Bicycle Federation of Wisconsin's" "[Commuter Challenge](#)," by logging your miles on their webpage.
- Emailing to [Bonnie Gruber](#) photos of DNR employees biking to work, to be posted on the "[Bike to Work](#)" webpage. You're welcome to contribute pictures to the webpage even if your workplace doesn't have organized "Bike to Work Week" activities.

**Footnote:** *Mitch Nussbaum is an information systems specialist.*



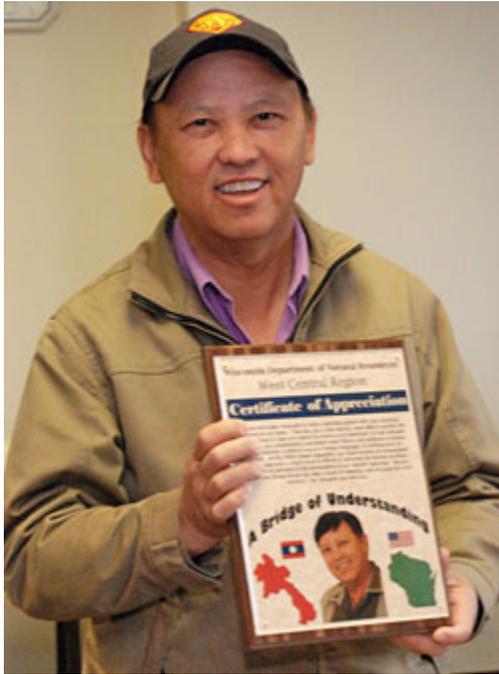
### **Kou Xiong and family express their gratitude as he awaits transplant**

By: Ed Culhane, West Central Region

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**Kou Xiong**, DNR Hmong liaison in Eau Claire, is now on extended sick leave due to the failure of the kidney transplant he received several years ago. To express their

gratitude for the funds raised by the department, Kou's family prepared lunch for staff at the Eau Claire service center on May 3, and presented regional director Scott Humrickhouse with a traditional Hmong story quilt.



Kou Xiong proudly displayed the plaque of appreciation recognizing the accomplishments of his life and his career at the DNR.  
WDNR Photo

DNR employees raised funds and helped overcome bureaucratic obstacles to fly a potential live donor from Laos to Eau Claire, earlier this year. Tests at the Mayo Clinic in Rochester, MN found a problem missed by doctors in Laos, and the donor was ruled out. Xiong's doctor then told him he could no longer report to work.

We don't know what the main dish is called, but it contained homemade noodles and was fantastic. During that lunch, Humrickhouse presented Xiong with a certificate of appreciation that referred to Kou's harrowing escape from Laos and his achievements in earning a college degree and joining the DNR. Xiong became an integral player in efforts to build a "bridge of understanding" between vastly different cultures.



Regional director Scott Humrickhouse opened a gift of a story quilt from the family of Kou and Shoua Xiong. Kou's grandson is in the background.  
WDNR Photo

In his remarks, Xiong spoke fondly of his career with DNR, saying that he was especially proud of his work with DNR law enforcement on the "Harmony in the Woods" initiative. He expressed hope that he'll feel well enough to return to work some day.

On behalf of his family and himself, Xiong then presented his co-workers with a framed story quilt. He said it was traditional to tell stories with quilts, and this one tells the story of a day in the life of a Hmong village in the mountains of Laos.

Xiong was hospitalized briefly this past weekend. The good news, however, is that he's been moved to the top of the national kidney transplant list. He stays near home and keeps his phone charged, waiting for a call from Mayo Clinic.

**Footnote:** *Ed Culhane is the public affairs manager for the West Central Region.*



## Office of the Great Lakes announces photo contest winners

By: Jo Temte, Office of the Great Lakes

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DNR's Office of the Great Lakes has announced the winning photographers in DNR's second annual "Wisconsin's Great Lakes" photography contest. Their photos will be featured in a 16-month calendar available this summer.



"Betty and Dad" submitted by Julie Thompson.  
WDNR Photo

Three DMR employees shared their talents and received honorable mention awards for their photographs: **Julie Thompson**, environmental program associate in Spooner, for her photo of people enjoying Wisconsin's Great Lakes; **Catherine Khalar**, clerical assistant and financial specialist in Brule, and **Gervase Thompson**, fish propagation technician also in Brule, for their photos of natural features and wildlife.

Doug Stamm of Prairie du Sac, Sue O'Halloran of Superior, Joann Will of Manitowoc, and Eric Poggemann of Fredonia won first place honors in the contest's four categories. Dave Miess of Oregon, Philip Schwarz of Menomonie, Paul Schwengel of Egg Harbor, and Bill Mattes of Odanah won second place honors for their

photographs.

Winning photos will be featured in the 2010-2011 calendar that DNR's Office of the Great Lakes, which sponsored the contest, will give out at this year's Wisconsin State Fair in West Allis, August 6-16.



"Autumn on Little Joe Rapids" shot by Gervase Thompson.  
WDNR Photo

The Great Lakes staff was impressed by the number of beautiful photos submitted to the contest and happy to see the participation of DNR employees. The office received more lake protection submissions than last year and hopes that, with the new Great Lakes Restoration Initiative projects, it will see even more in this category next year.

DNR also coordinates a "Wisconsin's Great Lakes" Writing Project and this year received one short essay and several poems, which are available on the [Office of the Great Lakes](#) website. DNR employees had a strong presence in the writing project. **Beth Bartol**, fire control dispatcher from Brule, submitted two poems. Khalar also submitted a poem, in addition to her award-winning photo.

The Office of the Great Lakes will begin accepting photos for next year's contest on August 6, 2010. You can submit writings at any time. For more information on the calendar and writing contests, email me, [Jo Temte](#) or call me at (608)267-0555.

**Footnote:** *Jo Temte, Great Lakes Office water specialist, coordinates the photo contest and production of the calendar.*



### Region honors conservation organization with "ECO Award"

By: Mike Thompson, Southeast Region

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*Partnership recognized in education, restoration and protection of 2,500 acres*

The Cedar Lakes Conservation Foundation is the recipient of the 2010 Phillip H. Lewis, Jr., "Environmental Corridor Ovation (ECO) Award." Lewis was the first recipient of the award and founder of the environmental corridor concept.

DNR, the Southeastern Wisconsin Regional Planning Commission (SEWRPC) and the Milwaukee Metropolitan Sewerage District (MMSD) presented the award at the annual "Sustain, Reconnect, and Grow the Environmental Corridors" celebration on Earth Day at the Havenwoods State Forest and Environmental Awareness Center on Milwaukee's northwest side.



On hand to present and receive the "ECO Award" were (left to right) Kevin Shafer, Milwaukee Metropolitan Sewerage District; Ken Yunker, former director of the Southeastern Wisconsin Regional Planning Commission; Geoffrey Maclay, president of the Cedar Lakes Conservation Foundation; and DNR Southeast Regional director Gloria McCutcheon.

WDNR Photo

"The Cedar Lakes Conservation Foundation exemplifies Professor Lewis' commitment to environmental stewardship," said Southeast Region director **Gloria McCutcheon**.

The ECO Award grew out of an initiative to "Sustain, Reconnect, and Grow the Environmental Corridors" and was established in 2006 through the efforts of DNR, SEWRPC and MMSD. Environmental corridors are defined as "areas in the landscape containing especially high value natural, scenic, historic, scientific, and recreational features."

Twenty supporters established The Cedar Lakes Conservation Foundation in 1974, with the vision and goal of protecting wetlands, woodlands and natural areas in Washington County. The foundation now has a volunteer board, community volunteers and nearly 700 members.

The group watches over a geographic area of concentration that includes the headwaters and watersheds of Gilbert Lake, Big Cedar Lake, Little Cedar Lake and Cedar Creek. These watersheds are connected to the Milwaukee River and Lake Michigan. Cumulatively, the foundation has protected approximately 2,500 acres of sensitive land, creating a legacy of environmental corridors that will remain in a natural state for the benefit of future generations.

**Footnote:** *Mike Thompson is an environmental analysis and review supervisor in the Southeast Region, stationed in Milwaukee.*