

Quarterly Newsletter

Montana Grazing Lands Conservation Initiative (GLCI)



Montana GLCI Steering Committee

- Dean Wang
Chairman
Baker, MT
- Jim Willis
Vice-Chairman
Wilsall, MT
- Bob Lee,
Judith Gap, MT
- John Hollenback
Gold Creek, MT
- Lon Reukauf Ter-
ry, MT
- Ben Lehfeldt
Lavina, MT
- Ron Stoneberg,
Hinsdale, MT
- Lane Nordlund Bo-
zeman, MT
- Jen Obrigewitch
Wibaux, MT

Co—Coordinators

Kirt Walstad, NRCS state
rangeland management
specialist, Bozeman, MT

Carla Lawrence,
dba Carla at the Ranch,
Roberts, MT

Dean Wang – Chairman's Comments

The third quarter has ended and fall is upon us. The grass, hay and grain crops, in southeastern Montana, were for the most part adequate. We have received some nice fall moisture. Fall shipping has begun. The boys and I chased the elk around with our bows near White Sulphur Springs last weekend, with the scenery being the stuff of which postcards are made. (see photo below).

Several members of the Montana GLCI will be participating in the 7th National Grazing Lands Conference to be held December 2-5, at the Peppermill Resort and Casino in Reno (Sparks), NV. Bob Lee will be one of four producers speaking on the Transition Producer Panel, which will be held on Tuesday, December 4th from 3:00 – 4: 30 p.m. in Tuscany 1&2. I will be presenting with two other producers on Economics, Marketing and Diversification, on Tuesday, December 4th from 8:00-9:30 a.m. in Tuscany 3 during the event.

On behalf of the MT GLCI committee, I thank Carla Lawrence for shepherding us through these many years. I cannot remotely explain how critical her efforts have been to our existence and success. I would fail to do justice to her accomplishments with a wordy paragraph, so I close with a simple "Thank you. It's been a pleasure. Best wishes." and then turn the time over to her for, as Bob Seger sings it, "The Famous Final Scene."



Montana GLCI is a grassroots, voluntary effort to enhance private grazing lands.

***The mission statement of the Montana GLCI is:
"Strengthening partnerships and encouraging diversification to maintain or improve private grazing lands through grassroots efforts and interagency technical assistance".
www.mtlgci.org***

All My Best - Carla Lawrence

It is hard for me to say so long, but the time has come and I am prepared to close this chapter with the Montana GLCI. It is bittersweet for me, as I have been involved with the GLCI in some capacity since it's inception and coordinating or co-coordinating the steering committee for over 20 years. I have attended all seven of the national conferences on grazing lands, which started in 2000. And knowing they are held every three years, well, you can do the math. I have seen ranchers come and go on the steering committee. I can honestly say each has been unique in their own right, but all have been committed to grazinglands. They are pro-active, advocates for Agriculture. They have dedicated their livelihoods to ranching. They are faithful servants and stewards of our greatest renewable resource: Rangelands. It has been a joy and a privilege to serve as your cat herder. While I will miss you all, please remember I am just a phone call, text, email or Facebook post away.

You shall will remain forever in my heart.

All my best, Carla

Disclaimer:
The opinions, beliefs and viewpoints expressed by the various authors and participants in this newsletter do not necessarily reflect the opinions, beliefs and viewpoints of the Montana GLCI, or the Montana GLCI steering committee and/or ex-official members.

Carla Lawrence, tending to the Montana GLCI display at the Winter Grazing Seminar in 2016



The American Serengeti by Ron Stoneberg

Ron Stoneberg is a member of the Montana GLCI Steering Committee and resides in Hinsdale, MT



There is a new movement incubating in the sparsely populated rangelands of northeastern Montana that could have a major impact on the grazing lands of the Northern Great Plains. This area is already home to large blocks of federal lands administered by the Bureau of Land Management (BLM), national wildlife refuges, a national monument, wilderness study areas, etc. In spite of the fact that ranchers have protected, preserved and improved this area, particularly over the last 80 years, they have continually been confronted with proposals and schemes, such as 'The Big Open', to save what was already being saved.

In the 1990's the World Wildlife Fund (WWF) commissioned a group of agency and NGO naturalists to inventory the natural resources of the Northern Great Plains and recommend strategies for re-wilding this region. In 2007, they produced a document called, "Ocean of Grass: A Conservation Assessment of the Northern Great Plains" in which they proposed replacing humans and their livestock with wild, free-ranging bison, elk, wolves and grizzly bears in an area that extended from the Canadian border to Nebraska (including eastern Montana and Wyoming and western North and South Dakota). They identified several areas where the process could be initiated by establishing large free-ranging bison herds. Two of these focal areas were in northeastern Montana. One included Valley and Phillips Counties north of the Milk River to the Canadian line. The other was the area between the Milk and Missouri Rivers including parts of Valley, Phillips and Blaine Counties.

Apparently, the WWF cannot purchase or own property so a splinter organization was spun off, initially called the American Prairie Foundation. It was later renamed the American Prairie Reserve (APR). The difference between this proposal and its predecessors was these organizers had a direct line to the WWF's deep pocketed philanthropists. Money poured in and APR began purchasing ranches in south Phillips County. They also purchased a large ranch in Valley County and one in Fergus County south of the Missouri River.

Their stated goal is to establish an 'American Serengeti' by controlling 3.5 million acres between the Milk and Missouri Rivers, remove all human improvements, and run at least 20,000 free-ranging bison to be controlled by wolves and grizzly bears. Presently, they claim to control the use of about 350,000 acres of private, state and federal lands.

Many of the ranches APR purchased were leased back to previous owners or neighbors. They also acquired a number of bison which are now roaming several of the ranches. APR initially planned to run these bison with little or no human intervention. However, circumstances and reality have increasingly forced them to implement several management practices. The first ranch purchased was converted from cattle to bison and, with the local BLM staffers writing several favorable Environmental Assessments (EA), was quietly changed from a rotational grazing system to continuous grazing with interior fences removed. However, when they tried the same maneuver on another ranch local opposition bolstered by an out pouring of comments from range professionals caused the BLM to back off and postpone a decision.

Continued on Page 4.....

The American Serengeti (continued)

The APR then 'shot-for-the-moon' and submitted a new all inclusive proposal to the BLM that included all of their 18 properties with federal grazing permits. They are proposing to change the species of use from cattle to bison, remove most of the interior fences and run the bison continuously year round. In other words, absolutely no management! The BLM decided an EA was necessary and allowed APR to hire the technical team to collect the information and produce the document. The BLM will look at the results and decide whether these actions warrant an Environmental Impact Statement (EIS). During the public comment period most ranchers and range professionals strongly opposed this attempt to drive range management backwards.

Over the years grazing systems were developed and improved as land managers and ranchers strove to improve vegetation cover on these arid rangelands. In other words, their goal was to improve the vegetation and health of the rangelands and they implemented grazing systems that would help them reach their goal. The success of their efforts can be seen in the Missouri River Breaks around Fort Peck Reservoir where the vegetation is better now than that recorded by Lewis and Clark when they passed through in 1805. APR, on the other hand, introduces a grazing strategy first and then defines as their goal the expected results from that strategy (overgrazed and undergrazed patches).

The reason APR has enjoyed so much success to date is due to wealthy philanthropists buying into their utopian vision and open range ranchers succumbing to the steady assault of anti western livestock agendas and bureaucratic restrictions and regulations. The pressure on western ranching has been building as the operators are approaching retirement age. The goal of the land management agencies has shifted from assisting livestock operations to maximizing recreational benefits. The BLM alone has eliminated 10 million Animal Unit Months (AUMs) since 1950. The expected movement of grizzly bears and the recently released northern timber wolves into Eastern Montana is the final straw for many ranchers. With their deep pockets APR is in an excellent position to take advantage of this demographic shift on the western rangelands. Unfortunately, if APR is successful, the conversion of these cattle ranches to 'not-for-profit' playgrounds will shift the economic contribution of this region from millions of pounds of protein produced annually to a few foreign tourists.

The APR's proposal also highlights the debate over whether nature should be allowed to take its course without human intervention. This approach is being tried, with varying success, in several national parks. However, as exemplified by Yellowstone National Park (YNP), proponents of the 'natural' agenda always need more land! If APR is successful in establishing a toe hold in Valley and Phillips Counties they will spread like cancer into the surrounding regions since a simple model indicates the bison herds would double in size every five years and, theoretically, would require twice as much land.

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The American Serengeti (continued)

At this rate of increase, the bison would inundate the entire Northern Great Plains (as defined in "Ocean of Grass") in 25 to 30 years. What APR has accomplished in the last 10 years should be a wake-up call to all area residents!

As if APR were not enough to worry about, a few years ago MT Fish, Wildlife and Parks (MFWP) floated the idea of a wild, free-ranging bison herd in south Valley and Phillips Counties. It should be pointed out that Montana law lists bison as a dual status animal. They are either classified as domestic livestock and fall under the jurisdiction of the Department of Livestock (DOL) or as wildlife and are regulated by MFWP. At present, all bison in Montana, including APR's, are classified as domestic livestock.

MFWP sells licenses and regulates a yearly hunt of the bison migrating out of YNP. Therefore, these park bison are legally considered wildlife when in Montana. Advocates of establishing wild, free-ranging bison herds in Montana have tried to use this loop hole to advance their agenda. However, they were thwarted in their efforts because park bison harbor the brucella bacteria. As a result, some of the park bison that wandered into Montana were captured, quarantined and tested for several years to ensure they were brucellosis free. The plan was for these bison to retain their 'wild' status and be available for establishing a wild, free-ranging herd in northeastern Montana. Since local opposition to this plan was very intense and the park's quarantine facilities were closing, MFWP and their allies built a holding facility on the Fort Peck Indian Reservation away from state and local jurisdiction. They then secretly moved quarantined animals from the park to the reservation. Apparently, MFWP has an MOU with the tribes which allows them to claim a percent of the offspring. While this plan is currently on hold, it is by no means off the table.

These two programs could benefit each other. MFWP is looking for landowners that would be receptive to wild, free-ranging bison and APR's management plans call for wild, free-ranging animals occupying their holdings.

The local communities looked to the Montana Legislature for relief. The Legislature responded by drafting and three times passing a law that gave county commissioners veto power over the release of wild, free-ranging bison into their county. Sadly, the bill was vetoed three times by the Governor. The counties then took action themselves by passing ordinances opposing wild, free-ranging bison. The domestic bison ranchers took exception to the ordinances claiming they discriminated against them. There is currently a move to revise the ordinances to make them easier to enforce and more agreeable to the domestic bison operators.

In conclusion, northeastern Montana is in the cross-hairs of a massive, well funded, scheme to convert productive livestock rangeland into a huge 'natural' wildlife sanctuary. The APR is now a major entity in this area and their importance will probably continue to grow as long as the foundations keep pumping the philanthropists' tax exempt, tax sheltered money their way. Valley and Phillips Counties will have to brace themselves for an economic down turn as profitable livestock enterprises are converted to 'not-for-profit' bison parks. Legal and bureaucratic barriers and reluctant sellers may slow the onslaught but it will be difficult to stop completely. Time is on their side. Change is inevitable but it is not always for the best!

Montana NRCS Welcomes New State Conservationist



From the NRCS– Montana Public Affairs Announcement:

Bozeman—Tom Watson recently assumed the position of state conservationist for USDA’s Natural Resources Conservation Service (NRCS) in Montana. In that job, Watson will be responsible for NRCS operations within the state, including the administration of conservation technical assistance to private landowners, conservation financial assistance programs, conservation easement programs, the Natural Resources Inventory, water supply forecasting, soil survey mapping, and the Plant Materials Center in Bridger.

Most recently, Watson has worked as an assistant state conservationist in Oregon, supervising the administrative and operational functions for the state. His NRCS career began at a local field office in Wyoming after graduating from the University of Wyoming with a range management degree. Watson grew up on a farm in western Nebraska and has spent his whole life connected to agriculture.

“I pride myself with being from the West and with that, an understanding of issues that often impact private land and producers,” Watson said. “I look forward to working with producers and the many conservation groups who have a stake in Montana’s future.”

Watson may be reached at the NRCS state office in Bozeman at 406-587-6811.

Kirt Walstad selected as Montana NRCS State Rangeland Management Specialist

A note from Kirt Walstad selected as the NRCS State Rangeland Management Specialist as of September 17, 2018.

“You may or may not have heard that I was selected to be the next State Rangeland Management Specialist for Montana NRCS. I have some big boots to fill, following in the footsteps of my mentor, Jon Siddoway, but with the support, assistance and counsel of the talented range conservationists in the area and field offices across the state, I hope to succeed in this position and continue to move the Montana rangeland program forward.

In December 2002, I graduated from Montana State University (MSU) with a degree in Range Science. After 17 applications for federal employment, Ron Nadwornick was gracious enough to give me an opportunity. In June of 2005, I was hired as a one-year temp employee on the State Resource Conservationist’s (SRC) staff. I ended up being a one-year temporary employee for almost 4 years before being converted to a permanent employee in May of 2009.

Soon, I found responsibilities related to ecological sites directed to me. I maintained the statewide ecological site key, working with active soil surveys and soil scientist across the state. I worked on agreements with the Forest Service, BLM, Park Service and ARS developing and evaluating ecological concepts and descriptions. I participated on national teams attempting to sway the direction of national policy to fit Montana’s needs.

This past last year and a half, without a state rangeland management specialist in the state office, I was given an opportunity to learn and perform some of the duties and responsibilities of the State Rangeland Management Specialist position to include: standard and specification revisions to payment schedules and cost list updates. These opportunities, along with the support and assistance from the Area Range Conservationists and others, lead me to apply for the job.

I have a lot to learn. Please feel free to contact me anytime. Positive or negative, let me know! I look forward to working with you and learning from you.”

Kirt Walstad



Kirt Walstad’s self image as reflected in this SELFIE



Kirt Walstad’s image as reflected from his daughter’s drawing

“For every-thing there is a season, and a time for every matter under heaven: a time to be born, and a time to die; a time to plant, and a time to pluck up what is planted; a time to kill, and a time to heal: a time to break down, and a time to build up; a time to weep, and a time to laugh; a time to mourn, and a time to dance; a time to throw away stones, and a time to gather stones together; a time to embrace, and a time to refrain from embracing; a time to seek, and a time to lose; a time to keep, and a time to throw away; a time to tear, and a time to sew; a time to keep silence, and a time to speak; a time to love, and a time to hate; a time for war, and a time for peace.”

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Lessons a Ranch Kid Learns from his Dog, Horse & Cows

By Troy Marshall; September 5th, 2013

Some who faithfully read my articles no doubt believe that I live vicariously through my kids. That’s not exactly accurate, but I do readily admit that I’m only 100% confident in a few things, and among them is the existence of God, and that I love my kids more than I ever could express.

My family just returned from our annual trek to the state fair. There wasn’t anything particularly notable about this year’s fair experience, but it involved some really long days for the kids. They were justifiably tired, and I was really dragging, too.

When we got home, however, nothing had to be said. The animals were unloaded, fed and taken care. Following that, we all made a beeline for the house, but one boy didn’t make it in, and I went back out looking for him.

I found him sitting on a hay bale with his border collie nestled between his legs; I wasn’t terribly sure which one was happier to see the other. Standing there off to the side was borderline spying, but it was one of those rare times that I get a glimpse of the man my son is becoming.

It was obvious to me that these two are truly best friends. School hasn’t been a great environment for this young man. Even in an Ag-oriented community like ours, there aren’t that many kids who really share his interests, passions or beliefs. But he’s found his identity with the kids he shows with, judges with, and spends time with at the shows. But his greatest friend and greatest interests are his dog and his horse.

That combination of a dog, a horse, cows and a ranch have taught him most of the good lessons he’s learned about life. And it’s those relationships that will shape his future, whether or not he decides to make ranching his life.

He’s learned about loyalty and faithfulness from his dog and the importance of having a good attitude and the respect that a willingness to serve creates. From his horse, he’s learned patience, the principles of give and take, and the value of subtlety, thinking through things and trying different avenues to get a message across. He’s learned that persuasion and motivation are valuable traits, and that brute force is highly ineffective especially when it comes to controlling a 1,200-lb. animal.

He’s learned that success is usually the result of a lot of hard work and practice, and he’s discovered that making the difficult look easy is not just art but the ultimate lesson of life. Most importantly, his horse has taught him that being part of a team, while a lot harder than being an individual, also is the path to getting something significant done.

From the ranch, he’s learned that failure is only a failure if one doesn’t learn from it, and that life is a never ending journey with many ups and downs. The bottom line is that if you focus just on the end result instead of enjoying the journey, you miss out on most of the good it has to offer.

He’s learned there are laws of the universe, consequences for not obeying them, and rewards for doing so. He’s learned the concept of delayed gratification and the law of the harvest from living on the ranch. These concepts that will serve him well no matter the direction his journey takes him.

He’s learned that results matter, but so do intentions, and how you conduct yourself in pursuit of your goals. The ranch has taught him work ethic and economics, but also that there are many rewards in life that have very little to do with money – like a smile, the sight of a newborn calf, or green grass.

It’s more difficult to say what he’s learned from cows per se, but building, breeding and maintaining a set of cows in a sustainable and profitable way teaches most of the lessons that one needs to know. Living 20 miles from town also precludes our kids from having the luxury of spending all their time with friends, they kind of have to work and play alongside their parents and siblings.

I have a good friend who is raising some awful good kids in the city, but I know how hard he’s had to work to teach them those lessons, and to help them grow spiritually. I know the pressures of the outside world are real and constant, and I like the shelter that living a rural lifestyle provides. But I also realize what kids are exposed to on a daily basis at school, from the media, and our culture in general.

I get a great sense of relief watching my boy ride out with his dog and horse to check cows, because I know when he crests the hill and sees the green grass, the new calves, and the setting sun that he has very little doubt about the existence of God and His plan. I don’t know what direction he might ride in the future, but I know those rides will prepare him well for whatever may come.

-Taken from: <https://www.beefmagazine.com/blog/lessons-ranch-kid-learns-his-dog-horse-cows>

I probably have made more parenting mistakes than my city friend, but I consider myself lucky because the dog, horse, ranch and cows are doing their best to make up for them.

8 Ways to Express Appreciation on Veteran's Day

Veterans Day is an important day for showing appreciation to members of our military, past and present. If you're looking for an appropriate way to honor a veteran in your life, or would like to contribute in a way that's meaningful for veterans everywhere, here's a list of suggestions to start you off.

1. Show Up

Attend a Veterans Day event in your area -- not just a picnic with friends but an honest-to-goodness parade or service for veterans. Roy Rogers said, "We can't all be heroes; someone has to sit on the curb and clap as they go by." Veterans Day is a great opportunity to do just that.

2. Donate

There are a plethora of wonderful organizations who offer all manner of support, services and appreciation for our service members.

3. Fly a flag - correctly

Veterans Day is a great opportunity to fly the flag! Just make sure you're observing the proper rules for display. Not sure exactly what those are? Check out Military.com's guide to the flag.

4. Ask someone about their service

It seems like we all know someone who has served and Veterans Day is a great time to ask them about their service. Some questions to get started are: What did you do in the military? How long did you serve? What was your favorite moment in all your time in the service? Did anyone else in your family serve? Why did you choose to go into the service branch you did? Do not ask if they've killed anyone and should your veteran be a combat vet who is either unwilling to share or plainly states what they went through, be supportive without being intrusive. Sometimes you don't have to say anything, just listen and give them your full attention.

5. Write

If you know a veteran, write a simple postcard or e-card that recognizes them on Veterans Day. If you don't know a veteran, look up the closest military installation and send one there. Small acts of recognizing someone's service, even anonymously, are appreciated.

6. Don't Confuse Veterans Day with Memorial Day

Veterans Day is a time to thank those who are serving or have served and are still with us. Memorial Day is to reflect and remember those who lost their lives in service to their country. Confusing the two or combining the two diminishes the importance of both.

7. Visit a VA Hospital Find out what the policies are at your nearest VA hospital for interacting with patients or volunteering, and spend the day with a veteran. Many VA facilities will have events on Veterans Day or a special lunch you can help prepare. Even if you never interact with a veteran, helping at a facility is a way to give back.

8. Get Outdoors with a Veteran Invite a veteran or a military family to explore a national park -- admission is free for all visitors on Veterans Day. Being outside helps improve physical and mental health, boosts emotional well-being, and is a great way to celebrate the day with a veteran.

- <https://www.military.com/veterans-day/8-ways-to-express-appreciation-on-veterans-day.html>

Montana GLCI to Attend Board Training

The Montana GLCI will participate in a board training provided through the National GLC, and Quincy Ellis, of The Matrix Assessment Group, LLC. The one day training will be held at the Big Horn Resort in Billings, MT on Wednesday, October 24th starting at 7:30 a.m. Montana GLCI steering committee and ex-official members will participate in the training.

The morning will be dedicated to learning about practices used for effective board operations, with interactive discussion as well as leaders making salient points that will build on board capacity, coordination and operation efficiency, as well as other items. The afternoon session will focus on planning, with a prioritized operational plan, with discussion about plan implementation before adjournment.

The Matrix Assessment Group, LLC will provide follow up with the Montana GLCI board through monthly conference calls to provide additional assistance and guidance, as needed. The continued support will assist the Montana GLCI in implementing their plan, staying on track and building momentum for the future. (information provided by Greg Clary, The Matrix Assessment Group, LLC.)

The Montana GLCI felt it was important to complete the training prior to the 7th National Grazing Land Conference (7NGLC) to be held December 2-5, in Reno, NV.



The National Grazing Land Coalition (GLC) is pleased to announce that the Seventh National Grazing Lands Conference (7NGLC) will be held at the Peppermill Resort and Casino Spa, Reno, NV, December 2nd-5th, 2018! The theme for the conference is: “Take the Gamble Out of Grazing” For More Information: Check out the website at: www.grazinglands.org and/or call 979-777-9779.



Contact: Monti Golla, (979) 777-9779
monti@grazinglands.org

More than 50 producer speakers tapped to present around “taking the gamble out of grazing” theme at upcoming national conference
Regular registration rates end October 15

Interested in learning more about proper grazing lands management and stewardship sustainability? Then ride to Reno, Nev. this December to hear first-hand from cowboy and industry experts how to take the gamble out of grazing at the 7th National Conference on Grazing Lands, Dec. 2-5, 2018, being held at the Peppermill Resort Spa & Casino.

“With more than 50 producer speakers lined up for this year’s conference in Nevada, attendees will hear from a wide variety of cutting-edge innovators and leaders on best practices for managing their grazing lands in an environmentally sustainable and economic manner,” said Chad Ellis, chair of the National Grazing Lands Coalition (NatGLC).

Fred Provenza and Jim Gerrish are just two of the renowned speakers on tap to share decades of experience. Provenza, professor emeritus at Utah State University, has more than 30 years of research and experience under his belt and is nationally recognized for his behavior-based landscape management systems. He will be speaking and leading a panel on soil health, plant health and human health on Wednesday at the conference. Gerrish, a producer and consultant, is dedicated to teaching others about managing grazing lands for environmental and economic sustainability.

U.S. Army Staff Sergeant Shilo Harris will round out the conference on a high note with his inspirational speech. Harris, who has an amazing and tragic story, will be speaking on overcoming adversity in life. He will also be doing a book signing immediately after his talk for his book *Steel Will*. All presenter and session information is available at the agenda portion of the conference website: <http://www.grazinglands.org>

The conference also includes a trade show with vendors from varied segments of the agricultural industry, including booths and representatives from allied industries to government conservation agencies. The agenda allows plenty of time for visiting with friends and vendors at the tradeshow.

To register online for the conference visit <http://www.grazinglands.org>. **Online registration is \$395 until Oct. 15, 2018.** After that date, registration increases to \$475. Or, contact Monti Golla, executive director of NatGLC at 979-777-9779 with any questions.

NatGLC Board of Directors
American Farm Bureau Federation - American Forage & Grassland
Council - American Sheep Industry - Dairy Industry - National Association
of Conservation Districts - National Cattlemen's Beef Association - National
Farmer's Union - The Noble Research Institute - Society for Range

Editor's Preference

I have been publishing the Montana GLCI newsletter since 2012, and when we first started out, it was a monthly document featuring one of the steering committee members and a couple pages long, it was short and sweet and a way of reaching out to a larger audience. I quickly realized trying to publish a monthly newsletter was hard to fit into my schedule. So we moved into a quarterly newsletter, distributed by email, the first week of January, April, July and October. The length of the newsletter depended on the participation of the steering committee and ex-official members and my ability to find interesting stories and information. Here are some flashbacks:

*“I’m in love with Montana.
For other states I have admiration,
respect, recognition, even some affection.
But with Montana it is love. And it’s difficult to
analyze love when you’re in it.”*



After spending 20 years in the military, (Active Duty Army and the Montana Army National Guard) I feel a good way to start the New Year is to share the Army's Eleven Principles of Leadership. Although, the principles of leadership were developed for the military, they are useful and easily adapted to everyday civilian life and the word "soldier" is interchangeable with the civilian equivalent.

1. **Know Yourself and Seek Self-Improvement:** Seeking self-improvement means continually strengthening your attributes. This can be accomplished through self-study, formal classes (training), reflection, and interacting with others.
2. **Be Technically Proficient:** As a leader, you must know your job and have a solid familiarity with your soldier's tasks.
3. **Seek Responsibility and Take Responsibility for Your Actions:** Search for ways to guide your organization to new heights. And when things go wrong, and they always do sooner or later -- do not blame others. Analyze the situation, take corrective action, and move on to the next challenge.
4. **Make Sound and Timely Decisions:** Use good problem solving, decision making, and planning tools.
5. **Set the Example:** Be a good role model for your soldiers. They must not only hear what they are expected to do, but also see it in action. *We must become the change we want to see* - Mahatma Gandhi
6. **Know Your Soldiers and Look out for Their Well-Being:** Know human nature and the importance of sincerely caring for your soldiers.
7. **Keep Your Soldiers Informed:** Know how to communicate with not only with your soldiers but also those in senior roles and other key people.
8. **Develop a Sense of Responsibility in Your Soldiers:** Help to develop good character traits that will help them carry out their professional and personal responsibilities.
9. **Ensure that Tasks are Understood, Supervised, and Accomplished:** Communication is the key to this responsibility.
10. **Train as a Team:** Although many so-called leaders call their organization, department, or section a "team"; they are not really a team, but rather just a group of people doing their jobs.
11. **Use the Full Capabilities of Your Organization:** By developing a team spirit, you will be able to employ your organization, department, section, etc. to its fullest capabilities.

Faces of the Montana GLCI



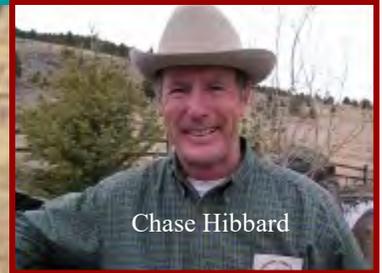
Dean Wang,
Chairman



Ben Lehfeltd



John Anderson



Chase Hibbard



Jim Willis, Vice Chairman



Haylie Shipp



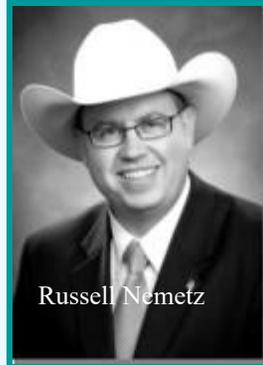
Lon Reukauf



Jen Obrigewitch



Aggie Helle



Russell Nemetz



Bob Lee



Lane Nordlund



Kate Passage



John Hollenback



Jon Siddoway



Ron Stoneberg

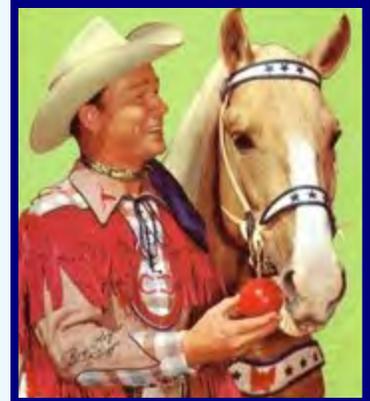
“Like many fly fishermen in western Montana where the summer days are almost Arctic in length, I often do not start fishing until the cool of the evening. Then in the Arctic half-light of the canyon, all existence fades to a being with my soul and memories and the sounds of the Big Blackfoot River and a four-count rhythm and the hope that a fish will rise. Eventually, all things merge into one, and a river runs through it. The river was cut by the world's great flood and runs over rocks from the basement of time. On some of those rocks are timeless raindrops. Under the rocks are the words, and some of the words are theirs. I am haunted by waters.”

— Norman Maclean, *A River Runs Through It*



Roy Rogers Riders Club Rules:

1. *Be neat and clean.*
2. *Be courteous and polite.*
3. *Always obey your parents.*
4. *Protect the weak and help them.*
5. *Be brave but never take chances.*
6. *Study hard and learn all you can.*
7. *Be kind to animals and take care of them.*
8. *Eat all your food and never waste any.*
9. *Love God and go to Sunday school regularly.*
10. *Always respect our flag and our country.*



Farm Animals Due Yule Treats, by Ann Haddad, Baltimore Sun

Horses get a few crunchy apples and carrots. The cattle get extra straw for their bedding. And the leafiest, greenest bales of hay are often set aside for Christmas Eve. Whether they've heard the old legend about animals praying or talking at midnight on Christmas Eve, those who make their living with these beasts find they can't resist doing some extra-special things for them on that night.

Farmers don't get overly sentimental about their animals -- before a steer or swine reaches the point of costing more to feed than it will bring at the auction, it departs on the truck forever, and no one sheds a tear unless the price of beef or pork is low. But that doesn't mean they take for granted the animals that provide a living for them.

"They work hard for us all year -- it just wouldn't feel right to not treat them extra special and make them feel right that day," said Ruth Chamelin. Chamelin and her husband and three children milk cows on the farm where she grew up in northern Carroll County. Chamelin said she has always heard the legend that at midnight on Christmas Eve, the animals bow down and pray. Once, a friend asked her, "Did you ever sneak in to find out?" She hasn't, just like she never stayed awake all night to see Santa Claus.

But Chamelin acknowledges a belief that somehow, animals are aware of their creator. "They're his creatures," she said. "I have to believe there must be some sense they have of him." This year, her husband, Martin, ordered a dump truck full of fresh sand to put in all the cows' stalls, to keep them dry. They'll get a little extra straw, too. And for their evening feeding on Christmas Eve, they will get the baled hay from the field that has the tastiest grasses. The Chamelins grow their hay, and they know the preferences of their cattle.

As old as Christianity Folklore about animals and Christmas is as old as Christianity itself, said J. Joseph Edgette, an associate professor of education at Widener University in Chester, Pa. Edgette has a doctorate in folklore and folk life from the University of Pennsylvania. The legend has its roots in the belief that Jesus was born in a stable, because no rooms were available in Bethlehem while his parents were traveling.

-Article from the Baltimore Sun, December 23, 1999 on line.

I will honor Christmas in my heart, and try to keep it all the year.

- Charles Dickens, Ebenezer Scrooge, A Christmas Carol



*I heard the bells on
Christmas Day
Their old, familiar
carols play,
And wild and sweet
the words repeat
Of peace on earth,
goodwill to men!
- Longfellow*



A Tribute to Paul Harvey (1918-2009)

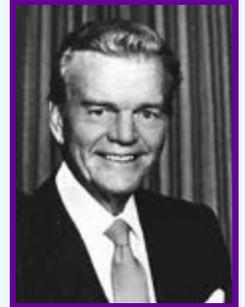
The "So God Made a Farmer" speech was originally delivered in 1978, smack dab in the middle of the Carter era, and with its folksy timbre and talk of God, Paul Harvey's words stood out amid the stream of ads that ranged from salacious to ridiculous to sentimental on 21st-century CBS.

This *New York Times* obituary well-situates Harvey politically, and describes the role he played in American life:

In his heyday, which lasted from the 1950s through the 1990s, Mr. Harvey's twice-daily soapbox-on-the-air was one of the most popular programs on radio. Audiences of as many as 22 million people tuned in on 1,300 stations to a voice that had been an American institution for as long as most of them could remember. Like Walter Winchell and Gabriel Heatter before him, he personalized the radio news with his right-wing opinions, but laced them with his own trademarks: a hypnotic timbre, extended pauses for effect, heart-warming tales of average Americans and folksy observations that evoked the heartland, family values and the old-fashioned plain talk one heard around the dinner table on Sunday.

"Hello, Americans," he barked. "This is Paul Harvey! Stand byyy for Newwws!"

He railed against welfare cheats and defended the death penalty. He worried about the national debt, big government, bureaucrats who lacked common sense, permissive parents, leftist radicals and America succumbing to moral decay. He championed rugged individualism, love of God and country, and the fundamental decency of ordinary people.



"Somebody who'd bale a family together with the soft strong bonds of sharing, who would laugh and then sigh, and then reply, with smiling eyes, when his son say he wants to spend his life "doing what dad does."

**"So God made a farmer."
- Paul Harvey**

"So God Made a Farmer" by Paul Harvey

And on the 8th day, God looked down on his planned paradise and said, "I need a caretaker." So God made a farmer.

God said, "I need somebody willing to get up before dawn, milk cows, work all day in the fields, milk cows again, eat supper and then go to town and stay past midnight at a meeting of the school board." So God made a farmer.

"I need somebody with arms strong enough to rustle a calf and yet gentle enough to deliver his own grandchild. Somebody to call hogs, tame cantankerous machinery, come home hungry, have to wait lunch until his wife's done feeding visiting ladies and tell the ladies to be sure and come back real soon -- and mean it." So God made a farmer.

God said, "I need somebody willing to sit up all night with a newborn colt. And watch it die. Then dry his eyes and say, 'Maybe next year.' I need somebody who can shape an ax handle from a persimmon sprout, shoe a horse with a hunk of car tire, who can make harness out of haywire, feed sacks and shoe scraps. And who, planting time and harvest season, will finish his forty-hour week by Tuesday noon, then, pain'n from 'tractor back,' put in another seventy-two hours." So God made a farmer.

God had to have somebody willing to ride the ruts at double speed to get the hay in ahead of the rain clouds and yet stop in mid-field and race to help when he sees the first smoke from a neighbor's place. So God made a farmer.

God said, "I need somebody strong enough to clear trees and heave bails, yet gentle enough to tame lambs and wean pigs and tend the pink-combed pullets, who will stop his mower for an hour to splint the broken leg of a meadow lark. It had to be somebody who'd plow deep and straight and not cut corners. Somebody to seed, weed, feed, breed and rake and disc and plow and plant and tie the fleece and strain the milk and replenish the self-feeder and finish a hard week's work with a five-mile drive to church.

"Somebody who'd bale a family together with the soft strong bonds of sharing, who would laugh and then sigh, and then reply, with smiling eyes, when his son says he wants to spend his life 'doing what dad does.'" So God made a farmer.

