



# United States Department of the Interior



## FISH AND WILDLIFE SERVICE

FEDERAL BUILDING, FORT SNELLING  
TWIN CITIES, MINNESOTA 55111

IN REPLY REFER TO:

FWS/AFWE-SE

DEC 8 1989

Mr. Harold F. Mayfield  
1162 Nannette Drive  
Toledo, Ohio 43614

Dear Harold,

When Nels Johnson retired from the Michigan Department of Natural Resources, the Fish and Wildlife Service (Service) found itself with a Kirtland's Warbler Recovery Team having a majority of retired individuals. Although all of you continue to be involved in Kirtland's warbler activities to varying degrees, none of the five retirees officially represents a management agency nor is engaged in extensive warbler field work. Due to our concern with creating a recovery team that is overly large and unwieldy, we did not add several more individuals to the team.

Because we are entering a new and challenging era of Kirtland's warbler management (application of findings from ongoing research; the post-Mack Lake test of plantation success; Service lands coming under active habitat management; etc.), we see a need for closer agency representation and a stronger voice from the agency researchers and field biologists.

We plan to remedy this need by reorganizing the current Kirtland's Warbler Recovery Team. The new team will still have nine members, and research/field representation and management representation will be roughly equal. Bob Radtke has agreed to serve as team leader. Although we have not yet received written agency concurrence for the individuals shown below, we are proposing the following team membership:

	<u>MIDNR</u>	<u>USFS</u>	<u>USFWS</u>
<u>Management</u>	Tom Weise (Wildlife Div.)	Robert Radtke* (Regional Office)	Ronald Refsnider (possibly later replaced by person from Refuges)
	William Mahalak* (Forestry Div.)	Kenneth R. Ennis* (Huron-Manistee NF)	
<u>Research/Field</u>	Jerry Weinrich	John Probst	Cameron Kepler (Paul Sykes, alternate)
			Mike DeCapita*

\* identifies current team members

Harold, we want to be sure your warbler expertise continues to be available to the team. To make certain that you continue participating in recovery team meetings and other important warbler activities we are designating you, the other four former team members, and Larry Walkinshaw, as executive advisors to the team. That status enables us to pay your travel expenses to appropriate meetings and other activities. We will be encouraging the Department and the Forest Service to cover the expenses of advisors who are former agency employees. However, our commitment to executive advisor attendance is such that we will pay travel expenses if the other agencies are unable to do so.

Your accomplishments for the warbler are beyond measure, Harold. It is very likely that without your individual efforts the warbler would never have survived into this decade. Although we certainly have a tremendous amount still to be accomplished, your involvement earned for the Kirtland's warbler the recognition it deserved, and helped buy the time to study the species, learn its needs, and work out means of meeting those needs. Because of your commitment to Kirtland's warbler conservation, the warbler continues to be a species that can and will be brought back from the brink of extinction.

Harold, I want to give you a very sincere thanks for everything you have done for the Kirtland's warbler, and for the Service. And please, continue to give us the benefit of your warbler experience.

Sincerely,

*James C. Gritman*  
**James C. Gritman**  
**Regional Director**

Management

Tom Wiese  
(Wildlife Div.)

Robert Kesteven  
(Regional Office)

Donald R. ...

William Mahala ...  
(Forestry Div.)

Kenneth P. ...  
(Forest Management)

Research/Field

Jerry Weinrich

John ...

Samuel ...