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July 2021



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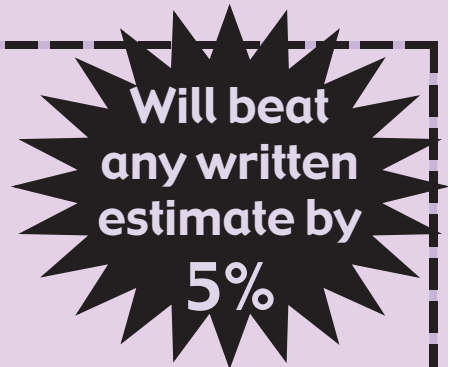
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About Hummingbirds

If hummingbirds showed up at your home in the spring only to vanish at some point in the summer, it could mean that they're females fulfilling their maternal duties. If they're too busy diligently scouring the landscape for wee insects, they just might not have the chance to return to your feeders.

Many hummingbirds spend the winter in Central America or Mexico, and migrate north to their breeding grounds in the southern United States as early as February, and to areas further north later in the spring.

One of the reasons that they have stopped coming to your yard is that there are gardens in your neighborhood that offer them 'fresh food' - flowers. Besides putting up feeders, if you are available, plant some of their favorite plants and they will come to your garden more since they prefer natural sources to feeders.

Hummingbirds have tongues that are grooved like the shape of a "W." They have tiny hairs on their tongues to help them lap up nectar, similar to cats. A hummingbird's bill is longer in proportion to its body compared to other birds.

Hummingbirds have no sense of smell, but can hear much better than humans. Hummingbirds are attracted to all bright colors, although red is most prominently associated with these tiny birds. Hummingbirds see in ultraviolet light and they can see further than a human.

Hummingbirds have a great memory – they remember every flower & feeder they've been to, and how long it will take a flower to refill. Their brains make up 4.2% of their body weight. Proportionally speaking, they have the largest brains of the wild bird group.

Hummingbirds are the only birds that can fly up, down, sideways, forwards, and, backwards! Hummingbirds are the second largest family of birds with over 300 species.

Hummingbirds have weak feet – they mainly use them just for perching.

When food is scarce and they are fatigued, hummingbirds go into a hibernation-like state (also known as torpor) to conserve energy.

A baby hummingbird is roughly the size of a penny and is unable to fly. Their average lifespan is 5 years, but they have been known to live for more than 10 years.

Hummingbirds fly at an average speed of 25-30 miles per hour, and are able to dive at a speed of up to 50 miles per hour. Some hummingbirds will travel over 2,000 miles twice a year during their migration. A hummingbird's heart beats up to 1,260 times per minute. Hummingbirds do not mate for life.

Some species of North American hummingbirds are in severe decline and a British Columbia research scientist says one possible cause might be the same insecticide affecting honeybees. (*i.e. Roundup*)

Christine Bishop with Environment and Climate Change Canada said researchers started looking at a variety of factors that may be responsible, ranging from habitat loss to changes when plants bloom. To try and find some answers, researchers began collecting urine and feces from the birds for testing.

"No one has ever measured pesticides in hummingbirds before. So we decided to try it," she said in an interview. "It turns out, to our surprise actually, that the birds are obviously picking up pesticides in their food, which can be nectar and also insects." *(Continued on next page.)*

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Highlander Wildlife

Bishop said the concentration found in the urine is relatively high at three parts per billion.

“Now what does it mean? Right now we’re just understanding what the level of exposure is, and then how is it affecting the population, well that’s part of the population dynamics,” she said.

Her research is focused in the agricultural regions in the Fraser Valley and southern British Columbia — the core area for the rufous hummingbird.

The rufous is a feisty, golden/orange colored bird that weighs about as much as a nickel and spends its summers in B.C., Alaska and the Pacific Northwest states, then migrates to the southern United States and Mexico.

The testing doesn’t harm the birds. Researchers hang a net over a feeder and then lower it like a drape when the bird comes to feed.

Because the hummingbird is constantly processing nectar, it is also constantly expelling it, and Bishop said by the time they are banded the bird has likely expelled urine and feces to test.

The annual breeding bird survey shows that between 1966 and 2013, the rufous population on the Pacific Coast dropped an average of 2.67 percent per year. The survey says the Allen’s and broad-tailed hummingbirds were also in decline.

Health Canada is re-evaluating the use of imidacloprid, a neonicotinoid insecticide used on a large number of agricultural crops and at home on fleas or ticks on cats and dogs.

Health Canada says they are aware of Bishop’s work and will consider information she passed on during a consultation period as part of its re-evaluation. Health Canada said in its statement it published its findings in 2018. A separate Health Canada preliminary report issued in 2013 says imidacloprid has potential for short-and long-term effects on bees, including a change in behaviour and mortality. Bishop is two years into a five-year study and said the next question that needs to be answered is whether pesticides could be a factor in the decline of hummingbirds.

“We can’t rule it out,” she said.

Like bees, hummingbirds return to the same place to find food and they remember where certain flowers are, said Bishop, adding there are concerns pesticides might disrupt their memory. But researchers don’t think the decline is strictly an agricultural issue.

It could be habitat loss, or seasonal plants blooming at the wrong time of year, or even an increase in the deer population with the animals eating the same flowers the hummingbirds need for their food source, Bishop said.

The population of the Anna’s hummingbird is also increasing in the area as the birds move north. Bishop said given the bird’s territorial and aggressive nature, it’s possible they are forcing the rufous out. “But what’s interesting about this is ... more and more people are putting out feeders, yet the population is still declining.”

Sources: PerkyPet.com and HummingbirdCentral.com

Editor’s Note: Please use only plain cane sugar and purified water (*no coloring agents*) in feeders. Clean your feeders often, not with detergent as that will leave a residue, then let them dry out before refilling in an effort to kill any bacteria. Smaller feeders with some sort of red on them are best, and try to find a place in the shade. Mountain residents must remember to bring inside any feeders after sunset... (*that bears could get to*).

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Guide To Green Cleaning

The Essential Guide to Green Cleaning According to Pet Health Network

Some cleaning products are especially dangerous for cats and dogs, including drain cleaners, pool chemicals, concentrated dishwashing chemicals, lime-removal products, oven cleaners, and concentrated toilet cleaners.

Pet owners also need to be aware, however, that common household chemicals and cleaning products can harm your pets. Any product containing bleach, ammonia, chlorine, glycol ethers, or formaldehyde puts your pet at risk of cancer, anemia, liver and kidney damage, and death. That's why the best rule of thumb is to adopt green cleaning methods that will protect your entire family.

The majority of your house-cleaning chores can be accomplished without using chemical cleaners that are toxic to pets. You can make many of these products at home, or you can purchase green house-cleaning products. In fact, many of the best green cleaning solutions involve using items that you likely have in your pantry and refrigerator.

Diluted White Vinegar: When you own pets, you need a

cleaning solution that is powerful enough to clean and deodorize at the same time. The answer is diluted white vinegar. You'll be able to dissolve dirt, soap scum, and hard water deposits with this solution. You'll also be able to clean hardwood flooring, grout, countertops, and the exterior of your toilet with diluted white vinegar. Put the solution into a spray bottle and use a cotton cloth to clean.

Best of all, white vinegar is a natural deodorizer that will absorb smells instead of covering them, and its smell disappears when it dries. If you have tough surfaces to clean, HGTV recommends heating the solution in the microwave, spraying the area with the warm solution, letting it stand for 10-15 minutes, and then scrubbing and rinsing.

Baking Soda: Baking soda is an effective cleaner and a natural deodorizer, so it's another perfect house-cleaning solution for pet owners. Simply combine baking soda with water to clean your countertops, stainless steel sinks and appliances, and cooking utensils. You also can revive smelly upholstery, mattresses, and pet beds with baking soda. Sprinkle it on, let it sit for 15 minutes, and vacuum it to get rid of odors. Baking soda also is one of the best products for cleaning your pets' (Continued on next page.)

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toys. Wipe them with a sponge dipped in a baking soda and water solution to clean them.

Lemon: Lemon is an effective cleaning ingredient that's also a mild disinfectant, which is helpful for pet owners. You can use a lemon to clean wooden cutting boards, your microwave, stinky pet food containers, and more. You also can make an all-purpose kitchen cleaner using white vinegar and lemon peels. Fill a jar halfway with lemon peels, fill the jar with white vinegar, and cover it. Place it in a dark place for at least two weeks to let the citrus infuse the vinegar. Then, strain the cleaner. Discard the peels and add the cleaner to a spray bottle to use it as an all-purpose solution.

The Top Green Option for Cleaning Dishes

Cleaning your pet dishes with traditional dish soap can leave a residue that is harmful to pets. Unfortunately, there also are some supposedly safe alternatives that are harmful to pets, including those containing Borax and moisturizing oils. According to Wellness Mama, one of the best ways to get your dishes clean is to combine 2/3 cup Sal Suds, 1 1/3 cups distilled water, 40 drops of lemon essential oil, 1 tbsp. washing soda, 1 tbsp. table salt, and 3 tbsp. hot water. You can use this dish soap to hand wash your family's dishes and your pet's dishes and rest easily knowing that all of your ingredients are non-toxic.

Green Options for Laundry

Pet parents who know the toxicity of traditional laundry detergent, fabric softener, and dryer sheets often aren't sure exactly how to wash their furry friends' blankets, soft toys, and bed covers. Fortunately, there are natural, Borax-free ways to get your pets' laundry clean.

Natural, Borax-Free Laundry Detergent: To make non-toxic laundry detergent, combine 6 cups of washing soda with three bars of 4.5-5 ounce coconut oil soap, finely grated, and lemon essential oil. When washing whites, you can add 1/2 cup peroxide to the bleach compartment. To soften laundry, add 1/2 cup vinegar to the fabric softener compartment.

Natural Fabric Softener: You can make natural fabric softener that won't leave a chemical residue on your pets' bedding, toys, and blankets. You will need 2 cups white vinegar, 2 cups water, and 1/8 cup vegetable glycerin.

Dryer Sheet Alternatives: Dryer balls are a green alternative to toxic dryer sheets. The most popular dryer balls are made of wool; they reduce static and improve airflow. Other popular dryer balls are made of plastic; these are especially useful for loads of tough fabrics like denim or heavy, wet towels.

You can prevent accidental poisoning of your pet and provide a healthier, non-toxic environment for them by adopting green cleaning methods.

You can make alternatives to traditional, toxic products, or you can buy pet-friendly cleaning products. The goal is to eliminate cleaning products containing especially harmful chemicals and ingredients, such as bleach, ammonia, and chlorine, from your home.

Washing soda or soda ash are common names for Sodium Carbonate (Na₂CO₃). Washing soda is a caustic base (able to burn, destroy, or damage organic tissue slowly by chemical action). It is not edible, should not be inhaled, and can damage eyes (flush the exposed areas with large quantities of water). Gloves should always be worn when cleaning with washing soda.

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Six Take First Place in Ethics Case Competition

A team of six CSU College of Business MBA students took first place in the annual Daniels Fund Ethics Initiative Case Competition, earning top marks from a panel of industry leaders and outperforming 10 teams from universities across Colorado, New Mexico, Utah and Wyoming.

The students came together from across three different MBA programs to demonstrate how ethics can serve as a foundation for decision-making and what that looks like when approaching business challenges.

For the competition, each team analyzed an ethical challenge and gave a presentation on how they'd go about solving the issue using ethical principles. Afterward, the teams received new information — a twist on the case that introduced a crisis. They had just four hours to re-analyze their original recommendations and make a second presentation to the judges incorporating the new information.

Although responding to the crisis came as a surprise, it was one for which the CSU team was prepared. "We found a really good rhythm of working together," said Racheal Guse, a sales manager pursuing her degree through the Online MBA program. "We were equal contributors, so for the final presentation we didn't feel stressed, we just felt very focused."

As part of her coursework, Guse took part in the Ethical Leadership Symposium and was excited to bring that knowledge back to her organization, where leaders place a strong emphasis on ethics.

"The MBA program not only helps you identify and refine your values but also gives you the tools to communicate them and involve them in every decision that you make," Guse said. "It's that holistic point of view – that everyone deserves respect and to be treated that way – that's at the core of ethics."

That depth of experience was well regarded by the panel of judges, which was comprised of business and community leaders, which ultimately awarded the team first place.

"This competition is designed to help students prepare for the real world by learning how to incorporate ethical decision-making into situations similar to what they might face in their professional careers," said Hanna Skandera, President & CEO of the Daniels Fund. "It was impressive to see how well the teams performed and

were able to pivot when they received the crisis part of the case."

Ethics in the College of Business

The College of Business believes that strong ethics are the foundation of any business education. By partnering with the Daniels Fund Ethics Initiative Collegiate Program, we are able to bring ethics education into every classroom, reaching thousands of students each year with principle-based ethics instruction that reinforces the value of ethical behavior, both professionally and personally.

"As organizations and individuals collectively work towards solving some of the most pressing challenges across our communities, locally and nationally, we must prepare future leaders to make complex decisions ethically," said Dean Beth Walker. "The Daniels Ethics Fund Initiative helps make this happen by supporting key learning opportunities for our students and equipping them to be the ethical leaders our world needs."



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Land Use & Landscape Photography Converge

By Surya Milner - High Country News

American Geography: Photographs of Land Use from 1840 to the Present.

Image credit: Bryan Schutmaat
Photos May 14, 2021

A would-be museum exhibit, canceled due to COVID, is now collected in this book.

Before noticing Yosemite — the place — you see Yosemite, the headscarf. The woman who wears it looks away from the camera, toward the deep forest greens and slate-gray rock faces of Yosemite Valley. The tourist’s scarf is decorated with colorful drawings of this same landscape’s waterfalls and overlooks, in a way that forces the viewer to consider California’s prized public land as both a magnificent idea and as just another product to be bought and sold. *American Geography: Photographs of Land Use from 1840 to the Present* is a coffee-table tome that weaves together two seemingly contradictory ideas: landscape as an artistic tableau and land use as a tangible system of extraction and exploitation.



The book’s photos, which are drawn primarily from the permanent collection of the San Francisco Museum of

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Highlander Book Review

could say that the larger question here is, what have we done?"

The book's images, however, seldom dwell on the presence of that "we." Representations of people, like the woman at Yosemite, are scarce. Instead, the photographs ask the viewer to see the land on its own terms, for better or worse.

(Photo of the Book Cover pictured here, at left.)

American Geography: Photographs of Land Use from 1840 to the Present

Edited by Sandra S. Phillips and Sally Martin Katz

Texts by Beverly Dahlen, Hilary Green, Layli Long Soldier, Barry Lopez, Jenny Reardon, Richard White, and Richard B. Woodward

402 pages / 345 images,

Hardcover: \$60 Radius Books

Surya Milner is an editorial intern at High Country News.



Modern Art, were all taken in the United States. They are organized by region, culminating with the West. Each section considers the impact and reach of America's many industries — coal, tourism and agriculture among them — on the genre of landscape photography as well on as the land itself. "If you imagine the exhibition as a whole piece of cloth," writes the late Barry Lopez in the introduction, "You



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Benefits Outweigh The Costs

By Jonathan Thompson June 11, 2021 High Country News

Why I changed my mind about Bears Ears, the benefits of a national monument in San Juan County outweigh the costs.

Rock art, ancient cliff dwellings, ceremonial kivas and countless other artifacts are abundant throughout Bears Ears National Monument. Photo by Bob Wick, BLM

This story was originally published by The Land Desk and is republished here by permission.

Sometime in the coming days or weeks, President Joe Biden is expected to wield the authority granted to him by the Antiquities Act — which turned 115 this week — to restore or even enlarge the boundaries of Bears Ears National Monument and Grand Staircase-Escalante National Monument in the wake of his predecessor’s shrinking of the same.

I’m not going to try to feign objectivity in this regard. I want to see those boundaries restored and then some. But I haven’t always felt that way. And I’m sure that there are many others who are really nervous right now, people who care deeply about the landscapes that would be protected, but who worry that an expansion of the previous President’s - shrunken boundaries will rob the land of something and lure even more people and their attendant impacts. The concerns are legitimate. But in the case of Bears Ears, especially, the benefits of a national monument outweigh the potential pitfalls.

The most recent push to create a national monument in San Juan County, Utah, really got going in 2010, when conservative Utah politicians got their hands on the Obama administration’s “secret list” of places that “may be good candidates for National Monument designation under the Antiquities Act.” On the list was Cedar Mesa, which was how the general area now known as Bears Ears was referred to back then.

The white power base in San Juan County was furious,

particularly given that this purported “land grab” was coming on the heels of the 2009 federal raid on Blanding pothunters and antiquities thieves. They saw it as yet another instance of federal overreach. I, too, was worried about the potential national monument designation, albeit for different reasons.

It’s difficult to express how much the landscape known as “Bears Ears” means to me, personally. My parents first took me camping in the shade of the cottonwoods where Arch Canyon meets Comb Wash five decades ago, when I was still an infant. I don’t remember, of course, but I am certain that the distinctive sound of the big green leaves dancing in the breeze, the glow of last light on Comb Ridge, and the miracle of a gurgling stream flowing through the desert were imprinted upon my impressionable psyche.

That, and “The Potholes,” another camping spot nearby, were where our low-budget family would spend its vacations throughout my childhood. It’s where we plopped down on our bellies and lapped up stagnant, sandstone-flavored water from desert potholes, where we’d hike up obscure canyons to visit ancient dwellings tucked into stone walls, where I indulged in the cloying sweetness of Fanta orange soda — a luxury reserved for such trips — and where I’d awake to the smell of breakfast cooking over a fire.

When I was a too-young-to-drive teenager, my parents would ferry my friends and me to desert trailheads and drop us off for two- or three-day backpacking excursions. Later they lent us their crappy cars to drive ourselves. The first time Wendy and I went camping together we drove up to Muley Point in the dark so that she woke up to her first view of the place and I’m pretty damned sure that’s why she ended up marrying me in an alfalfa field along the banks of the San Juan River next to Bluff. Maybe that’s why we’re still together.

So, when it seems like someone is going to mess with this place, I get my cockles up. And turning a place into a national monument or park certainly could qualify. Under

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the most-messing-with-it scenario, the National Park Service takes over, builds roads, trails, fences, campgrounds, and invites concessionaires to build lodges and shuttle services and gift shops. Alternative scenarios have played out in Grand Staircase-Escalante and Canyon of the Ancients national monuments, in which the Bureau of Land Management retains control and development is kept at a minimum.

But even that scenario is problematic in that it still draws a line around a boundless landscape and slaps a name on it — or brands it — thereby enhancing the ability to commodify it. It's tough to market a vaguely defined region. But give it a catchy brand with a built in logo, like Bears Ears, and you've got something you can sell to the masses.

Before long the "secret" places in which I sought solitude would be overrun by adrenalin freaks looking for a slot-canyon rappel or the next viral Instagram shot.

Take Grand Staircase-Escalante. A little bit before Obama's "secret list" came to light, Wendy and our

daughters and I went out to the national monument for several days of camping and hiking. It was the first time I had visited there since my father and his friend Whitfield and I had gone on a mid-winter backpacking trip there in 1986, a decade before President Bill Clinton designated it a national monument. During that earlier trip we had stopped in Escalante for some snacks and gas, where we got the stink-eye from some crusty old locals. After that we saw no



one for an entire week — and I nearly froze to death, but that's another story.

When I returned a couple decades later, I found the same mind-blowing landscape but, of course, there were changes. Here's what I wrote (Continued on next page.)

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Highlander Issues

shortly thereafter:

The unpeopled place I remembered had vanished. We had to fight for spots in campgrounds. The trails were crowded. There were no more sketchy little stores selling expired Fritos; they were fully stocked with organic produce, tofu, and Ed Abbey books, instead. Espresso is readily available, and there's even a Buddhist restaurant, where the staff catches flies with a little non-harming vacuum cleaner. Instead of grumpy ranchers, there are now grumpy newcomers who, at the end of tourist season, are tired of trying to be nice to busloads of people who speak only French and smoke like chimneys at every stop.

Don't get me wrong. I like espresso and French folks and Buddhists as much as the next guy. And it was a relief to cross through the piñon-juniper forests without seeing any sign of ATVs racing through the landscape, annihilating the cryptobiotic soil. The streambeds, through which the water ran clear and cool, were not trampled by cows or filled with manure; sage flats were not overgrazed.

Conspicuously absent were herds of the big white gasfield trucks that are ubiquitous in so many parts of the West these days.

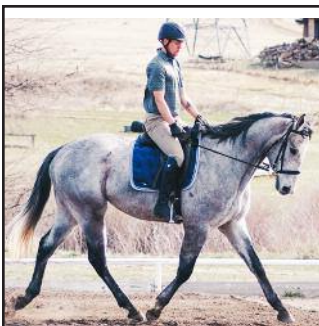
Yet, I can't help but feel a sense of loss. Gone, thanks to the national monument designation, is the solitude. Gone is the sense of discovery I had on that lonely morning long ago. Gone is the illusion that one could wander into one of these canyons and simply vanish a la Everett Ruess. In its place, despite the relatively primitive conveniences of this national monument, is the hint of commercialism that comes wherever tourism trumps every other way of making a living. And there are so many people now, intent

on adoring the place so thoroughly that they wear it down like water on sandstone. They stream through relentlessly in cars and buses, their cameras clicking.

The Obama national monument list — and the idea of turning the Cedar Mesa area into a national monument — dropped into the background for the next five years. But they didn't die. Quite to the contrary. A lot of people were working to build a coalition that was ultimately made up of five tribal nations, each with deep, ancestral roots in the area in question. In 2015, the Inter-Tribal Coalition asked President Obama to designate 1.9 million acres as the Bears Ears National Monument and to give those tribes a say in how it would be managed.

I have to admit, I was taken aback. My preconceived notions about who pushed for national monuments and why they were shattered, and I was forced to rethink my long held ideas of what a national monument is and what it means. This rethinking process began when, shortly after the coalition had traveled to Washington, I met in Bluff with Mark Maryboy, a Diné politician and community activist who has been a driving force in the effort to protect the lands of Southeastern Utah.

The lands in question are public, meaning they belong to all Americans. More than that though they belong to the people from whom they were usurped: The very tribes that were pushing for national monument designation. Maybe the tribes wouldn't get the land back, but maybe a national monument over which they have some control is the next best thing. And even without tribal co-management, a monument is probably the most realistic means of upping protection of the tribes' homeland and the cultural sites



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there.

More importantly, a co-managed national monument would provide an opportunity for those tribes to take control over their own history and heritage and to tell their own stories of the landscape. Who am I, with my desert-induced misanthropy or my fear of losing access to my favorite dispersed campsites, to stand in the way of that?

Maybe the national monument designation has drawn more people. But what's the alternative? Would leaving it as it is — open to oil and gas leasing, uranium mining, or wind or solar energy development — really keep the crowds at bay? And even if it did, at what cost?

Besides, it doesn't take a national monument designation to draw the masses to a place. They were already there, plying the canyons of Cedar Mesa, scouring ancient homes and dwellings of artifacts, piloting their UTVs along thousands of miles of roads and trails that crisscross the land. A thousand de facto marketing campaigns have been launched on social media to sell the place already, long before the monument was proposed.

Meanwhile, the sheer size of the national monument makes it that much harder to commodify. I realized that, too, after more visits to Grand Staircase-Escalante, where I found that the crowds tended to converge on a small

handful of specific places — Lower Calf Creek Falls, for example — yet blew right past millions of other equally remarkable spots.

It was in one of those spots one June that I really saw the light. We were in a national monument, a popular one, surrounded by beauty and stone and light, and we even had the place to ourselves. I suspect that a modern-day Everett Ruess could still disappear in that crumpled sea of stone — whether it is called a national monument or not.

Jonathan Thompson is a contributing editor at High Country News and runs The Land Desk.



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Age, Sex (please select one)
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Preferred Language (please select one)
English, Spanish, Other (please specify)

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If we provided health care in your community, would you be interested in becoming a Clinica patient? Yes No

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We want to know what services the mountain community might want. Which of these services would you use? (check all that apply)

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Large empty text box for additional comments.

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Mountain Community Health
Task Force Co-chairs:

Jeanne Nicholson: nicholsonjeanne@gmail.com

Claudia Schauffler: nedadvocate@gmail.com

GILPIN DROPBOX LOCATIONS

Gilpin Community Center, 250 Norton Dr. Black Hawk,
CO 80422

Rollinsville Road and Bridge Building, 265 Tolland Rd.
Rollinsville, CO 80474

Gilpin Library, 15131 Highway 119 Black Hawk, CO 80422

Central City Courthouse, 203 Eureka St. Central City, CO 80427

Gold Mountain Village, 440 Powder Run Dr.

Central City, CO 80427

NEDERLAND DROPBOX LOCATIONS

Claudia's Store, Caribou Village, 20 Lakeview Dr.
Nederland, CO 80466

Community Center, 750 CO-72 Nederland, CO 80466

Nederland Town Hall, 45 W 1st St. Nederland, CO 80466

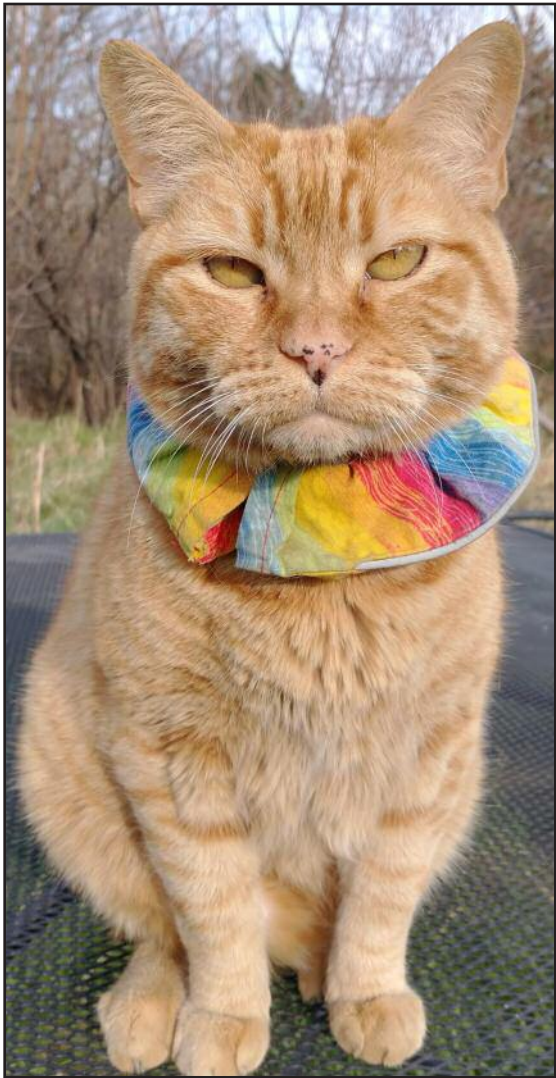
Ward Post Office, 1 Columbia St. Ward, CO 80481

Jamestown Post Office, 133 Main St. Jamestown, CO 80455

Jamestown Town Hall, 118 Main St. Jamestown, CO 80455

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Animals & Their Companions



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Previous page top left: *Beautiful Bay horse.*

Top right: *Blind dog in Lyons.*

Middle right: *Cat with bird collar in Lyons.*

Bottom left: *Lily from Lisa.*

This page top left: *Boy & dog in bucket from Melissa.*

Top right: *Foster Kitten from Chrissy.*

Middle right: *Rockett from Michael.*

Bottom left: *Norwegian Forest Cat from Karen.*

Heat Related Illness Signs & Prevention

From Jim Plane – State Farm Insurance

The sun can put you at risk for heat related illness. Here are the warning signs and tips to prevent it.

What are the warning signs of heat related illnesses and how do you prevent it? Spending time outside is nice, but too much sun can put you at risk for developing a heat related illness. As the temperature rises, your body's natural cooling mechanism, sweat (or more kindly, perspiration), evaporates and helps to cool your body. But on those hot, humid cut-the-air-with-a knife days, evaporation is slowed and your body may not be able to keep itself cool.

Children and teens are especially susceptible as they produce more heat with activity than adults and sweat less. The result is that you can potentially be at risk of heat stroke.

The best defense against heat related illnesses, is prevention.

When the temperature rises, especially when the heat index is above 90 degrees, follow these simple tips to prevent heat related illnesses.

Stay hydrated.

Drink water even if you don't feel thirsty to help your body keep up with increased sweating.

Avoid sugary, caffeinated or alcoholic drinks. They can cause your body to lose more fluid than normal.

Stick close to air-conditioned areas, especially during the warmest part of the day. No AC at home? Head to the library, movie theater or mall to stay cool.

Dress for the weather. Loose-fitting and lightweight clothes are best. Stick to light colors. Darker colors trap heat.

The causes of heat related illnesses and the warning signs to watch for.

According to the Center for Disease Control (CDC), here are some items you might do if you or someone else shows signs of having a heat-related illness.

What Causes Heat Cramps? Heat cramps consist of muscle cramps and spasms that occur during or after intense exercise and sweating in high heat.

Watch for: Muscle cramps in the abdomen, arms or legs during heavy exercise or strenuous activity.

How to treat heat cramps: Stop exercising immediately. Rehydrate with water.

What Causes Heat Rash? Heat rash occurs when the skin's sweat glands are blocked and the sweat produced cannot get to the surface of the skin to evaporate.

Watch for: An area of red pimples or small blisters caused by sweat ducts becoming blocked and swelling.

How to treat heat rash: Keep the area dry and head inside where it's cooler and less humid.

What Causes Heat Exhaustion

Heat exhaustion results from a loss of water and salt in the body and occurs when the body no longer is unable to cool itself properly.

Watch for: Heavy sweating, pale skin, muscle cramps, dizziness, nausea and more.

How to treat heat exhaustion: Rehydrate with cool beverages and head inside. If symptoms get worse or last longer than an hour, call 911.

What Causes Heat Stroke? Heat stroke occurs when the body's heat-regulating system is overwhelmed by excessive heat. It is a life-threatening emergency and requires immediate medical attention.

Watch for: Hot, dry skin or heavy sweating, flushed skin, high body temperature, rapid pulse, confusion and more.


How to treat heat stroke:

Call 911, and try to lower the person's body temperature by getting them to a shady area and placing ice packs or cool wet towels on their neck, armpits and groin or immersing them in cool water.

Summer is a time for enjoying the outdoors with family and friends. As you head out doors, take appropriate precautions and watch for the signs of heat related illnesses.



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Warrior Of Myth, Magic & Wonder

By Valerie Wedel

Hummingbirds – our lovely, tiny, jeweled friends of summer – are here again in Colorado! From Central America to as far north as Alaska, they cross open water, mountains, plains, and fly straight into headwinds. Their tiny hearts beat over 1,000 times per minute as they fly. Male hummingbirds are the tiniest warm blooded beings on our planet. Believe it or not, hummingbirds have been clocked in wind tunnels flying at 27 mph (1).

Some hummingbirds stay in one country, either remaining year round in North America, or Central America and Mexico. However, many undertake an arduous migration each year, looping around our continent on their journeys. We are fortunate to be here in the Americas –This is the only place on our entire planet where hummingbirds live wild. What an amazing series of feats, for a tiny bird who weighs about as much as one single penny.

Many stories can be found of our tiny friends. The dear reader is invited to begin a summer project. How many legends can you find and enjoy this summer? All around our continent, wherever these tiny birds live, there are ancient stories of myth, magic and wonder.

Here are stories you may not have heard of. There are two ancient manuscripts that sing of hummingbirds. One is from the Maya, the other from the Aztec. The Mayan document is called: The Book of Chilam Bulam of Chumayal (2). This was translated into English in 1933, by Ralph Roys. Written in Mayan, the Books of Chilam Bulam are a great literary treasure. They help us know something of who the Mayan people were, before contact with the Spanish. (This is known as “pre-columbian times” by scholars of European descent.) What stories of wonder will you find?

The Aztec came a bit later, and also suffered greatly at the hands of the Spanish. They had many astonishing gold artifacts, worked to great levels of artistic and technical skill. They had many books as well, written in a kind of picture writing. The Spanish melted down the gold, and burned the books.

In an attempt to convert more Aztec to Christianity, one Franciscan missionary, Bernardo de Sahagun (1500-90) decided to learn everything he could about the Aztec and write a series of encyclopedias. He believed that this deeper understanding would help him to convert more Aztec to

Christianity. After 30+ years of work, he and his team produced the Florentine Codex (so named because it now resides in Florence, Italia). This Codex combines Nahuatl, the Aztec language written in modern alphabet, visual (the ancient Aztec writing) and Spanish texts, side by side. Our contemporary scholar, Iris Montero Sobrevilla, produced an incredible analysis of this Codex in 2020, which reveals how deeply connected Hummingbird is with the great Aztec warrior god Huitzilopochtli. This relationship was obscured by missionaries after the Spanish conquest. They wanted to

(Continued on next page.)



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separate hummingbirds from the great war god, and instead transform hummingbirds into symbols of the resurrection of Christ.

Thanks to the side by side picture writing in the Aztec method, along with original Spanish and Nahuatl, Ms Sobrevilla was able to uncover the ancient story below (3). Any errors in retelling are mine – I have used a little poetic license to weave it all together. As you will see, there may be rather more to the Aztec people than our European history books (written as they were by European warlords) reveal. Enjoy!

How Huitzilopochtli Led His People to a new Land

Long, long ago, Huitzilopochtli, God of the Sun and War, led his people on a great journey. Huitzilopochtli means “Hummingbird on the Left.” Like the tiny hummingbirds of his name, Huitzilopochtli led his people on a terrible journey, a 200-year journey.

Now the people knew Huitzilopochtli was the greatest warrior of all. He was so fast in battle, none could catch nor even touch him. So mighty was he, no other warrior could defeat him. So powerful was he, he wore the Hummingbird disguise. Some say he could transform his shape, becoming Hummingbird. The people followed Huitzilopochtli, trusting him to safely lead them to their new home.

How did this mighty journey begin, you ask? Long, long ago, a talking hummingbird came to the people, the people of Aztlan, the Azteca. Hummingbird invited the Azteca to begin a long, southward journey. This journey would end at Tenochtitlan, their new home.

Huitzilopochtli, whose name means Hummingbird on the Left, was born full grown and armored, to protect his mother, Coatlicue, at the beginning of this great journey. While protecting her, he revealed his true nature as the greatest warrior of the sun, and a great God. And so, Huitzilopochtli became the leader of the people, guiding them safely as they traveled.

It was prophesied that during this long, long journey, all the tribes traveling together would come to a broken tree. When this happened, the people of Aztlan would separate from the rest and go their own way. This came to pass. At the broken tree, the people of Aztlan separated from the rest, and traveled on alone. They became the Aztec people. This great and terrible journey of two hundred years ended at last at the people’s new home, Tenochtitlan.

This journey was long and long ago. The Aztec remembered it always. In their new home of Tenochtitlan, they celebrated as the year changed. They remembered.

Here, in this time and place, there was a dry season and a wet season. During the dry season, warriors could do battle and hunt. People could walk far.

During the wet season, all the people celebrated. The land turned green, and flowers grew once more. The wet season was known as Xopan. Huitzilopochtli stepped back,

and the wet season of Xopan was presided over by Tlaloc. Everywhere, hummingbirds danced and drank nectar.

The people believed hummingbirds were reborn in this season. They believed souls of dead warriors returned as hummingbirds, dancing from flower to flower. In the very middle of this season, there was a great Feast of Flowers. All the people gathered the most beautiful flowers. They brought these to the temple with incense and food, and presented them to Huitzilopochtli. There were many garlands and strings of lovely flowers. Perfume filled the air. Men and women danced together, one woman between each man, one man between each woman. They danced in a great chain of people, singing.

Some say the beautiful goddess, whose name is Precious Feather Flower, gave flowers to Huitzilopochtli at this time. Precious Feather Flower, Xochiquetzal, the Great One who came from the beautiful, green west, from Tamoanchán. How beautiful is the season of Xopan!

As with all things, seasons change. At the end of Xopan, comes again Tonalco, the dry time. A great feast was held to remember the long journey of our people. A great race was run. The fastest runner wore the Hummingbird disguise, in honor of Huitzilopochtli, he who is Hummingbird on the Left, reminding us of when he walked

among us and led us here to Tenochtitan, here in the center of Lake Texcoco.

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3. Iris Montero Sobrevilla. *The Disguise of the Hummingbird: On the Natural History of Huitzilopochtli in the Florentine Codex.* Brown University. *Ethnohistory* (2020) 67 (3): 429–453. <https://doi.org/10.1215/00141801-8266434> Note – this paper can be downloaded as a pdf from [Academi.edu](https://www.academi.edu), for those of us who do not have memberships in academic databases.
4. <https://www.britannica.com/topic/Xochiquetzal>
Xochiquetzal, (Nahuatl: "Precious Feather Flower") Aztec goddess of beauty, sexual love, and household arts, who is also associated with flowers and plants. According to Aztec mythology, she came from Tamoanchán, the verdant paradise of the west. Xochiquetzal | Aztec deity | Britannica

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The Lion Of Lyons

Article and photograph by Diane Bergstrom

Ralph Ford, a lion of a man, not one of a ferocious tale, nor the cowardly form in the Wizard of Oz, but a Lion King sort with a good heart. Lion-hearted fits him well. He has been a fixture in Lyons since the 2013 flood and is now a fixture that has been displaced without a place. He and his cousin Frank, Nez Perce, looked at the small cinder block building on the corner of 4th and Broadway Streets in Lyons eight years ago and saw potential in the waterless grey square building filled with dirt, cobwebs and rodent droppings. They imagined a food oasis in the food desert of Lyons, that Ralph labeled because, "You have to go a long way for a reasonably priced onion." Maintaining his independent wholesale distributor license since 1988, Ralph has been interested in feeding people for nominal costs or even donations. No one goes hungry around Ralph. Shortly after the flood, he sold western slope peaches, and brought in burrito lunches which included fruit and a drink for \$5 to feed exhausted locals and flood repair workers. During the hardest pandemic months, the Lyons Community Food Pantry (LEAF) reached out to Ralph and asked for his help locating critical staples and specific food items to help the town's in-need and food sensitive

recipients. He sourced 100% of their requests. The offerings shifted into weekly \$20 generous food bags of mixed vegetables and fruits; some items were purchased through wholesale outlets (farm direct) and some organically locally grown. He also offered locally harvested honey, herbs, greens, spices, jams, and baked goods. On my last visit before his closing, I picked up my pre-ordered food bag that lasted two weeks, local honey, lemon meringues and ginger cookies by Amanda Anderson, and dried Morel and straw mushrooms from Robert Anthony of Lyons Main Mushrooms. Ralph loyally supports cottage industries, Colorado companies, local business owners, growers, and artists. He is supported in turn as Amanda Anderson helps him navigate the Cottage Industries Act Senate Bill 15-085 (5/1/15) to eventually make products in house and sell them. "I like to work with people who make a difference," Ralph said, "I'm real proactive and I listen to people." They fed people through the pandemic, used his vegetables in soups to feed the firefighters during last year's record wildfires, and made a difference together.

After growing up in Colorado, Ralph joined the Navy and was stationed for four years at Pearl Harbor in active duty out at sea, then spent two years in active reserves. He'd always wanted to learn how to steer ships, and became adept at handling oilers and fast frigates. The Navy kept him on the move! He became a Petty Officer third class, quartermaster specializing in navigation. Those navigational skills continue to serve him in current life scenarios. Local residents and business owners compare notes of what they have heard about the potential sale of parcels making up half of a downtown block. Much speculation has been circulating as buildings board up and general information has not been shared with the town. People mentioned a 32 room, or possibly a 52 room hotel, out of state developers, hearsay of architectural integrity, disintegrating lease agreements, and it starts to read like a mystery novel of power, concern, deception, self-interest, secrecy, plethora of opinions, and a consistent lack of transparency. Not the way to promote a big change, especially to a small town. But at this time, a sale isn't



was \$770,625 (Market & Real Estate Data). There is a trend with those living above the median scores to utilize Lyons as a bedroom community. Ralph’s business served those who land on the downside of the median, and his future creations will support more of those individuals and lift up local endeavors.

“There’s a lot of love on that corner,” Ralph said after he steered through his last distribution day, held a party at the stand, and chatted with many local customers turned friends. The stand wasn’t just a clearinghouse for food but also a social center for conversation, news, and networking, and Ralph is not just the proprietor but also the host, anchor and informal corner counselor. The small talk is never small, which is one of the best aspects of spending time in Lyons. While taking article notes, I was

introduced to Bradley who swapped updates with Ralph then discussed his latest read with me, *The Law Within*, which sounded so intriguing I remembered the title. Mickey hung around to move his art panel (locals had painted the building into a four-sided mural) and discussed the location of WWII remnants along the Front Range and the nutritional value of local edible wild plants, including bindweed which I had previously been told was only good

(Continued on next page.)

finalized nor has a business license been registered at www.lyonscolorado.com. Ralph will navigate through these turbulent waters too. His constant positive repositioning stems from believing that create is a positive powerful word, and a quote he practices, “The best way to predict the future is to create it.” Rosey has operated her shop in the same area for seven years and reflected, “I feel I’m being tested. I need to show others the way pertaining to change. I will leave my store for the greater good of the town. We need a hotel. When you’re a small town, you don’t have lodging for people. They have to go elsewhere and you have a chance of losing them. I don’t like it, but I totally get it.” She too, hopes to land on her feet elsewhere, and worries how this will affect her busiest season. Many surviving businesses are still trying to recover from lost revenues over the past year, when shoppers stayed home and tourism was down for a gateway town to a national park. Lyons has had many incarnations as a town, which 60 years ago sponsored mostly bars, rug vendors and imbedded KKK members. In the following decades, ranchers, farmers, authors, world-class musicians, artists, ecologists and outdoor enthusiasts have rewoven the fabric of the town. As of 2019, the median household income was \$110,412 (www.city-data.com) and the median home value



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HAULING & HARDSCAPES

Highlander Personality

for hair ties. While Rob grilled burgers and hotdogs for well-wishers who stopped by to express shock or gratitude, established artist Cynthia sat next to me, offering Ralph grant writing support. I learned of her developed skills in forensic art and how she used them to paint the only known rendition portrait of Chief Niwot, which was approved by several Native American authorities, including my friend, historian/documentarian Ava Hamilton, Arapaho. Kendall brought over a superb GF cherry pie with coconut cream from the St. Vrain Market and took orders for slices. She offers to help Ralph with social media marketing and then practices her Spanish with Carlos, a native of Venezuela who points out some castellano differences. “Of all the things I think of you, you are a survivor!” a long time resident says to Ralph. The resident, whose identity I will protect, eats pie with me and tells intriguing stories of my favorite home state grocery store, as the resident’s spouse is distantly related to the wealthy family who started them. The empire is plagued with 80 million dollar inheritance squabbles, relationship wars and even murder. Hope I didn’t just give the resident away. My wild rice buying excursions will never be the same. Cheers and laughter erupt at the other end of the table from two newly introduced women who just shook hands, celebrating the fact they were touching strangers for the first time in a year. Leslie, a renown planetary scientist and fiction writer who worked on the mission to Pluto, has just met Jen, a recent NYC transplant whose sister, a planetary geologist, worked on the Mars Rover team. Leslie gives us an understandable explanation of air pressure and how the team discovered an atmosphere around Pluto. I am basking in some surreal Conversation Christmas and every conversation is peppered with food recipes or stories of sharing food bags. Shauna Lee arrives, owner/Prima Butterina of Bella la Crema, with

guitar in hand to serenade Ralph with her version of “Everything’s Going To Be Alright.” She produces a large fresh French baguette with what she refers to as, “a whole bunch of Spirit Hound happiness,”—her house made butter infused with the local distillery’s straight malt whiskey and Ricardo’s Decaf Coffee Liquor. Buttered slices were given to everyone. I glanced at Ralph who is passing out beverages, and he happily says, “Love and joy, huh, Diane!”

Ralph will continue to invent ways to economically feed people, serve the community and create community. He’ll also passionately share the issues facing the food industry, food security and local sourcing while bridging the connections between reducing emissions, the Paris Agreement on climate change, food shortages and climbing prices. Over the past year there weren’t enough transportation trucks on the road or enough farm workers to plant and harvest, so farmers were plowing their crops under, resulting in even more shortages. When President Biden told us to listen to our local people, Ralph took that to heart and action. As stores and even food banks temporarily shut down, Amanda and Ralph brainstormed the idea of no-contact, outside pickup, pre-made food bags and customers responded in record numbers. He is waiting to hear if the town council approves him to be a concessionaire with a lease agreement to take over the Visitor Center across the street from his previous stand. If approved, he intends to make it the best Visitor Center in the state by feeding people, showcasing local talents and arts, and promoting local businesses. He has been studying Taiwanese night markets and is sharing the possibility of implementing them in Lyons to provide entertainment, cottage industry shopping and locally made meals in one social setting. But right now, he needs to raise funds for a

mobile cooler and trailer so that he can reinstate his discounted food bag program to the community. Ralph reflected, “It takes a village, I don’t care how old you are. I want to give them the best I can give them. I love this community. I might forget people’s names but I remember what they like to eat.” If you would like to help him purchase a mobile cooler and trailer, you can donate through Venmo: ralphford-5; or through PayPal: ralphford1959@gmail.com. A GoFundMe page will also be developed soon.

Lyons folks: Copies of the Highlander Monthly are available at the Barking Dog, as well as great sandwiches. The online issue can be viewed at www.highlandermo.com under the Current Issue tab.



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Update: BuffaloFieldCampaign.org

24th Season Wraps Up

Buffalo Field Campaign's 24th season of standing with the buffalo comes to a close at the end of the month, and we celebrate another year as one of the oldest frontline, grassroots groups in the country. The longstanding and dedicated support of BFC's members has brought many victories: closure of the wild buffalo traps on the Central Herd's western migration route, designation of permanent year-round buffalo habitat on Horse Butte peninsula, a reduction of cruel hazing tactics by the Montana Department of Livestock, recognition of the buffalo as our national mammal, and making the plight of the Yellowstone Herds an internationally recognized tragedy. These accomplishments are truly remarkable, but there is much work to do to ensure these sacred beings can once again roam free across the American continent.

We are so grateful for all who stand in solidarity with the buffalo, but we must keep up the pressure and continue to speak out against the State of Montana and Yellowstone National Park policies treating the last wild buffalo like livestock, managing for extinction, and not conservation. Recently we celebrated Endangered Species Day with a call to action for listing American Bison under the Endangered Species Act. You can contribute by signing our change.org petition urging Secretary of the Interior Deb Haaland to support Endangered Species Act protection for Yellowstone's wild American Bison herds. You can also share the petition with your social media networks and with your friends, family and community.

Endangered species protection would prioritize National Forests around Yellowstone as buffalo habitat rather than cattle range, and end Yellowstone National Park's capture for slaughter



program. Endangered species protection is the most effective and powerful action we can take to protect the last wild bison of Yellowstone.

The beginning of June is when the Central Herd begins to leave their National Forest habitat for summer rutting territories in Yellowstone. The buffalo trace well-worn paths back to the valleys of Yellowstone.

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A Fifth Ocean

From NPR

How many oceans are there? It's National Geographic official now: There are five. Coming Soon To An Atlas Near You: A Fifth Ocean

Alexander Gerst/ESA via Getty Images

Most of us learned about the world's oceans in elementary school. There's the Pacific, the Atlantic, the Indian and the Arctic.

Now, there's a sea change ahead. Thanks to National Geographic, you'll soon see a fifth ocean on your maps. It's now officially recognizing the Southern Ocean, the waters swirling around Antarctica, marking the first time the organization has made such a change since it started drawing up maps over a century ago.

On World Ocean's Day recently, National Geographic announced the distinction, which many scientists and researchers have unofficially acknowledged for decades. "Traditionally, there have been the four [oceans] defined primarily by land masses," Alex Tait, National Geographic Society geographer, tells NPR's All Things Considered. "We think it's important to add this fifth ocean region because it's so unique and because we want to bring attention to all areas of the ocean."

National Geographic has produced maps, atlases and globes since 1915. But this is the first time they're drawing



up a new map that will recast the oceans.

The move catches up with the National Oceanic and Atmospheric Administration recognition of the Southern Ocean in 1999, when it earned approval from the U.S. Board on Geographic Names.

The change made waves for experts already familiar with the area. For instance, it caught Cassandra Brooks, an assistant professor in environmental studies at the University of Colorado, Boulder, off-kilter.

"To be completely honest with you, I was rather surprised because I had always thought of the Southern Ocean as its own ocean," says Brooks. "I think most of the scientists who work down there really understand how the Southern Ocean is its own thing."

But the Southern is special, according to Brooks, who's spent more than 15 years of her career studying the Antarctic. It's defined by the powerful Antarctic Circumpolar Current, a critical flow that she says helps regulate the Earth's climate.

Brooks says she thinks about the Southern Ocean as "lungs" or "the heart." The ocean is "pumping water throughout the world's oceans," she says. Both Tait and Brooks hope that this new recognition will create more awareness for a region that's often forgotten.

"Antarctica is so far away that most people don't think about it on a day to day basis.

They're not seeing how important it is to literally all of our survival," says Brooks.

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Burnout In Remote Workers?

CSU

More than 30 million American workers are still taking part in some type of remote work due to the pandemic. After a year of dramatic adaptations, companies have been left to grapple with what changes – if any – they’ll carry through to the post-pandemic workplace, and what the implications will be on their workforces.

However, a recently uncovered factor may complicate those decisions. For some of the most dedicated and high-performing employees, burnout with remote work has been hidden by their continued achievements. That’s according to recent research released in the Journal of Applied Psychology, co-authored by Dan Ganster, a professor of management at CSU’s College of Business.

The acute impacts felt by organizations’ top employees could magnify the negative impacts of long-term remote work if left unaddressed.

The topic expands Ganster’s expansive body of research exploring workers’ mental and physical well-being and offering solutions to support them and their organizations.

The impacts on conscientious workers.

Ganster’s work doesn’t focus on all remote workers, but on those who demonstrate a personality trait called

conscientiousness.

In the professional setting, conscientiousness is generally defined as being able to exert self-control, set and keep long-range goals, exercise deliberation, and take one’s obligations to others seriously.

It’s one of the ‘Big Five’ personality traits, parsed out by decades of psychological research. The other traits include extroversion, emotional stability, agreeableness and openness.

“Of all the personality traits, conscientiousness is the one that correlates the best, and most consistently, with job performance,” Ganster said. “In the work setting [conscientious employees] have a tendency towards workaholism. Even so, they generally experience better well-being.”

Conscientious workers are also more satisfied with their jobs, maintain a better work-life balance, experience less stress, live longer lives, and even have lower rates of cognitive decline as they age, according to research cited by Ganster and his coauthors.

‘A unique, naturally occurring quasi-experiment’

To research “Risks and Rewards of Conscientiousness During the COVID-19

(Continued on next page.)

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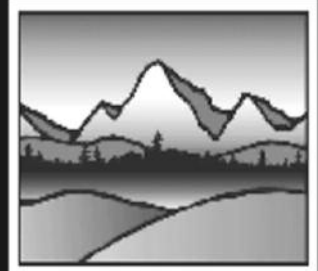
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Highlander Issues

Pandemic,” Ganster and his coauthors leveraged their unique relationship, and years-long access, with a major hospitality company. In September of 2019, they compiled survey data from nearly 500 white-collar workers on their job satisfaction, work hours and performance.

Just a few months after the pandemic started, they were unexpectedly presented with the conditions for an unplanned quasi-experiment due to the conditions of the pandemic. So, they returned to gather the same information, from the same group of people, working the same jobs, with the same supervisors.

“We’re just incredibly lucky that we happened to measure these things back in 2019 when nobody was anticipating a pandemic and that there would be this huge disruption,” Ganster said.

As part of the surveys, the team also ranked employees along a sliding scale of conscientiousness based on self-reported qualities of thoroughness, reliability, perseverance, efficiency, follow-through, and propensity for distraction.

What the team found when they started going through the survey data was striking: They took the before and after performance data on conscientious workers and looked at it through the lens of weak and strong ‘situational strength.’ Strong situational strength is characterized by strong incentives.

That’s a strong incentive. In a typical office setting, this looks more like having a standardized culture, with norms for when people come in, whether they take work home with them at the end of the day, how often they’re responding to emails outside of business hours, and so on. “Now, what happens when you remove all these office cultural cues and people are on their own, figuring out this

more open-ended, ambiguous situation?” Ganster said. “You wind up with weak situational strength.”

The team hypothesized that in this weaker setting the positive qualities of conscientious workers would shine through even brighter. And they were right. However, they also found it was coming at a cost.

“The correlation between conscientiousness and rated job performance was significantly higher in 2020, working from home, than it was back in 2019,” Ganster said. “In 2020, conscientious people were actually less satisfied in their jobs than the less conscientious people, and they felt more stress. It goes against what’s typically found.” Amid all the ambiguity, conscientious workers were putting in significantly more hours, leaning harder into their tendencies toward workaholism, which increased the chances of burnout, turnover, and even illness. But, at the same time, they were exceeding performance expectations.

“Conscientiousness is a double-edged sword. You get better performance appraisals, but there’s also a threat to your well-being in weak situations,” said Ganster, “This is because of your innate tendencies to want to get more done and exceed whatever standards you might think exist.”

How to release the pressure

As many in the country’s workforce are beginning to embrace more remote work and supervisors are recalibrating their management styles, these findings could be key to helping organizations and workers chart a better future.

“You really have to be cognizant of the pressures and tendencies toward workaholism for conscientious employees,” Ganster said. “You need to take more care monitoring work hours, setting boundaries, setting norms, and modeling behavior.”

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Eco-Friendly Gift Giving

By Sam Bowman May 5, 2021 EarthTalk.org

Many people live by the idea that it's better to give than to receive. If you love giving gifts, whether it's for a special occasion or "just because," you probably already have a thoughtful mindset. So, why not make the gifts you give even more thoughtful by pursuing eco-friendly options?

What does that mean, exactly? Thinking of "greener gifts" requires a bit of background knowledge into why sustainability is becoming so important. With climate change issues on the rise, it's up to every individual to do their part and make smarter, more eco-friendly choices. It's still not too late to turn the climate crisis around, stop overloading landfills, and do what's right for the planet.

While gift-giving might seem like a small place to start, if you already enjoy doing it, it could be the perfect way to begin reducing your carbon footprint. Let's look at a few things you can do.

Focus on Functional Gifts

You're already putting a lot of time and thought into the gifts you're giving, right? With just a bit more thought, you could opt for an eco-friendly gift that is both functional and

meaningful. Some eco-friendly gift ideas include:

Saplings/plants for outdoor use, Indoor plants like aloe vera, which has multiple uses, Sustainably-made clothing A repurposed or recycled item, Bamboo cooking utensils or straws.

Eco-friendly items are also often associated with ethical practices. Buying gifts from ethical businesses can help the environment, for certain. But, it can also help humankind. Everything from zero-waste kits to fairtrade coffee or chocolate can be awesome options for gifts. If you're not sure how to get started with ethical giving, make sure you're sourcing your gifts carefully. Have an understanding of where they come from. Research companies, read labels and buy local whenever possible. Ethical giving can take a bit of research and it can often cost more, but the benefits greatly outweigh those costs.

If you take the time to tell the gift recipient why you chose a specific gift, it could make things even more meaningful. Talk to them about why the gift is meaningful to you, and why it made you think of them. Without realizing it, you could be educating someone you care about on why it's so important to include sustainable practices in their daily life. *(Continued on next page.)*

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Give an Experience

One of the best ways to stick with an eco-friendly mindset while gift-giving is to offer an experience, rather than a tangible item. Do you have a friend or family member who loves the great outdoors? Book a white water rafting trip for them, or plan a weekend to go camping and hiking together.

Your gift doesn't have to be extravagant. Experiences make for wonderful gifts because the memories last longer. People are more likely to remember something they did that they truly enjoyed, rather than a trinket or physical item that might not frequently get used.

Not only can you benefit the planet with the right experience, but you can give your loved one a boost, too. There are many benefits to spending time in nature, including: Lowered blood pressure, Reduced stress, Immune system support, Improved sleep, Elevated mood.

Experiences could be small, too. Purchase necessary supplies for a garden and help them to put one together in their yard so they can enjoy their own produce. Sign up for a bike tour or a race if they love staying in shape. The options are endless, and it's easy to tie in the things your loved one already enjoys.

Whether you do the experience with them or just want them to enjoy it for themselves, you can really "outdo"

yourself in the gift-giving department by offering up some type of beneficial outdoor experience. If you can get in on that experience with them, that's just the icing on the cake!

Wrap it Up

If you've found the perfect gift and it's something you feel good about giving, make sure you stick with your overall theme by packaging it the right way.

If you're giving someone an experience, printing that experience on recyclable paper or cardboard is easy. But, if you're giving them a tangible item, be sure to choose packaging material that can be reused or recycled or is already made from recycled materials.

Thankfully, most common packaging materials are recyclable, including: Paper, Cardboard, Plastic and Newspapers. Save the Sunday comics for just this use.

You can also get creative and look for alternatives to traditional wrapping paper. Standard wrapping isn't often recyclable if it features any kind of gloss or glitter.

Choose to use something like fabric, an old map, or even a jar or tin to package a present. Not only are those options better for the planet, but they're incredibly unique.

Fostering an eco-friendly mindset for gift giving is easier than you might think. By making a few swaps and thinking about the things you purchase a bit differently, it's easy to put the planet first.

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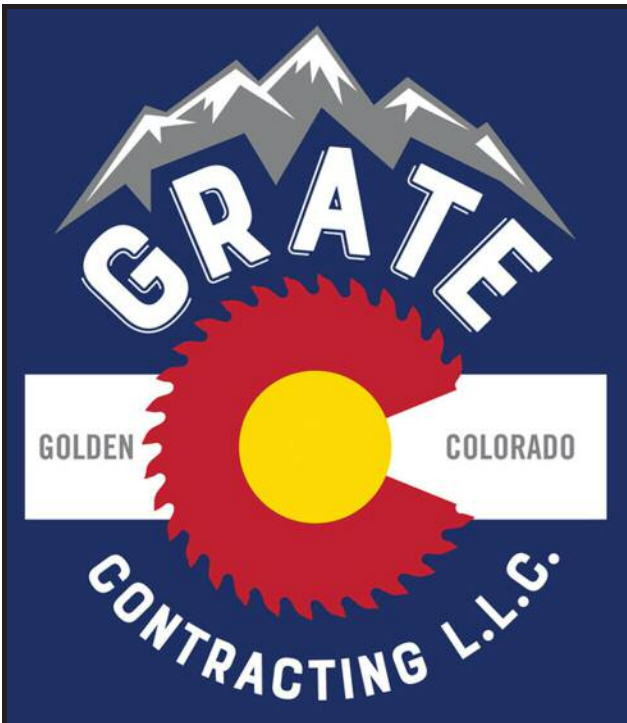
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Power Update

July
2021

Safe Tree Trimming

Observe Ten-Foot Rule to Safely Trim Trees Near Power Lines

Summer is in full swing, and as trees begin to grow and bud, they may get close enough to come into contact with power lines. While the fires and damage from 2020 are still fresh on everyone's minds, we want to remind members that trees near power lines can cause potential hazards, tree-related power outages and increase the risk of fire.

To protect your power and your community, United Power will be concentrating significant resources on clearing vegetation from power lines this summer – especially in portions of our mountain territory that are heavily forested. United Power adheres to industry best practices and will trim away any vegetation within ten feet of power lines. You can help protect your community from power outages, damaged utility equipment and fires by observing the ten-foot rule between trees and power lines.

If you encounter a tree in the vicinity of a primary line, immediately contact United Power. These are the high-voltage lines running from pole to pole, and they require specially trained tree-trimming

crews. You can report tree hazards online at www.unitedpower.com/vegetation.

Members are responsible for trimming vegetation away from secondary lines – the lines that stretch beyond your electric meter to your service location. For your safety, United Power will disconnect secondary lines for tree trimming activity at no cost to the member. Avoid trimming when you encounter the following: tree limbs in direct contact with a power line, dead tree limbs hanging near power lines, tree limbs growing toward power lines.

Remember to trim only from a steady, level surface, removing small, easy to manage sections. Large tree/branch sections may call unexpectedly and take down power lines and cause potential injury. If this is not possible, contact a professional tree trimmer.

When in doubt about safety or responsibility, please contact United Power at 303-637-1300. We'll be happy to assess the situation and keep you safe.



Who's Responsible for Trimming Trees?

United Power has an aggressive tree trimming program to reduce the number of tree-related outages. However, in some cases, the homeowner may be responsible for keeping the line to their home clear of trees. Here's how it works:

- **United Power is responsible for trimming around primary lines.** These are lines running from pole to pole. United Power maintains these lines because they are higher voltage and require special handling from a qualified tree trimming crew.
- **Members are responsible for obstructions in secondary lines.** These are typically single lines stretching from our pole to a member's home – often seen in backyards, crossing from the main electric line to the home.

Members Eligible for Limited-Time Rebates on Electric Lawn Equipment



For a limited time, United Power members qualify for exclusive rebates on the purchase of new electric lawn care equipment, such as lawn mowers, trimmers, leaf blowers and chainsaws. **To be eligible, purchases must be made between June 1 – August 31, 2021. Proof of purchase must be provided.**

To learn more about rebates available to United Power members, go to www.unitedpower.com/rebates.

United Power Coal Creek Office
5 Gross Dam Road | Golden, CO 80403

Member Services: 303-637-1300
Coal Creek Office: 303-642-7921



Payment Kiosk Location




EV Charging Site (CHAdeMO, CCS/SAE)



www.unitedpower.com

**UNITED
POWER**

Your Touchstone Energy® Cooperative 

CCCIA 4th of July Celebration

Pancake Breakfast, Parade, Festivities

Sat. July 3rd - Starting at 7am CCCIA HALL 31258 Coal Creek Canyon



NEW LISTING
24 Ronnie Road
Panoramic Divide & City Lights Views
3 BD/ 3 BA 2,432 sq.ft. .95 Ac. **\$749,000**



6 Car Garage
Coal Creek Canyon
Gorgeous Updated Log Home - 1.82 Acres
4 BD/ 4 BA 3,817 sq.ft. **\$1,100,000**



SOLD!
29805 Highway 72
Private Mtn Home w/Walk-out 8+ Acres
3 BD/ 2 BA 2,496 sq.ft. **\$739,800**



SOLD!
723 Boxwood, Longmont
Light and Bright
3 BD/ 2 BA 1,508 sq.ft.. **\$429,000**



Under Contract
11628 Ranch Elsie
Log Home w/Outdoor Entertaining
4 BD/ 3 BA 3,284 sq.ft. **\$924,000**



Under Contract
1209 Camp Eden
Remodeled Kitchen-Oversized Garage
3 BD/ 3 BA 2,288 sq.ft. **\$595,000**



A Must See
3497 Coal Creek Canyon #18
Adorable Summer Cabin
3 BD/ 1 BA 1,184 sq.ft. **\$229,000**



NEW LISTING
126 Signal Rock
Lovely Landscaping/Divide Views
2 BD/ 3 BA 2,024 sq.ft. **\$575,000**



SOLD!
11851 Spruce Canyon Circle
Amazingly Remodeled Log Home
4 BD/ 3 BA 2,616 sq.ft. **\$886,000**



SOLD!
11711 Spruce Canyon Drive
Cottage in the woods. 1.37 Acres
3 BD/ 1 BA 1,287 sq.ft. **\$595,500**



SOLD!
1257 / 1316 Chute Road
Secluded 5+ acres, Divide, City,
and Gross Dam Views **\$139,000**



SOLD!
11440 Inspiration Road
Amazing Views at Road's End
3 BD/2 BA 2,341 sq.ft. 1.5 Ac. **\$572,000**



SOLD!
Coal Creek Canyon
Luxury Mountain Living 59.4 Acres
4 BD/ 5 BA 3,661 sq.ft. **\$1,744,750**



SOLD!
Coal Creek Canyon
Custom Log Home - 4.2 Acres
3 BD/ 4 BA 3,300 sq.ft. **\$900,000**



SOLD!
85 Valley View Drive
Breathtaking Divide & Lake Views
4 BD/ 4 BA 3623 sq.ft. 1+Ac. **\$775,000**

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