



**Across**

- 1 Overall direction that good leaders set
- 5 Ornithologist's concern
- 8 Dept. over hiring
- 9 Jacinto or Andreas
- 10 \_\_\_ mussels, troublesome species in Minnesota
- 11 Spiny lizards
- 12 Polite address to a customer
- 13 Description of a foreign species that can upset the natural balance of an ecosystem
- 17 Loftiest
- 20 Connection
- 21 Means inside at the beginning of a word
- 23 Key element used by good leaders in decision making
- 24 Florida Everglades critter, for short
- 27 \_\_\_ roll (winning)
- 28 Raise
- 30 \_\_\_ marketing, one avenue for funding parks' programs
- 33 Pond bird
- 35 Source of natural light
- 36 Soccer \_\_\_ (fan in the family)
- 38 Global weather information provider, \_\_\_\_\_ Networks
- 39 Ability to look forward and plan the future confidently

**Down**

- 1 Small and medium
- 2 New beginning
- 3 Melting, like glaciers in spring
- 4 A hesitation
- 5 Flock sound
- 6 New technologies and programs- good leaders drive them
- 7 Nightfall
- 9 Red and orange glow
- 14 Compete
- 15 Fir tree that's aromatic
- 16 Cut down, as costs
- 18 Words before fix or flash
- 19 Ad \_\_\_ Committee
- 22 Wine area in California
- 25 Donkey offering, in some parks
- 26 Succulents for low water areas
- 29 Curved
- 31 The Land of Yosemite and the Grand Canyon
- 32 Big \_\_\_, on the California coast
- 34 Dove noise
- 36 Home to Mackinaw Island, for short
- 37 Land of 10,000 Lakes, abbr.