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Harpers Ferry Center's 50th Anniversary Oral History Project



Chad Beale & Paula Beale
March 5, 2020

Interview conducted by Winnie Frost
Transcribed by Rev.com

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Interviewer: Winnie Frost

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START OF RECORDING

Winnie Frost: 00:00:01 Well good afternoon, Chad Beale and Paula Beale. Notice the same last name. So, first of all, today is March 5th, 2020. We're at the Mather Training Center in the very lovely, historic, furnished Storer College room. First of all, Chad and Paula, do you agree to this interview this afternoon?

Paula Beale: 00:00:22 I do.

Chad Beale: 00:00:23 Yes.

Winnie Frost: 00:00:24 They both said they do. They said that once before.

Chad Beale: 00:00:28 Yes, we did.

Winnie Frost: 00:00:28 So, we'll go ahead and start. My name is Winnie Frost, and I'm a retired National Park Service ranger.

Paula Beale: 00:00:37 I'm Paula Beale. I'm Chief of Media Development at Harpers Ferry Center.

Chad Beale: 00:00:41 I'm Chad Beale. I'm a designer and Acting Chief of Technical Services.

Winnie Frost: 00:00:47 Wonderful. Thank you. Well as you noticed, they have the same last name, so this is kind of a really fun, unique interview because it has to do more with people who are working at the same place who are also related.

Winnie Frost: 00:01:03 So I'll start off with saying, how did you two meet?

Paula Beale: 00:01:08 So we met at work.

Winnie Frost: 00:01:09 Well how about that? That's a great way to start. We're talking about people working together at work, and you met at work.

Paula Beale: 00:01:16 That's so funny. Yeah, Chad, you started at HFC first.

Chad Beale: 00:01:19 Yeah, I started two years before you, '98. Then you came in, was it April of 2000?

Paula Beale: 00:01:22 Right, I came in April 2000. I kind of scoped the area out. Having been a single woman for a while. For a while--my whole life.

Winnie Frost: 00:01:33 Yeah, I was going to say. Is there something hidden in the closet there?

Paula Beale: 00:01:38 So yeah, I was scoping the area out and I will say that the people--so I worked in Exhibits, Chad in Waysides. The people in exhibits also recognized the fact that Chad was a younger, single guy. So we had a few people who wanted to play matchmaker for us, who were pulling for us, like Barry Vance, Chris Dearing, Cindy Darr. Just kind of like, "Ah, you guys would be such a cute couple." But it was awhile until we finally had our first date, right, Chad?

Chad Beale: 00:02:09 Yeah, I mean we didn't work together, so we didn't have many opportunities to interact.

Paula Beale: 00:02:14 Right.

Chad Beale: 00:02:14 Exhibits and Waysides really didn't work--almost were like separate--

Winnie Frost: 00:02:19 World.

Chad Beale: 00:02:20 Worlds. So I didn't interact with you.

Winnie Frost: 00:02:24 And we were upstairs.

Chad Beale: 00:02:26 Yeah.

Paula Beale: 00:02:26 Right, right.

Chad Beale: 00:02:27 They were downstairs.

Winnie Frost: 00:02:28 And you were in the garden level.

Paula Beale: 00:02:28 Yeah. However, I had my eye on Chad.

Winnie Frost: 00:02:30 Oh you did?

Paula Beale: 00:02:31 Even though we didn't work together. So I got to know Chad's schedule and strategically when he would--I know I sound like a stalker, Winnie, but when he would be maybe out in the parking lot to go home, so I would make sure we had these coincidental run-ins, right?

Chad Beale: 00:02:50 Yeah.

Paula Beale: 00:02:51 I also have another funny story where HFC created a brochure. It was to promote diversity, to promote younger people to apply for positions. "Hey, this is a great job opportunity for you." So, when I arrived in 2000, they had just printed the brochures and Chad was one of the people they featured in the brochures.

Winnie Frost: 00:03:12 I think I remember that.

Paula Beale: 00:03:13 Yeah, so I had told my sister, you know my family was used to me just not dating.

Winnie Frost: 00:03:19 Why?

Paula Beale: 00:03:19 Well, I was real focused on career and on my schoolwork, and so I just didn't date. And so when I mentioned to my sister, "Yeah, there's this guy at work," my sister said, "so what does he look like?" So I took the brochure. I mailed it to my sister.

Winnie Frost: 00:03:37 That's adorable.

Paula Beale: 00:03:40 And she called me and she's like, "Yeah, you need to make this work."

Winnie Frost: 00:03:45 Get on it. Now you got yourself a career, you don't have to worry about that anymore.

Paula Beale: 00:03:49 Make this work, yeah.

Winnie Frost: 00:03:50 And get off work at 4:00 or 5:00.

Paula Beale: 00:03:52 Yeah, so I had my little crush on Chad, but it was awhile until--and I was pretty adamant that Chad has to make a first move. I'm not going to make that first move.

Winnie Frost: 00:04:01 Oh, the old Catholic for you.

Paula Beale: 00:04:01 There it is rearing its ugly head. Yeah, and so finally we were both looking for houses at the same time. I was done renting. I knew I was going to be staying in the area and wanted to buy a house. Chad was looking for houses, too. So, Chris Dearing found a house that he thought was pretty good, we might both be interested in that.

Chad Beale: 00:04:23 It was in Winchester, where I had--

Winnie Frost: 00:04:25 Wait a minute. You hadn't even gone out, kind of [crosstalk] and you might buy a house together?

Paula Beale: 00:04:29 No.

Chad Beale: 00:04:29 No, no.

Paula Beale: 00:04:29 This leads to the first date, Winnie.

Winnie Frost: 00:04:34 Oh, okay.

Paula Beale: 00:04:34 This leads to the first date. It's crazy, I know.

Chad Beale: 00:04:35 And the house was in Winchester.

Winnie Frost: 00:04:37 Okay.

Chad Beale: 00:04:39 So, we somehow Chris talked about it to you, Chris talked about it to me. We met in the parking lot one evening, and she's like, "Hey, I'm going to go look at this house." I said, "Why don't I just go with you to look at this house, because I want to look at a house, too."

Paula Beale: 00:04:55 Right.

Chad Beale: 00:04:55 So it wasn't like we were looking at a house to buy together. It was just like, oh, let's just start looking at houses together. It might be a fun thing to do.

Paula Beale: 00:05:03 But imagine looking--it was a Cape Cod. It was a little Cape Cod. Imagine looking at a house with a realtor. They think you're a married couple.

Chad Beale: 00:05:11 Yeah, it's our first date. Oh, you guys are quick.

Paula Beale: 00:05:11 So yeah, and we did--wait is that when we went to the Indian restaurant?

Winnie Frost: 00:05:24 All you did was drive to the house. Oh, God.

Chad Beale: 00:05:24 Yeah.

Paula Beale: 00:05:24 And did we go to the Indian restaurant that same night?

Chad Beale: 00:05:24 Yes, we did. Mm-hmm (affirmative).

Paula Beale: 00:05:25 Well, in my recollection for how we decided to go see the house was I'm sitting in my cubicle at work and the phone rings, and it comes up Chad Beale. I was so excited, like what is Chad calling me for? It wasn't my recollection anyways, that it wasn't in the parking lot, that you called me.

Chad Beale: 00:05:44 Oh.

Paula Beale: 00:05:44 That to me was like--

Winnie Frost: 00:05:44 Already we're starting.

Paula Beale: 00:05:45 I'll tell you why, because we've always said that was our first date. And to me it was because he called me up and said, "Let's go look at the house, and we could go out to dinner, too." I'm like, finally after being here for a year, he's going to ask me out.

Chad Beale: 00:06:03 I didn't really--I don't know. I didn't think of it this way.

Paula Beale: 00:06:05 And you didn't really think of it as a date.

Chad Beale: 00:06:06 I just oh, I'll just take a colleague and we'll go see, go to this house.

Paula Beale: 00:06:09 A colleague.

Chad Beale: 00:06:10 Because I didn't--this isn't really a--is that a good thing to do on a first date, go look at a house together? That's what I--

Winnie Frost: 00:06:16 It sounds a little odd.

Chad Beale: 00:06:17 Yeah, that's why I didn't really think of it as a date. I just thought well, she wants to come look at this house. I live in Winchester. I'm curious about looking at the house. Let's just go look at this house.

Winnie Frost: 00:06:24 Oh, Paula, you didn't live in Winchester.

Chad Beale: 00:06:26 No.

Paula Beale: 00:06:26 No, I was planning on moving.

Chad Beale: 00:06:27 She was in Fredrick.

Paula Beale: 00:06:28 I was honing in on Winchester.

Winnie Frost: 00:06:30 Oh, got it. Got it. Okay.

Paula Beale: 00:06:31 Right. Right.

Winnie Frost: 00:06:31 All right.

Chad Beale: 00:06:32 Yeah, so--

Winnie Frost: 00:06:33 So you took her from here, or did you--

Chad Beale: 00:06:35 I can't remember, or if you drove and met me there or something.

Paula Beale: 00:06:39 I can't remember. We may have-- I don't know. That's a good question. I don't remember.

Winnie Frost: 00:06:44 Because geographically you were also okay.

Paula Beale: 00:06:44 Right, right.

Chad Beale: 00:06:45 I don't think we drove from here. I think she drove there, met me. Then we, just like oh, let's just get some dinner. And we did, and then--

Winnie Frost: 00:06:53 Listen to the way you say it.

Chad Beale: 00:06:53 --again, she keeps saying, "Oh, that was our first date," and I look at her and I'm like, "Yeah, I guess it was."

Paula Beale: 00:06:57 That was on November 9th, okay? November 9th.

Winnie Frost: 00:06:57 Did you keep the receipt and what you ate? You probably know what he was wearing.

Chad Beale: 00:07:01 I don't, no.

Paula Beale: 00:07:01 I don't really remember that now. I don't.

Winnie Frost: 00:07:01 This is great. This is just the first question.

Paula Beale: 00:07:14 And then one week later, you asked me out again to go to a Penn State football game.

Chad Beale: 00:07:19 Yes.

Paula Beale: 00:07:19 That's like, that was one week later.

Chad Beale: 00:07:21 I was given tickets and I said--

Paula Beale: 00:07:22 So you're in the car with somebody for a three hour ride, you go to a long game, you have three hours back. We got dessert. We got ice cream somewhere. That was just the long, that was a real, real date.

Winnie Frost: 00:07:34 I heard something about that. If you can take a long car ride and things go well, there's something there. Isn't that something? Besides looking at a house on your first date.

Paula Beale: 00:07:46 Right, I know. It's so funny.

Winnie Frost: 00:07:48 Did anybody buy that house?

Chad Beale: 00:07:49 No.

Winnie Frost: 00:07:51 Oh, it was a prop.

Paula Beale: 00:07:52 We didn't. Well--

Winnie Frost: 00:07:52 It was a prop.

Paula Beale: 00:07:54 And it is funny. So that would have been November, right? So November of 2001. Then in September of 2002, because

it was close to my 30th birthday at that point- was it my 30th? Yeah. Not my 30th. I was younger than that. But anyway, September of 2002, then we moved into our house. We bought a house together.

- Winnie Frost: 00:08:20 Oh, you know what--
- Paula Beale: 00:08:21 So we did not waste time. So November was our first date, and then in the following September we were--
- Winnie Frost: 00:08:28 Living together.
- Paula Beale: 00:08:28 Well, it was really funny because we borrowed money from my parents for our down payment and my mom was really funny. She's like, "You're not going to turn into one of those girls are you, that just moves in with a guy? But this is going to be marriage, right?" I'm like, "Yes, Mom." We'd already known. We knew. It was just advantageous to get into the market. We knew. We'd had conversations that we were going to get married. Then we became engaged in '03, September of '03. And were married in June, the following June of '04.
- Winnie Frost: 00:09:01 So that was a three year courtship, sort of, or--
- Paula Beale: 00:09:04 Yeah. Yeah.
- Winnie Frost: 00:09:05 And during your courtship, at the office, how do you feel that worked while you were--I know you both worked in different departments.
- Paula Beale: 00:09:16 Right.
- Winnie Frost: 00:09:17 And different floors. But were you comfortable with letting people know about this, or?
- Chad Beale: 00:09:24 Yeah, I don't think we tried to hide it or anything.
- Paula Beale: 00:09:26 No, right.
- Chad Beale: 00:09:27 I mean, because there was no--again, we didn't work directly with each other. There was no supervision.
- Paula Beale: 00:09:30 When we were at work, we were at work. We weren't going off and eating lunch together. When we were at work, we were at work. I was in my area; he was in his. Our close

friend, Chris, who we also work with, he knows. He knew and then--I mean it was to the point then of course when we became engaged, I think a lot of people were really happy for us. They threw a really big engagement party for us. It was a surprise engagement party that I will never forget.

- Winnie Frost: 00:10:00 That building over there.
- Paula Beale: 00:10:02 Yeah, I will never forget that. I was in a meeting. Michael Paskowsky was here as a project manager. He had this project that was kind of big. He needed to meet with us, and this was the first time Chad and I would be working on something. He wanted us at the meeting together. Terry Lindsey was part of it. So Michael Paskowsky, Terry Lindsey, Chad, myself were there meeting. Then they said, "Well, it probably would be helpful if we went over to Cook Hall." It had something to do with--
- Winnie Frost: 00:10:28 Oh, the big conference room.
- Paula Beale: 00:10:29 Yeah, we were going to then move over to the conference room. So they lead us over and I didn't have a clue. Chad, you didn't have a clue. We open the doors and it's completely decorated. HFC folks are over there, and it's this giant, "Surprise." It was this huge engagement party, and it was just, it was so touching. It was something else. Yeah.
- Winnie Frost: 00:10:51 That's really wonderful. So, you felt like working here, even though you're in different locations, that people were totally comfortable with it and embraced it. Because you always hear horror stories, right?
- Chad Beale: 00:11:04 Yeah.
- Winnie Frost: 00:11:04 I guess that's the only kind of stories you hear.
- Paula Beale: 00:11:05 Yeah, I think that Chad and I understood when we're at work, we're at work and there's a line.
- Chad Beale: 00:11:11 Yeah.
- Paula Beale: 00:11:11 You know what I mean?
- Winnie Frost: 00:11:12 Yeah.

Paula Beale: 00:11:13 That we just, we've been able to make that work. We just haven't--I mean as far as we know. I've not talked to people at the Center, but I've never gotten any kind of, any comments that were negative in any way. I think that we've been able to separate work out from the personal.

Winnie Frost: 00:11:33 While you were in this--I sound so old fashioned, courtship phase--it sounds so goofy, doesn't it? Did you work on a project together?

Chad Beale: 00:11:42 Yes.

Winnie Frost: 00:11:43 That one with Michael Paskowsky?

Chad Beale: 00:11:46 Yes, and it wasn't--it was the same park, not necessarily the same project. But it did allow us to sort of merge the time that we were traveling together. We were able to do that.

Winnie Frost: 00:11:55 Was that Lassen or something?

Chad Beale: 00:11:57 Yes. Yeah.

Paula Beale: 00:11:58 Mm-hmm (affirmative). Mm-hmm (affirmative).

Winnie Frost: 00:12:00 Both of you have mentioned Lassen.

Paula Beale: 00:12:02 Right.

Winnie Frost: 00:12:02 In your morning session.

Chad Beale: 00:12:04 Yeah, so I had a wayside project and I had to go out and take some photographs. Paula had to do some exhibit--I think you were doing an evaluation or something.

Paula Beale: 00:12:10 I was doing an evaluation for new exhibits out there. Chad, we had to specifically go on a trail because you were capturing coordinates along that trail, right?

Chad Beale: 00:12:18 Yeah, and taking pictures for waysides.

Winnie Frost: 00:12:20 Yeah right, Chad.

Chad Beale: 00:12:22 I was, actually.

Winnie Frost: 00:12:22 Capturing coordinates?

Chad Beale: 00:12:24 I was actually taking pictures that day for waysides. I was working.

Winnie Frost: 00:12:27 Whoa.

Chad Beale: 00:12:30 But no, it was just the timing was perfect. I was looking for an opportunity to pop the question, and I just thought well it can't get any better than this, and be able to take her up to Lassen Peak and sort of surprise her, because I'm not sure if she had any idea, or maybe she thought--

Winnie Frost: 00:12:55 That's part of the coordinate program?

Chad Beale: 00:12:55 Yes. No, no. I think she had some suspicion, because we had gone to San Francisco on a side trip and it didn't happen there. I didn't ask her there, and then we're getting close to the end of the trip and now we're having to do our work. I told her to come up this day to help me. She had a day off, and I said, "Let's go up and I need to take pictures for these waysides, so come along." You probably just thought well, it's not going to happen this trip. I'm not sure what you had thought, but I'd planned this for a long time.

Winnie Frost: 00:13:25 So, because you knew you were going to go--you knew for a while you were going to have this trip.

Chad Beale: 00:13:29 Yeah, have this trip together.

Winnie Frost: 00:13:30 So wow, you meet on the job, and you even do a project together, and you decide to get married. Look at that.

Chad Beale: 00:13:37 We had one other job together, the Sequoia evaluation. So Paula, at one time, ran our media evaluation program here.

Winnie Frost: 00:13:48 I remember that, yes.

Paula Beale: 00:13:49 Right. Right. That was the Harris Shettel project, too.

Chad Beale: 00:13:50 Sort of a side job. So she helped us do an evaluation, formal evaluation, summative, I believe, of the exhibits and wayside exhibits at Sequoia. So that was one other time we got to travel together.

Paula Beale: 00:14:05 Right.

Chad Beale: 00:14:05 But yeah, Lassen was the one that we'll remember, because--

Paula Beale: 00:14:08 Lassen was pretty amazing, because Chad had, he helped design the ring. He designed the ring and worked with the jeweler, too. So there was a lot of effort that went into that.

Winnie Frost: 00:14:18 Yeah.

Paula Beale: 00:14:20 When we got to the top of the mountain--so there are lots of switchbacks on this trail, and it's literally like you're in the clouds. There was no one else around us, and he literally got down on bended knee and popped the question.

Winnie Frost: 00:14:35 Was that at the coordinate where the ring was?

Paula Beale: 00:14:37 Well, you know what, Winnie, we saved the coordinates and it was part of our save the date in our announcement.

Winnie Frost: 00:14:43 Oh.

Paula Beale: 00:14:43 It was the photo of us. Chad had his tripod, so we took a picture of ourselves on the top of the mountain and said, longitude and latitude. And it was save the date, and it was our picture right after we had gotten engaged there on top of the mountain.

Winnie Frost: 00:14:55 Oh, that's so clever.

Paula Beale: 00:14:55 Yeah.

Winnie Frost: 00:14:55 Were you thinking about that, too, ahead of time? Probably.

Chad Beale: 00:14:55 That was 15 years ago.

Paula Beale: 00:15:03 Longer than that, dear.

Chad Beale: 00:15:05 It'll be 16 years, sorry.

Winnie Frost: 00:15:09 Oops, number two problem here.

Chad Beale: 00:15:11 [inaudible].

Winnie Frost: 00:15:11 How I remember something. Have you heard that song about oh yes, I remember it well?

Chad Beale: 00:15:18 No.

Winnie Frost: 00:15:18 We met at nine. No, we met at eight. You were on time. No, you were late.

Paula Beale: 00:15:21 I don't think so. Oh, oh, yeah, yeah, yes. Yeah.

Chad Beale: 00:15:21 Yes, yes.

Winnie Frost: 00:15:24 Oh yes. You wore blue. No, I wore yellow.

Paula Beale: 00:15:26 It's so perfect. Yup, perfect.

Winnie Frost: 00:15:27 It's from Gigi.

Paula Beale: 00:15:28 Yes. Yeah.

Winnie Frost: 00:15:29 It's a very cute song.

Paula Beale: 00:15:30 Yeah, it's cute.

Winnie Frost: 00:15:31 It's very relevant. You guys would start singing it now. Okay, well that's just a beautiful story. I don't even know where else.

Paula Beale: 00:15:38 Well there's one other thing to add to that. So, we became engaged, right? And we're hiking down the mountain. I'm letting everybody know. They're all, "Congratulations." But then later on--I can't remember how the story got out, if it was the park that submitted it, but there was a travel magazine, right? They were having stories associated with national parks and kind of like, special stories, special events that happened to you in parks, or you have these special connections to parks. And so we submitted, I think it was the park.

Chad Beale: 00:16:10 The park.

Paula Beale: 00:16:10 The Chief of Interpretation asked for a photo. They did a write up in this magazine. It was a German magazine, and the park was awesome. The park gave us a copy.

Winnie Frost: 00:16:18 Did you have that picture?

Chad Beale: 00:16:20 They didn't use our picture, no. They just used the picture of--

Paula Beale: 00:16:23 Picture of the peak, yeah.

Winnie Frost: 00:16:24 Oh, the peak.

Chad Beale: 00:16:24 Yeah, they just showed the picture of the peak.

Paula Beale: 00:16:24 But that was pretty cool. That was exciting, yeah.

Winnie Frost: 00:16:27 That is very, very cool. All these wonderful little things around it. I mean, you ended up working in Harpers Ferry, and you who didn't even go to a park, ended up working at Harpers Ferry. There you have it. And you had people here that were cupids.

Paula Beale: 00:16:43 Oh yeah, oh definitely.

Winnie Frost: 00:16:44 How lovely.

Paula Beale: 00:16:45 Definitely. Mm-hmm (affirmative).

Winnie Frost: 00:16:47 Well, great. Let's see. Have you since worked on any projects since you got married that you thought it might be a little different, or?

Paula Beale: 00:17:01 We're now in different positions. Now Chad's in an acting position with Technical Services, and I'm in Media Development.

Winnie Frost: 00:17:07 So you probably will.

Paula Beale: 00:17:09 There will be. I think there will definitely--we haven't so much in the past that I can think of, Chad.

Chad Beale: 00:17:15 Yeah, when you were directly involved in exhibits, I wasn't doing exhibits. So we went through all the changes and organizational changes. We never worked--except for those two instances. But then when you became the head of media development, in an acting capacity, still I didn't- she was still in a region that wasn't my region. So there really wasn't much overlap. There's been some discussion of projects, but never a direct role in them.

Paula Beale: 00:17:46 I will say though as HFC's lost expertise and even while I was project manager for IMR, I would have to ask you some technical questions, wayside exhibits questions would

come up. Chad would absolutely--and again, there were no problems. I always worked through his supervisor.

- Winnie Frost: 00:18:04 Was this at home or at work?
- Paula Beale: 00:18:06 This was at work. Yeah, and I would always work through his supervisor to just--I was hyper aware of that. And especially for the period of time where I'm the MD chief, or the acting, so I'm his boss' boss.
- Winnie Frost: 00:18:22 Yes.
- Paula Beale: 00:18:23 So I'm just always kind of hyper aware of that, of go to the supervisor. It's a supervisor's role. But there never was a time where I was directly a supervisor, or we were on a project that lasted a long time. I think it was more, I needed some technical advice. In the new role coming up, I think there's definite overlap, because MD, media development, just is going to need a lot of help from technical services.
- Winnie Frost: 00:18:49 Yes, it sounds like it. It sounds like you guys really could expand the opportunities.
- Paula Beale: 00:18:54 Yeah. The director was great, though, because he asked if I thought that that would be a problem.
- Winnie Frost: 00:18:59 That was going to be my next question.
- Paula Beale: 00:19:00 No, he was great. He was really great. He asked did I think that that kind of relationship would pose any problem. And I said, "I didn't think so at all." We both report directly to the director, and if I have a problem, I know who I go to. I go to the director, and it's his to resolve. I think that we've always been set up that way, and I think that's why it works, because you have that line. You've got that recourse, which is the director and that's who you go to.
- Chad Beale: 00:19:28 Plus I think we come at it from different approaches. Sometimes you meet somebody, and they have something that you don't have, or they complement you in a way that makes you a better person. I've always felt that about Paula. She brings so many qualities that I wish I was, that I had.
- Paula Beale: 00:19:54 Wow.
- Chad Beale: 00:19:55 No, it's true.

Paula Beale: 00:19:56 I have many, many bad qualities that you don't want.

Chad Beale: 00:20:01 And I hope I compliment her.

Paula Beale: 00:20:04 Oh, yeah.

Chad Beale: 00:20:04 But we--even though she doesn't understand everything I do, and I don't understand some of the reasons she does--I completely respect that. But yet we have a lot of the same thinking about things, even though I might come at it from a technical mind and she comes at it more from a planning mind and very logical. We both come to the same conclusion many times.

Winnie Frost: 00:20:33 I heard that in your two interviews this morning when you were separate, but very similar.

Chad Beale: 00:20:38 When it comes down to it, we really mesh well when it comes to ideas. It's going back to our second date--

Winnie Frost: 00:20:51 You mean driving there to Penn State?

Chad Beale: 00:20:52 Yeah, driving to Penn State.

Paula Beale: 00:20:53 Which date?

Winnie Frost: 00:20:53 The second one, Paula.

Chad Beale: 00:20:53 Everyone always asks that.

Winnie Frost: 00:20:53 Now he's not saying it's the first one.

Paula Beale: 00:20:53 That's right. That's right. You caught that, Winnie.

Winnie Frost: 00:21:00 Well we got this one resolved.

Chad Beale: 00:21:02 I've learned.

Winnie Frost: 00:21:06 Go ahead. I'm sorry, Chad.

Chad Beale: 00:21:07 No, a lot of times when people meet, there's this hesitation. I had relationships previously to Paula, and I never felt confident in being with someone before. There was always this doubt. I see a lot of people still have that today, even though they get engaged. But there's still this sort of doubt on making the right decision. This is weird to say, but I

knew the second date when we were driving up, when we got to Penn State, that I was going to marry her.

- Winnie Frost: 00:21:41 Oh, that's beautiful.
- Chad Beale: 00:21:43 I knew that this was it. There was no doubt in my mind.
- Winnie Frost: 00:21:48 But you took your time.
- Chad Beale: 00:21:51 Yes.
- Winnie Frost: 00:21:51 Let's wait until we get a project together. Then we don't have to pay for travel.
- Chad Beale: 00:21:56 That's right. But I mean, yeah, I felt like "Jesus, is this right? Is this right to feel like you literally know this is the person you want to be with for the rest of your life? Is it really this simple?" This woman I work with, I didn't have to go out and scour bars or anything. It's just a woman I've been around for a year. Yeah.
- Winnie Frost: 00:22:19 Is that your only other option?
- Chad Beale: 00:22:22 No, what I'm saying is--she's right here.
- Winnie Frost: 00:22:25 She's right in front of me and I'm not paying attention.
- Chad Beale: 00:22:29 Not paying attention. But it was instant and so comfortable. I'm so lucky that--
- Winnie Frost: 00:22:35 You both ended up here.
- Chad Beale: 00:22:38 That that happened.
- Paula Beale: 00:22:42 And I feel the same way. I mean, same thing, our date. Because you spend so much time on that date, the hours driving there, the time spent there, and it just felt totally natural.
- Chad Beale: 00:22:51 Yeah, it wasn't uncomfortable.
- Paula Beale: 00:22:51 There was not one uncomfortable moment. Sometimes you have that as you're getting to know people. It just takes time. It took no time whatsoever. And for me, that was a big deal because I didn't date. I just didn't date or put myself out there to date. But with Chad, you'd think you'd

maybe, I don't know test drive a few before you finally settle, and I didn't do any of that. So for me, looking back, I'm like "Wow, yeah, that is a big deal." I just knew. I was in the same boat, and I think we've both just--

- Chad Beale: 00:23:24 Yeah, we've always been really dead honest with each other, and I felt I've never felt I couldn't be myself around her. So it works well when we work together, because we have that honesty, and we don't feel like we have to hide anything. And we do mesh well together.
- Winnie Frost: 00:23:42 Yeah, it was very evident this morning. You had no idea where we'd be going with our conversations, but they kind of had a lot of similarities.
- Chad Beale: 00:23:53 Yeah, I mean I think it's a good balance. I mean we talked this morning about certain people work well together in a business sense. And you could say a relationship is sort of, you're entering into a commitment with someone, and a sort of relationship business. I think we complement each other well in that regard, both in our personal lives and working together.
- Winnie Frost: 00:24:21 I think it sounds so much like you really do respect where you are and your environment and to make it work.
- Chad Beale: 00:24:29 Yes.
- Winnie Frost: 00:24:29 Some people, I've seen in other places I've worked, and it happened here too, and I was very aware of it, is that they were sort of compromising their professional lives because they constantly wanted to be with the person that they had this crush on or wanted to be dating or were dating, and compromising some of their work, and how they would be reflected.
- Paula Beale: 00:24:53 Yeah, yeah.
- Winnie Frost: 00:24:54 And you guys are very evident of your surroundings, which is a wonderful attribute.
- Chad Beale: 00:24:59 Yeah. I mean we try to be very conscious of that.
- Paula Beale: 00:24:59 Yeah, you need to be. I think you need to be hyper aware of that, for sure.

Winnie Frost: 00:25:04 And both of you are, so it's a really good deal, man.

Paula Beale: 00:25:07 I guess that's why it's worked, you know?

Chad Beale: 00:25:10 People are going to--you can't control everyone's opinions and attitudes and how they see you, but I think we tried to make it a very conscious effort to--

Paula Beale: 00:25:21 No, I think people can see that we're hard workers, that we're here and we roll up our sleeves and we work. And that's first and foremost what we are. We work here. And that's, they see that individually. They see us as those individuals first and foremost.

Chad Beale: 00:25:36 I've never tried to take advantage of her position, in that senior position. I've never--she can say it, but I don't think I've tried to take advantage of that--

Paula Beale: 00:25:45 Oh no, you would never.

Chad Beale: 00:25:47 --or gain anything out of it. Certainly--

Winnie Frost: 00:25:50 That's a very good point.

Chad Beale: 00:25:51 Yeah, I have a supervisor. I've always tried to work within that supervisor. I've never tried to gain anything or get any kind of leverage or special treatment. I've never asked for it.

Paula Beale: 00:26:03 That's good, because you wouldn't have gotten it.

Winnie Frost: 00:26:06 But you know what? I think that's against your nature.

Paula Beale: 00:26:08 Oh yeah, yeah.

Winnie Frost: 00:26:08 That's both of you.

Paula Beale: 00:26:08 Right.

Winnie Frost: 00:26:09 It's just part of your core. I think of one went outside of that; it would be a problem for the other.

Paula Beale: 00:26:15 Right, right.

Chad Beale: 00:26:16 Oh, totally. I mean Paula's a total professional in her position, and she'll even let me know when something's

not-- either we shouldn't be talking about this. Sometimes it's just stuff we're talking about the kids or something.

- Paula Beale: 00:26:35 Or something was simple. For instance, this was before you became acting, Chad, for technical services. Chuck, your supervisor, wasn't in the office, and they asked me to certify time sheets. That's something basic and simple, but I said I couldn't because Chad is in the queue and I'm not going to certify Chad's time sheet.
- Winnie Frost: 00:26:56 Good for you, Paula.
- Paula Beale: 00:26:57 Basic things like that.
- Winnie Frost: 00:26:57 That's really impressive.
- Paula Beale: 00:26:58 But it's like I'm hyper aware that's a line. That's a clear line to me, and I just, I don't cross those.
- Chad Beale: 00:27:04 What I meant before is, certainly we have discussions in the office because we have a family and we have kids, and things come up.
- Paula Beale: 00:27:12 Oh, right, right.
- Chad Beale: 00:27:13 But we don't try to make it a habit of like, that's our--we take away time from our work. We're committed to work and things happen, but I don't want people to think: "Oh, that's all they do is just, they're a couple and they do their couple thing."
- Paula Beale: 00:27:26 There's a time and a place for it, and it's not at work. I mean, it's kind of what it comes down to.
- Winnie Frost: 00:27:31 That's a really good point, because you guys respect boundaries. It's worked to your advantage, because I've seen it differently. So I'm just trying to be very conscious of--these are the hardest working people at the center, so they have other jobs here besides talking to me.
- Paula Beale: 00:27:46 Oh, Winnie.
- Winnie Frost: 00:27:49 So, you started having children.
- Chad Beale: 00:27:50 Yes.

Paula Beale: 00:27:50 Yes, we did.

Winnie Frost: 00:27:51 I remember the first one there.

Paula Beale: 00:27:54 Yeah.

Winnie Frost: 00:27:55 We talked about that this morning.

Paula Beale: 00:27:57 Yeah, yeah. Ethan was born in 2006. So we were married 2004 and had Ethan about two years later.

Winnie Frost: 00:28:04 And how did management treat that situation for you before and after you had your child?

Paula Beale: 00:28:11 Well, they threw another party for us. Yeah, I'm not kidding. They threw--

Winnie Frost: 00:28:18 You had a baby shower.

Paula Beale: 00:28:20 It was an awesome baby shower. We have such great pictures. The decorations were little baby shirts hung up on clotheslines throughout the room--

Winnie Frost: 00:28:30 Oh yeah, I remember it.

Chad Beale: 00:28:30 Yeah, we just, the support here.

Paula Beale: 00:28:32 --bordering the walls.

Chad Beale: 00:28:32 We have such good friends. We have a family, but this is our family. This is also our family here.

Winnie Frost: 00:28:41 Chad always says that at every Christmas party. It's just so lovely.

Paula Beale: 00:28:45 It's true. There are such good people on HFC that when you're going something hard, when you go through tough times, despite any differences that you might have, I think people really drop that and they're there for you. That's just, that's the truth at HFC.

Winnie Frost: 00:29:01 Do you feel like it's sometimes in spite of management.

Paula Beale: 00:29:06 Mm-hmm (affirmative). I can't really say that, I mean because I feel like--

Chad Beale: 00:29:12 Maybe certain times, certain eras of leadership maybe you felt like we were trying to hide things.

Paula Beale: 00:29:16 Yeah, possibly. I'd have to go back and think of--

Chad Beale: 00:29:20 I think there was times where people weren't as open with each other. They felt like there was this sense of catch you at something and distrust of--

Winnie Frost: 00:29:29 Really, really?

Paula Beale: 00:29:30 Or because of protocol you're not allowed to do that. Even though you want to do something that possibly is nice, like, "Hey I'm going to send a card around." Maybe you shared it with a contractor that's sitting at the front desk. Oh no, they're not supposed to sign this, even though you're not forcing any signature. Possibly there could have been instances like that.

Winnie Frost: 00:29:49 Oh, those yeah. [crosstalk].

Paula Beale: 00:29:50 But for us, as related to the baby shower, we felt like it was--

Chad Beale: 00:29:55 Yeah, since it's both of us, I think there was a sense, well we should. They're both here. We're not treating anyone else differently.

Winnie Frost: 00:30:02 Equally.

Chad Beale: 00:30:03 We're giving them both this great party. One of the former employees that Paula--I know his name, David Javier.

Winnie Frost: 00:30:15 Oh yeah, David. Of course. He set up those work plans.

Chad Beale: 00:30:18 Yeah, work plans we're still using today. Amazing.

Winnie Frost: 00:30:21 I heard that.

Chad Beale: 00:30:22 Yeah, he would be so impressed. Wonderful guy. Great office manager, one of these guys that would do anything for you. Super smart. We have this, at this baby shower, he hands--puts this box on Paula's desk the morning of the shower. We were just--what it I was--

Paula Beale: 00:30:47 To this day I'm blown away by it. I'm still blown away by it.

Chad Beale: 00:30:50 What it was, and what came with it was just--we were speechless. We just couldn't--

Paula Beale: 00:31:00 We were literally speechless.

Chad Beale: 00:31:01 --we couldn't understand, one, how--it's such an outpouring of just love from this guy. And we didn't even know that he had this talent. He took a piece of wood from a tree that fell behind the Center. Somehow, he got a chunk of it, let it dry in his garage for a year or something like that, carved a baby rattle out of this solid block of wood to the point where it even had a very intricate carving in it. And it even had a ball inside of it that actually rattled, and a little circle on the end that had a hollow piece in it. So it was very delicate. Not only that, so he hands this beautiful carved piece--it must have taken him, I mean he must have worked months on this thing. He had a sketch book, almost like an artist sketch--

Paula Beale: 00:31:55 Like architectural renderings.

Chad Beale: 00:31:58 Like you'd find a naturalist would do.

Paula Beale: 00:32:00 That he drew. Hand drew.

Chad Beale: 00:32:01 He sketched this thing out to the Nth degree and had all these studies that he had done in this beautiful bound book--

Winnie Frost: 00:32:10 Gosh.

Chad Beale: 00:32:10 --that he provided with it. And these pictures of him, this process.

Paula Beale: 00:32:16 His wife took pictures of him while he was carving, and then they documented the process.

Chad Beale: 00:32:21 It was like this presentation that just blew us away, because we had known David, but--I mean, he's our HFC family, but he's not related to us. We've never done anything outside of work. But just to see someone like this do this for us, it just was very touching to us. We just were--

Winnie Frost: 00:32:44 Yeah, no kidding.

Paula Beale: 00:32:44 And David had told me, I mean I knew that David's upbringing--

Winnie Frost: 00:32:46 That is amazing. That's beautiful.

Paula Beale: 00:32:48 --he had kind of a hard upbringing. He was so excited. He said that I know you guys will be great parents, and it just meant a lot to him to see us bringing a little baby into the world that we're going to raise and that you're going to be great parents. That, it was just so heartfelt.

Winnie Frost: 00:33:04 Oh my.

Chad Beale: 00:33:04 Yeah, it was amazing.

Paula Beale: 00:33:04 It was so touching.

Winnie Frost: 00:33:05 Wow. That's really beautiful. Do you still have it?

Paula Beale: 00:33:08 Oh yeah.

Chad Beale: 00:33:08 Oh yeah.

Paula Beale: 00:33:09 Are you kidding?

Winnie Frost: 00:33:09 And the book?

Paula Beale: 00:33:11 We've stored it because I didn't want my kids to destroy it, and now--

Chad Beale: 00:33:14 Do you think we ever gave that to our baby to play with?

Paula Beale: 00:33:18 I know. Oh my gosh, my baby didn't touch that rattle.

Winnie Frost: 00:33:22 Sorry. That was stupid.

Paula Beale: 00:33:23 But we should get it out.

Chad Beale: 00:33:26 Actually Ethan would be good, because Ethan does not destroy things.

Paula Beale: 00:33:27 No, the little girl destroys.

Chad Beale: 00:33:28 The girl destroys.

Winnie Frost: 00:33:31 Okay. Oh, that's really nice. So jeepers, I'm trying to find some dirt somewhere. Okay, so when you were--you have two children. When you had these two children while you were here, did they make any accommodations for you when you came back to work?

Paula Beale: 00:33:51 Oh yeah, I think I mentioned in the earlier interview, Winnie, the way that they allowed me--I worked with HR, when we had HR, to talk about how I could come back to work, because I still wanted to have a career. I wanted to have some maternity leave, and that was fine. It was worked out so that I could do some leave without pay. So I knew that- I didn't want to be part-time. I wanted to work more hours than that, but that for a certain period of time, I could do some leave without pay.

Paula Beale: 00:34:21 And that's what I did, and that made me feel like I was still, like career was still important, but I could have a little more time. I wanted a little more time, and not just have my son in daycare.

Chad Beale: 00:34:32 Also you were still nursing.

Paula Beale: 00:34:32 Yeah, I was still nursing. So, with my son, that was an interesting time to be a nursing mother at HFC, because--

Winnie Frost: 00:34:42 They don't have too many of those.

Paula Beale: 00:34:44 Well, they're kind of like, "Yeah, where do we put you?" You need to nurse--because we had a cubicle environment. So, I met with Mike.

Chad Beale: 00:34:53 No office is locked.

Paula Beale: 00:34:54 Right.

Chad Beale: 00:34:54 They all have windows.

Winnie Frost: 00:34:56 There you go. And same today.

Paula Beale: 00:35:00 Right.

Chad Beale: 00:35:00 Yeah, so how do you allow her to have privacy?

Paula Beale: 00:35:02 So I feel like yeah, the Center was absolutely accommodating.

Chad Beale: 00:35:06 [crosstalk].

Paula Beale: 00:35:06 But it took a while to get to the solution. But it was poor Mike Alvarez going around the place, trying to figure out, okay, where do we put a nursing mother? So one solution was, there's a maintenance closet that is on the basement level floor.

Chad Beale: 00:35:25 Under the stairs.

Paula Beale: 00:35:26 Under the stairs.

Winnie Frost: 00:35:26 That's so disgusting.

Paula Beale: 00:35:27 That's where all of the cleaning supplies and everything--

Winnie Frost: 00:35:34 And cobwebs.

Paula Beale: 00:35:35 --yeah, is located.

Winnie Frost: 00:35:38 Snakes, and--

Paula Beale: 00:35:38 And then, I can't remember how the story went, but somebody found out that was the plan. I think someone, a maintenance person, it was Gail. I think Gail who was here, and she's like, "That can't happen. They need to find you a better space." And so, and I was just going with it, because the Center was working with me. So then Mike said, "Well, maybe there's a way we can lock the door, the bathroom door for you." Well, there are only two bathrooms. One was men, one was women. Everybody's going to know, "There she is, taking up the bathroom."

Winnie Frost: 00:36:12 Oh, right.

Paula Beale: 00:36:12 So the solution that we came up with was we still had access to Cook Hall. And they had a bathroom door that locked. So, what is the woman's name, Mary Bonna--Do you remember her name?

Chad Beale: 00:36:25 Clark?

Paula Beale: 00:36:25 Yeah, so she would always be over there, and she would know that was my drill. I would walk over here, and I would go into the restroom and I would do my thing and then leave at the end of the day. Now with baby number

two, with Gabrielle, at that point, they had gotten it down and they had more nursing mothers. They had saved a room.

Winnie Frost: 00:36:48 Over there?

Paula Beale: 00:36:49 Theresa Eisenberg--it was in the managers suite, where Michelle Hartley's office currently is, because the door locked.

Winnie Frost: 00:36:54 Oh.

Paula Beale: 00:36:55 So it was a running joke, because Theresa Eisen--

Winnie Frost: 00:36:57 Wasn't there a window, though?

Paula Beale: 00:36:59 Yeah, there's a window, but you shut the curtains. You could shut the blinds.

Winnie Frost: 00:37:01 Oh, got it, got it.

Paula Beale: 00:37:03 And we called it the milking room. It was just like, we had several--

Winnie Frost: 00:37:06 Michelle Hartley is in the milking room?

Paula Beale: 00:37:06 She doesn't know it. Michelle does not know the story.

Chad Beale: 00:37:06 Not there anymore, but yeah.

Paula Beale: 00:37:06 But she's in the milking room.

Winnie Frost: 00:37:12 Oh, that is so cute. Oh, okay.

Paula Beale: 00:37:14 Yeah. Yeah, but no, the Center, absolutely, accommodated us. I felt like there were options for your work schedule. You could do some telework, and I felt that.

Chad Beale: 00:37:23 I will say that from my perspective, because--

Winnie Frost: 00:37:27 Didn't you take leave?

Chad Beale: 00:37:30 I did, but my leave was not considered--I wasn't allowed to take the same type of leave that she was.

Paula Beale: 00:37:37 Right.

Chad Beale: 00:37:38 I wasn't allowed maternity leave--paternity leave.

Winnie Frost: 00:37:41 And maternity leave is--do you get paid during maternity leave?

Paula Beale: 00:37:45 You use your own leave. They are putting legislation through right now that changes all of that, that the father gets it, the mother gets it, and it doesn't come out--it's 12 weeks, and it does not come out of your personal leave. The federal government's [crosstalk] now.

Winnie Frost: 00:37:59 Oh, it's like that leave that they have for family members getting sick?

Paula Beale: 00:38:03 Right.

Chad Beale: 00:38:03 Yeah.

Paula Beale: 00:38:03 But they're doing this specifically now for parental leave.

Chad Beale: 00:38:05 But what the difference was, is she was allowed to use her sick leave for this. I knew that she wanted to stay home for 12 weeks, and that I wanted to stay home for, what was it? A month?

Paula Beale: 00:38:15 Yeah, I think, something like that.

Chad Beale: 00:38:16 But basically we wanted our child to be--

Paula Beale: 00:38:19 Out of daycare as long as we could.

Chad Beale: 00:38:21 --five months or something like that.

Winnie Frost: 00:38:21 Yeah, sure.

Chad Beale: 00:38:21 As long as we could to start daycare. And because I had done it after the 12 weeks, they said that wasn't considered maternity leave, because it's past that point.

Paula Beale: 00:38:30 He wasn't taking care of me and assisting me. I was at work and well.

Winnie Frost: 00:38:34 Oh.

Chad Beale: 00:38:34 So I wasn't allowed.

Winnie Frost: 00:38:36 Oh, interesting.

Chad Beale: 00:38:36 I wasn't allowed to use my sick leave for this.

Winnie Frost: 00:38:40 So what did you do?

Chad Beale: 00:38:42 I had to use annual leave for it.

Winnie Frost: 00:38:43 For a month.

Chad Beale: 00:38:44 Mm-hmm (affirmative).

Paula Beale: 00:38:44 Mm-hmm (affirmative). Mm-hmm (affirmative).

Chad Beale: 00:38:44 I basically killed all that, killed all my annual leave. I think they let me use a week or two of sick leave because it was really close to that time period.

Winnie Frost: 00:38:58 You got sick with baby, didn't you? Could you call up whenever you got sick?

Chad Beale: 00:38:59 Yes, yes. But I just thought it was--I just felt like it was, seriously?

Winnie Frost: 00:39:05 Like discriminatory?

Chad Beale: 00:39:06 Yeah, why can't I use this time, too, to take care of my child? I was going to do it anyway, because this is my only time where I'm going to be able to spend this much time with a child that I want to bond with before I have to go back to work and it's going to be daycare all the time. So, I'm so glad we did it with both kids, and both times I had to do this.

Winnie Frost: 00:39:29 Oh, you used up a lot of leave then.

Chad Beale: 00:39:30 But I just thought "Man, that doesn't seem very fair." It's not like we're both going to stay home at the same time. We didn't need that.

Winnie Frost: 00:39:38 You mean, you could get paternity leave if you stayed home the first three months?

Chad Beale: 00:39:42 Yes.

Paula Beale: 00:39:42 He could.

Chad Beale: 00:39:42 I could have taken and used all my sick leave.

Winnie Frost: 00:39:44 Oh, your sick--

Paula Beale: 00:39:45 I feel like it was an old policy with the federal government that they weren't quite catching up with the times, because that was meant for a time when the mother is the caregiver and the mother stays home. With Chad and I, we are both full-time professionals, right? We work full-time. And so our roles are 50/50. This is not me being the prime parent. We were 50/50 with everything. I think that's a reflection of times are changing, and that kind of rule was old. That's why I'm excited to see today, and I think it should have been done a lot sooner, where wow, now they're offering it as it should be to both mothers, the father, and it's not going to have to come out of your own leave.

Winnie Frost: 00:40:32 Accumulated leave.

Paula Beale: 00:40:33 Exactly. Right.

Winnie Frost: 00:40:34 That is fantastic. But you feel like at least they were trying to accommodate.

Chad Beale: 00:40:38 Oh yeah, they did. I mean, I think the Center did what they could.

Winnie Frost: 00:40:40 How about your supervisor?

Paula Beale: 00:40:41 The center did what they could.

Chad Beale: 00:40:44 Yeah. Yeah. I don't think I had any problems with the supervisor letting me take the leave. I didn't feel any resistance there. It just, that was the rule, that was the policy, and so they couldn't really do anything to violate, basically had to go with the policy. So I just had to work with it, but--

Winnie Frost: 00:41:01 So what did you do about the project both of you were working on individually during those time frames?

Chad Beale: 00:41:06 Well, I mean the good news is you have nine months to plan it.

Winnie Frost: 00:41:08 Yeah, that's true.

- Chad Beale: 00:41:10 So we kind of knew that was coming. So we just had to make- we had planned that she was going to take 12 weeks, then I'd planned that I was going to do that month. So I just made sure that all my due dates--I wasn't traveling and all that, was set up to accommodate that. You did the same thing.
- Paula Beale: 00:41:25 Yeah, I remember specifically with my daughter, who's born in, our daughter was born in 2008, that made the plan for when I returned to work. When I was gone, Krista Kovac, who was a planner, she kind of inherited my projects. Well Krista was also pregnant at the time. But she wasn't on maternity leave like me. So we did a tag team. So when I came back from maternity leave, I inherited the projects back, but then I--
- Winnie Frost: 00:41:55 Oh, okay, because she was going to have a baby.
- Paula Beale: 00:41:56 Yeah, and then I was able to take over.
- Winnie Frost: 00:41:58 Very clever.
- Paula Beale: 00:41:58 So one of her projects was Gulf Islands. And so I always will remember that, because I was going from having a newborn and a two-year-old, and being home, because I tried to keep the two-year-old home with me while I was on maternity leave for some days instead of going to daycare--then coming back to work. There's just a lot of craziness with the two-year-old and an infant. My first trip out of the gate was going to Gulf Islands. It was just like there we are having a margarita on the beach. Off hours. This is after we worked, but it was just like wow, this is so great. It was just so great.
- Winnie Frost: 00:42:34 Those days are over.
- Paula Beale: 00:42:36 That's right. Well, you learn to appreciate it when you get those. You have such a huge appreciation for them.
- Winnie Frost: 00:42:42 So, I was going to ask you that--you guys are so good that I don't really have to ask you, because you're already answering my questions. How did you--since a lot of both of your jobs require traveling, and now you have two children, or even after you had one child of course, how did you negotiate that or work your way through it?

Paula Beale: 00:43:03 Mm-hmm (affirmative). Mm-hmm (affirmative).

Chad Beale: 00:43:04 I think a good thing is because just the nature of our jobs. One required more travel and one didn't. Waysides usually only requires one trip. Exhibits requires multiple trips. And so, by just the fact that we were in Exhibits and Waysides, she traveled more than I did.

Paula Beale: 00:43:22 And when I became a project manager and then Chad was taking on more exhibit jobs, it swapped.

Chad Beale: 00:43:29 Swapped.

Paula Beale: 00:43:29 I didn't have to travel as much.

Winnie Frost: 00:43:32 Yeah, right, right.

Paula Beale: 00:43:32 And Chad did travel. So I took over the home front.

Chad Beale: 00:43:36 Yeah, but when we did travel, I mean, again, we relied heavily on daycare and after school programs. We don't have any family in the area, which makes it very difficult--

Winnie Frost: 00:43:44 Oh, right. You have no family.

Chad Beale: 00:43:45 --to sort of just jump in and give them to grandma or something like that.

Winnie Frost: 00:43:48 Yeah, or they could pick them up or things like that.

Chad Beale: 00:43:49 Yeah.

Paula Beale: 00:43:50 But I'll say, that's where I feel like work was also flexible, that while the kids--

Winnie Frost: 00:43:55 Good point, Paula.

Paula Beale: 00:43:56 --were at school or the kids were at school, it was so much better if I could telework a day so I didn't have the hassle while Chad's gone, of driving there. We live in Winchester, an hour away. So the kids, again, either they were in daycare or at school. I could telework and just not have the craziness. Or as they were older, I could take you to practice. I'm not having to drive. So that was huge to have that.

- Chad Beale: 00:44:21 The smart thing would be to live in Harpers Ferry so we didn't have the commute, too. But we don't. We settled in Winchester, where we actually looked at the house. Not that house, but we did end up buying in Winchester for other reasons. But yeah, it puts the stress, we're an hour away from here. So, the Center's policies on telework has changed. It was pretty rigid. It really wasn't a thing that was offered here. I think you probably got it as a sort of special circumstance.
- Paula Beale: 00:44:58 Earlier, probably.
- Chad Beale: 00:44:59 Earlier. And some people did, it was like you had to really go through a lot to request that. That has since changed, and I think people are seeing the value of that life/work balance and that you can still be productive, and in some cases, be more productive at home than you can be here. It has allowed things when there's safety issues of weather to telework. So, it's really helped us. Our kids are an age where they don't need that hourly supervision. They're old enough that they can stay by themselves a little bit. So, that's helped that they're older. But yeah, no, that flexibility. I'm not sure we would, in other cases in other places, even if we're in parks and we're positions that were safety or law enforcement, I think it would--it would have been a different situation.
- Winnie Frost: 00:45:55 Your timing of when your parents had you guys and when you were born and growing up, you arrived at a good time when things were changing more.
- Paula Beale: 00:46:01 That's right. That's right.
- Chad Beale: 00:46:03 Yeah, I mean, yeah. It's what allowed us to still be full-time employees here, both of us, because of that flexibility. It could have been that one of us had to either drop back, take a different job, do something--
- Winnie Frost: 00:46:15 Yeah, closer to home or something like that.
- Chad Beale: 00:46:17 Closer to home or something, but--and we had great options, great care options in Winchester. That's one of the reasons that we chose that, because there were great care options for us before and after school. The schools are great. So, it has been, that side of it's worked.

Winnie Frost: 00:46:32 That's good.

Chad Beale: 00:46:33 Worked out. It hasn't been easy, of course.

Winnie Frost: 00:46:36 Well, I'm sure. I can't even imagine looking at your calendar, but it must be some--do you have two calendars, or do you mesh everything into one calendar?

Chad Beale: 00:46:45 We share our--

Winnie Frost: 00:46:48 Synchronize?

Chad Beale: 00:46:48 We're working on it. We definitely share our business calendars that we can see. But Paula does a good job of keeping our family calendar. Each kid has a calendar that I add stuff to.

Winnie Frost: 00:47:01 That you make every year on Shutterfly or something?

Chad Beale: 00:47:04 Well, I actually make her a calendar every year.

Winnie Frost: 00:47:07 I know you do that, but I was wondering if you make the kids a calendar.

Chad Beale: 00:47:10 Digital calendars keep track of appointments and things like that.

Winnie Frost: 00:47:13 Are you covering their schoolbooks?

Chad Beale: 00:47:16 No.

Paula Beale: 00:47:16 But you know what's great, Winnie? You were asking about coordinating travel.

Winnie Frost: 00:47:19 Yes.

Paula Beale: 00:47:19 So, Chad's got three weeks of travel starting Monday.

Winnie Frost: 00:47:22 Yes, now how are you going to handle that?

Paula Beale: 00:47:24 So, something that Chad does, I mean he will help me--he's the cook in the family.

Winnie Frost: 00:47:28 I know he's the cook. Right, good point.

Paula Beale: 00:47:30 Yes, he will write up the menu. He hasn't done that yet, but he will. He'll write up the menu, okay, for all of--because my son, at four--I'll never forget. He was maybe two or three when Chad had, Chad's got a trip. My son like, "What are we going to eat, Mom?" And sure enough, he knows Dad's going on a three-week trip and panic sets in. Now Chad has taught me enough about the kitchen and meals. I can prepare certain meals. So, he'll create a menu, and then he'll get the groceries. This is his way of getting me set up.

Winnie Frost: 00:48:00 You get the groceries?

Chad Beale: 00:48:01 Yeah.

Paula Beale: 00:48:01 He'll get the groceries, and then he- so my son has soccer practice. He'll make sure that another parent is set up to take him to soccer practice, because I have to deal with gymnastics, too, which is a few days a week.

Winnie Frost: 00:48:13 Right, right. Now each of you have to have the other.

Paula Beale: 00:48:15 Right. So he--that's a help that he's going to coordinate that, and he sets that up. And then any other appointments, I mean there are other obligations. And then on the work end of it, too. So that's the home life, but on the work front, I know that my supervisor will allow me, like maybe it's a day of telework a week, which will be a huge help. It's just temporary, but it's just going to be one day, if I need that, for the three weeks while he's gone.

Chad Beale: 00:48:40 Yeah.

Paula Beale: 00:48:40 Yeah, so it takes coordination, but we do it.

Chad Beale: 00:48:42 The scheduling's actually gotten worse because all the kids' activities they're involved in. So, the coordination is--

Winnie Frost: 00:48:50 Bigger kids, bigger issues.

Paula Beale: 00:48:51 That's right, right. Mm-hmm (affirmative).

Winnie Frost: 00:48:55 But golly, I'm so impressed how you've been able to coordinate all this. My goodness, and especially one child is one thing, but double it. Two are another reality.

Chad Beale: 00:49:08 Yeah.

Paula Beale: 00:49:08 Which is why I have a whole lot of respect for my mom with her four, to work full-time.

Winnie Frost: 00:49:11 Oh, how about your--oh no, your grandmother.

Paula Beale: 00:49:13 Right, 16. I know.

Winnie Frost: 00:49:15 Goodness gracious.

Chad Beale: 00:49:16 Yeah, that's a factory.

Winnie Frost: 00:49:20 That is so impressive. Are there benefits for you two working in the same place?

Chad Beale: 00:49:26 I think so. I mean, a lot of times you go home, and you have a spouse and they're working somewhere else and they come home, and you want to share a story. You want to basically get therapy. Like, "Boy, this person at work is such a jerk," or something like that.

Winnie Frost: 00:49:41 [crosstalk].

Chad Beale: 00:49:41 Or this happened. A lot of times your spouse doesn't understand what you're talking about.

Winnie Frost: 00:49:46 Or knows the characters.

Chad Beale: 00:49:48 Or knows the characters. Of course you've told them, and you're sort of trying to support them in this third-party way, in this outsiders way. But with us, there's no having to guess. I can literally just say, "Aw, man, this park forgot to give me their comments on this." She's like, "Oh, I totally--". There's no having to explain anything.

Winnie Frost: 00:50:10 Yeah, why do comments matter? You're in charge.

Chad Beale: 00:50:13 Yeah, and since we're both in media, we both come from media development.

Winnie Frost: 00:50:16 Right.

Chad Beale: 00:50:17 And we both have come up through this process. We totally understand. Now, that's one of the benefits of working together. We both can have--

Winnie Frost: 00:50:28 What are some of the obstacles?

Chad Beale: 00:50:30 We both get the same amount of vacation, and we get the same holidays, and so we get to take days off.

Winnie Frost: 00:50:35 Oh, that's right. I hadn't thought about that.

Chad Beale: 00:50:37 Our kids in school, so it gives us the opportunity to have a day off together. So that's nice, but the--

Winnie Frost: 00:50:43 The downside?

Chad Beale: 00:50:44 The downside--

Winnie Frost: 00:50:44 I got that down. You're so good. You're just--

Chad Beale: 00:50:47 The downside of that is of course, it's tough to turn it off.

Winnie Frost: 00:50:51 I was wondering about that. That's why I wanted to ask you about the obstacles.

Paula Beale: 00:50:54 However, when you have kids who are listening, who say, "You stop talking about work," you turn it off immediately.

Winnie Frost: 00:51:04 Yeah, "How about talking about me?"

Paula Beale: 00:51:04 Yup, you turn it off, and that's been- they make you aware of hey, try to keep more of the work, kind of--

Winnie Frost: 00:51:12 At work?

Paula Beale: 00:51:13 Yeah, keep work at work, right.

Chad Beale: 00:51:14 It's tough though, because Paula in her role in the past years in the--she's had two jobs in the past year and a half.

Winnie Frost: 00:51:24 Yeah, I don't know how you do it Paula.

Paula Beale: 00:51:25 Well, a lot of people have been doubled up with work.

Chad Beale: 00:51:27 They have been.

Paula Beale: 00:51:27 I'll tell you.

Chad Beale: 00:51:28 And so it's been tough to turn it off and tough to--

Winnie Frost: 00:51:33 But what about the exhaustion level?

- Chad Beale: 00:51:34 Yeah, she's so dedicated, and the amount of work that she's put in is crazy. But she is dedicated. So it's a tough thing to balance that out. It's something that you have to work at, because you don't--I think she is so dedicated that it's hard to turn it off and to not want to do everything to the best of your ability. It's tough to prioritize. It's tough to turn off when you get home. There's commitments, and it is a challenge, I think.
- Winnie Frost: 00:52:16 It's almost like your kids are sort of a distraction for you.
- Paula Beale: 00:52:18 Yeah, right.
- Chad Beale: 00:52:19 It's easy to let this place take you over.
- Winnie Frost: 00:52:22 Absolutely.
- Chad Beale: 00:52:23 Especially, because you do care so much. So, it's something you have to sort of force. You have to force yourself to stop and force yourself to, you know--
- Paula Beale: 00:52:38 I think that when your kids start saying, "You're working again?" And then when you step back and say, "Wow, you're not going to be in my house much longer. I only have you til you're 18, right? You go to college." My son, he's going to be a freshman.
- Chad Beale: 00:52:52 Paula and I had this realization. I said something--
- Paula Beale: 00:52:54 That's scary, and it's not that work doesn't matter, but it makes you recalibrate. So, I was telling you I had that recent moment where it's kind of like, "Okay, I am not calibrated. I am way too into work right now, which is an important thing, right?" But I'm not going to be good at work if I'm not happy with the home life, either. And so it's like I have to re-balance that. So, it's like something has to give at work. So, that's where you're talking about your supervisor and support. And I had a great conversation with my supervisor who's the director right now, and absolutely supportive. He's like, "Yes, we need to recalibrate some of this. We need to assign somebody that work."
- Winnie Frost: 00:53:35 Oh, that's great.
- Paula Beale: 00:53:36 Total support. And it's going to help me, because--yeah. I mean, just total support, because it's like I realize I don't

want to hear my kids say, "Oh, you're working again." So I feel I've had support.

- Chad Beale: 00:53:46 So I can support her in her efforts, because I know what she's doing. But yet, I can also support her in wanting to scale back, because I know what we need from the home life.
- Winnie Frost: 00:53:58 Right.
- Chad Beale: 00:53:58 So that's where it's a benefit and a challenge at the same time. I've taken on this new role that has some supervision, and so--
- Winnie Frost: 00:54:11 I asked him if he's going to go to supervisory class.
- Chad Beale: 00:54:16 So, we'll see. I've had a good--
- Winnie Frost: 00:54:19 Run?
- Chad Beale: 00:54:20 Run, no I mean-
- Winnie Frost: 00:54:21 Not supervising?
- Chad Beale: 00:54:25 Paula, in her role, has taught me a lot.
- Paula Beale: 00:54:29 I also think by the time you have 20 years under your belt of working, you know what you respect in a supervisor. So you know what you think makes a good supervisor. So you can do it. I know you can do it, because you know what you believe is a good supervisor. That's what you're going to model.
- Winnie Frost: 00:54:46 It's just in your DNA. It's not going to be an issue for you. It's just kind of a--
- Paula Beale: 00:54:51 Right.
- Winnie Frost: 00:54:52 --hassle when you have a problem with an employee.
- Paula Beale: 00:54:54 Yes, it's time.
- Winnie Frost: 00:54:55 Because that's not in either one of your DNA and the red tape. That's where you get super slowed down, and you dream about it.

Paula Beale: 00:55:05 Right. Right.

Chad Beale: 00:55:06 Yeah. Yeah, and it is, we have our personal life. We have our business life. Of course we don't want those to mix and we, I think do a good job of that and try not to--

Winnie Frost: 00:55:16 That's a great point what you just said about mixing it.

Chad Beale: 00:55:19 --because she has things. Again, and that point is, I don't want to take advantage of this position, and so I don't want to know certain things about things that happened with you and your position, because, one, I shouldn't be privy to that as an employee. So, you need to just keep that to yourself.

Winnie Frost: 00:55:37 Oh, you mean when she was in charge of media development.

Chad Beale: 00:55:40 Yeah, or even now she's in charge. There's certain things and aspects of her role that I don't want--keep that--

Paula Beale: 00:55:48 Right, that we draw a line.

Chad Beale: 00:55:49 We draw lines, because it's just not, it's not appropriate, and I don't want to have that. I don't want to see that.

Winnie Frost: 00:55:56 Have that cloud your, maybe your working relationship or your involvement with that--well, that's really admirable. Are you saying that because it's recorded?

Chad Beale: 00:56:08 I mean there are certain things that she shares. She'll say, "I'm going to be putting on my--" Sometimes you'll say that, "Well, I'm saying this as your wife. I'm frustrated with this." And so I'm trying to be her husband. So of course there's things that she gets frustrated with, but that's just part of--

Winnie Frost: 00:56:25 That's life.

Chad Beale: 00:56:26 That's life. So you can't completely turn it off, but definitely there is a professional and a private separation, I think, that we try to honor.

Winnie Frost: 00:56:38 And then you guys, you usually come here separately, don't you?

Paula Beale: 00:56:41 We did for a long time, just because of daycare and child pickup and drop off.

Winnie Frost: 00:56:47 Daycare, yes.

Paula Beale: 00:56:48 But now that our kids are a little older and they can be home by themselves for a little while after school, it's the first year in our, since our son was born 13 years ago, that we've had zero daycare. We do not need any daycare. And so it's given us freedom to be able to drive in together.

Winnie Frost: 00:57:03 Oh, that's nice.

Paula Beale: 00:57:03 On days when one doesn't have to go and take the other, one child to practice.

Winnie Frost: 00:57:07 Oh.

Paula Beale: 00:57:08 So there are certain days we can and others we do have to both drive in separately, because one's got to leave early to go to practice, yeah.

Winnie Frost: 00:57:18 Again, I'd like to see their schedule, their calendar. It must be quite amazing.

Chad Beale: 00:57:24 Yes.

Winnie Frost: 00:57:26 Well, I don't know if I have any other real questions for you. I think it's wonderful that you feel that management's been fairly supportive for your different situations during the course of your courtship and your wedding, and your children.

Paula Beale: 00:57:40 And Winnie, I've mentioned to you I felt like this job has been like the lottery ticket for me, because I got a great job and I got my husband out of it, too.

Winnie Frost: 00:57:47 Oh.

Paula Beale: 00:57:47 The Center is very supportive.

Chad Beale: 00:57:49 It has given us each other and our families.

Winnie Frost: 00:57:51 Yeah. And pay raises. A few pay raises.

Chad Beale: 00:57:51 Yes.

Paula Beale: 00:57:56 There's that, too.

Winnie Frost: 00:57:56 So it seems like just a--

Chad Beale: 00:57:58 And we've gone to parks on vacation and--

Winnie Frost: 00:58:00 You got that out to those parks.

Chad Beale: 00:58:03 Yeah, we go to parks on our vacations and the traveling that I've gotten to go on, that I've been able to do has set up vacations for us. We went to Hawaii this year, took the kids.

Paula Beale: 00:58:13 Chad plans great vacations.

Winnie Frost: 00:58:15 Which island did you go to?

Chad Beale: 00:58:17 We went to Oahu and Maui, spent the weekend.

Winnie Frost: 00:58:19 You and Maui.

Chad Beale: 00:58:20 We spent a week on each, and--

Winnie Frost: 00:58:23 Oh, a week on each.

Chad Beale: 00:58:24 Yeah, I had a project at Haleakala finishing their exhibit project. And so it just worked out that I had to go out there this summer with a contractor for kick off, and it was only going to be like two days. I'd again take some photographs for the exhibits. And so like "You guys are going to come on this one." So, yeah, it just has given us so much.

Winnie Frost: 00:58:45 Did you stay on the west side, or you stayed on the east side?

Chad Beale: 00:58:48 We stayed on both. We stayed up on the northwest side up in Kaanapali.

Winnie Frost: 00:58:52 Kaanapali?

Chad Beale: 00:58:55 Up in that area, then we also--

Winnie Frost: 00:58:56 Napili?

Chad Beale: 00:58:57 Napili. Stayed up in that area, went to Lahaina and did all those--

Winnie Frost: 00:59:01 Whale watching?

Chad Beale: 00:59:01 Yeah, we didn't do whale watching.

Winnie Frost: 00:59:01 Or the whales, maybe it wasn't the--

Paula Beale: 00:59:01 It wasn't the time.

Winnie Frost: 00:59:02 Whale watching time.

Paula Beale: 00:59:05 It wasn't the right time.

Chad Beale: 00:59:07 Then we stayed on the slopes of Mount Haleakala when I was working on the project.

Winnie Frost: 00:59:10 Oh, cool.

Paula Beale: 00:59:11 It was a magical vacation.

Winnie Frost: 00:59:12 Yeah, you guys, a very different temperature up there.

Paula Beale: 00:59:12 Mm-hmm (affirmative).

Chad Beale: 00:59:17 Yeah.

Winnie Frost: 00:59:17 Did you go to that cute little Makala or something? It's kind of like a, it's a real hippy town, really artistic.

Paula Beale: 00:59:25 We did, yeah.

Chad Beale: 00:59:26 [inaudible], yeah.

Paula Beale: 00:59:26 I'm sure we did. I think that's where we looked for some gifts.

Winnie Frost: 00:59:29 Cool, cool town. And of course did you go around to--

Chad Beale: 00:59:32 We didn't get to Kipahulu. We were going to the last day, but we were worried about--

Paula Beale: 00:59:37 Timing, I think.

Chad Beale: 00:59:37 And the weather that evening was, they were calling for some really bad storms, and we worried about getting out. So we kind of scratched that last day of our trip.

Paula Beale: 00:59:49 Oh, yeah, that's right.

Winnie Frost: 00:59:51 So did you take the trail--they don't have the top closed off up there, do they? Mount Haleakala.

Chad Beale: 00:59:55 The summit?

Winnie Frost: 00:59:55 Yeah.

Chad Beale: 00:59:56 No. No, we did go up to the top of the summit.

Winnie Frost: 00:59:59 Did you take the trail, one of those trails?

Chad Beale: 01:00:00 We didn't. We didn't have time to do that. Kids weren't that interested. And the weather that day was not very good, yeah.

Paula Beale: 01:00:09 Oh my gosh.

Winnie Frost: 01:00:09 Because really down in there, there's an amazing number of those lava--well you know about it.

Chad Beale: 01:00:16 Yeah, yeah. Yeah, cinder cones and that, yeah. No, I think they were amazed--

Paula Beale: 01:00:18 Yeah, it's an amazing place.

Chad Beale: 01:00:18 Just a couple times the clouds cleared and you're just like, is that real? That doesn't look real. But yeah, they loved the snorkeling. They loved the beaches. Oahu had amazing beaches.

Winnie Frost: 01:00:30 North Shore?

Chad Beale: 01:00:31 We did go to the North Shore, yeah. It was a time when the waves aren't that big, so. We enjoyed the North Shore.

Paula Beale: 01:00:37 We saw turtles--

Chad Beale: 01:00:38 We saw turtles.

Paula Beale: 01:00:38 --on the beach.

Chad Beale: 01:00:38 Saw a shark.

Paula Beale: 01:00:40 A ton of turtles. It was awesome.

Chad Beale: 01:00:40 Swam with a shark. Kids had a great time. They were jealous that Dad's going back next week.

Winnie Frost: 01:00:48 That's a real benefit of having worked with the Park Service.

Chad Beale: 01:00:52 They've been spoiled. They've been to San Francisco.

Paula Beale: 01:00:53 Oh yeah, they've been all over.

Chad Beale: 01:00:54 They've been to Sequoia.

Paula Beale: 01:00:55 Glacier. Olympic.

Chad Beale: 01:00:56 Yosemite, Glacier. Olympic.

Paula Beale: 01:00:57 You name it.

Chad Beale: 01:00:58 They're going to Alaska this summer.

Paula Beale: 01:00:59 I mean for my kids, to me, my daughter who's 11, she traveled more than I did by the time I was 30.

Winnie Frost: 01:01:05 Yeah, you'd only been to like three states.

Paula Beale: 01:01:07 I hadn't been out of Ohio yet.

Winnie Frost: 01:01:11 So that's yet another benefit of working together.

Chad Beale: 01:01:15 Been to Florida. They've been to Everglades. They've been all over the place.

Paula Beale: 01:01:16 And they have an appreciation for parks.

Chad Beale: 01:01:18 They do.

Paula Beale: 01:01:18 We really instilled that in them, I think, which if we don't do that with our own kids, then we're not doing our job, right?

Chad Beale: 01:01:24 Yeah.

Winnie Frost: 01:01:24 And I also think that it's such a beauty that you got to show your children what you do, because I remember Jack taking our son Alex to the White House, because they were going to have a White House TV show, and at the end of the day,

he comes home and I said, "Hey, wasn't it amazing going there and watching Dad work?" He goes, "He wasn't doing anything." After all that.

Chad Beale: 01:01:45 After all of that.

Winnie Frost: 01:01:45 I mean, for him, it was like you're just talking.

Chad Beale: 01:01:56 It's funny, still when you go, when shown a wayside, what did you do? Did you take the picture? Well, no. Did you write the text? Well, no. Well, did you make the base? Well, no. Did you print the panel? No. What did you do, Dad?

Winnie Frost: 01:02:10 Yeah, what did you do, Dad.

Chad Beale: 01:02:10 Well, I can figure out--

Paula Beale: 01:02:10 Sequoia you did.

Winnie Frost: 01:02:15 Yeah, Sequoia we heard the beautiful story.

Chad Beale: 01:02:18 Yeah, yeah.

Paula Beale: 01:02:19 You did that. You did that [crosstalk].

Winnie Frost: 01:02:19 Your son was more interested in the wayside, how cool it was.

Paula Beale: 01:02:22 Dad did that.

Winnie Frost: 01:02:23 Yeah, Dad did it.

Chad Beale: 01:02:24 Yeah, so it's still explaining to kids what you do, yeah. It's still--

Winnie Frost: 01:02:30 That's cool. And you have something physical that they can look at. Whereas Jack was just talking.

Paula Beale: 01:02:40 It's hard.

Winnie Frost: 01:02:42 For a kid, that's like--most of our parents, well your father was actually, he knew what he was doing.

Paula Beale: 01:02:49 Right, right.

Winnie Frost: 01:02:50 I was clueless, or even interested particularly.

Paula Beale: 01:02:53 Or interested. Mm-hmm (affirmative).

Chad Beale: 01:02:54 Same with my dad. I don't think I went to work with him or anything like that. It's like "Oh, he works in the phone company. He takes care of phones." Didn't really have an interest in it.

Winnie Frost: 01:03:04 Well you can see how many benefits it is to be, to meet each other and work here, and learn about all these great places, their stories. And then to go see them, get your kids involved.

Chad Beale: 01:03:18 Our family still, "You're so lucky you get to do this and get to go here and do these stories. You have the greatest job in the world." So when I have a bad day here or fight something here, I just keep reminding myself of that, that we do have really great jobs and have a lot of--

Winnie Frost: 01:03:39 There's always that nagging part of your job. There's always that administrative thing or filling out your time sheet, or those kind of things that gnaw at you.

Chad Beale: 01:03:48 Frustrations with projects, pace, and project, and things like that.

Paula Beale: 01:03:51 You're going to have that anywhere.

Winnie Frost: 01:03:52 You're going to have it anywhere, but to have it where you know the bottom line is the mission and how great it is, and you're really part of it, is pretty darn exciting. I kept wondering why did I leave. Why did I leave?

Chad Beale: 01:04:10 I've said, and I think Paula is the same way, when it's time for us, when we have the opportunity to retire, I'm retiring.

Winnie Frost: 01:04:16 You are going to retire.

Chad Beale: 01:04:17 I don't have any need to stay. I want to force myself to try something different.

Winnie Frost: 01:04:26 Well, that's a great question, because some of the other people I've interviewed are retired. I did ask the question, "What have you taken from your career to your retirement?" I wasn't going to ask you that, because you're

not retired. But it'd be a lovely thing to ask you when you do retire, because you may end up, both of you, may end up having a business or you might do something locally and you don't want to tell anybody, because they'll want to have you volunteer.

Chad Beale: 01:04:54 Yes.

Winnie Frost: 01:04:54 To do anything requires planning and design. So, I mean there's, I'm sure from your experiences here, you'll have rich stuff--

Chad Beale: 01:05:05 Yeah, I mean since we are close to retirement, and we could retire in the same era.

Winnie Frost: 01:05:10 They're not close to retirement.

Chad Beale: 01:05:11 I'd love to work with her.

Paula Beale: 01:05:11 10 years.

Winnie Frost: 01:05:12 Ten years.

Paula Beale: 01:05:13 Ten long years.

Chad Beale: 01:05:15 I've never got to work with her like where we're really working together. I mean, in this new position I think there's some opportunities here, but--

Paula Beale: 01:05:22 It could be interesting.

Chad Beale: 01:05:22 It could be interesting.

Winnie Frost: 01:05:23 Yes, well maybe we'll have sequel.

Chad Beale: 01:05:25 You'll have a sequel.

Winnie Frost: 01:05:31 Maybe we'll do that in a couple of years.

Chad Beale: 01:05:31 A year later. Yes.

Winnie Frost: 01:05:31 And I would love to interview your kids when they're adults and go, "Do you like parks?" "No. I don't care if I never see another park."

Chad Beale: 01:05:39 "Every time we went my dad took forever."

Paula Beale: 01:05:40 "Made us hike."

Chad Beale: 01:05:44 "Made us hike and stopped at every single exhibit and sign and critiqued it and said what was wrong with it."

Winnie Frost: 01:05:52 Can you imagine? Oh, I won't live to see that day, but--

Paula Beale: 01:05:54 Oh, that would be fun.

Winnie Frost: 01:05:54 --I'm telling you that would be hilarious. All right, well I just have to say, these are fabulous people and it's five to three and they have meetings. They're so busy. So, thank you.

Paula Beale: 01:06:05 Thank you Winnie.

Chad Beale: 01:06:06 Thank you, Winnie, for interviewing us. It was a pleasure.

Winnie Frost: 01:06:08 It was so much fun. Okay.

Paula Beale: 01:06:09 It was.

Winnie Frost: 01:06:10 Carry on.

END OF RECORDING