

**BOD Meeting  
Ranger Rendezvous 31  
12/10/08  
All day meeting in Santa Fe Room**

**Board Members Attending:**

Scot McElveen - President  
Craig Ackerman – Special Concerns  
Mike Anderson – Professional Issues  
Liz Roberts - Treasurer  
Stacy Allen – Strategic Planning  
Emily Weisner - Secretary  
Gregg Fauth – Membership Services  
Todd Stoeberl – Education and Training

**Board Members Not Attending:**

Ken Mabery – Internal Communications  
Curt Treichel – Seasonal Perspectives

**Other Attendees:**

Teresa Ford – *Ranger* editor and website coordinator  
Lee Werst – Past President  
Dan Moses – Ranger Rendezvous  
Tom Banks – member at large  
Dick Martin – past President and member at large  
Rick Gale – past President and member at large  
Jennifer Champagne – member at large  
Bruce McKeeman – member at large  
Barry Sullivan – member at large  
Tony Sisto and Bill Halainen.

**Guns in Parks Issue**

The Regulation has been approved by the Secretary of Interior and it could legally go into effect January 9<sup>th</sup>, 2009.

There are two schools of thought for the opposition:

1. Try to get an injunction against the regulation now, before it goes into effect, and hold up the regulation until the entry of the new administration, when it would hopefully go away.
2. CNPSR has a legal representative who says that an injunction may not be good idea because an injunction needs to show irreparable harm and the lawyer doesn't think that will be easy to demonstrate. There is also a concern that the judge may ask both parties to work out a deal outside the legal realm, which means that the injunction issue would be negotiated under the current Bush administration, which doesn't bode well.

If ANPR becomes party to an injunction attempt, it would include only the organization's name and support, with no financial obligation. There is a potential danger of repercussion from the NPS or DOI against individual ANPR Board members if we support the injunction, though the danger lessens as the current administration's time wanes. BOD members would have the option to resign from the board if there are any repercussions, but there is still a danger.

Craig: there was a gag order from Secretary of Interior's Office issued over the Guns in Parks regulation, but it has been revoked at this time. Craig doesn't necessarily see any repercussions forthcoming.

Note: Out of 140,000 comments submitted on this regulation, 75% were opposed to the regulation.

Dan: Why is the Coalition going a different way than NPCA regarding the injunction?

Scot: There is an NPCA representative at Ranger Rendezvous this year. The Coalition will be on board with whatever the decision is regarding the injunction, but they wanted all issues or angles on the table up front. Other groups who may join the injunction include: the Brady Campaign against Gun Violence, the Humane Society, ANPR, the Coalition, NPCA and the Wilderness Society. The FOP Ranger Lodge was divided over the regulation and has not decided to join in legal action at this time. They probably will not support an injunction. As a result, ANPR will be the only group to bring active employees to the table.

Craig: How sure are we that next administration will be willing to overturn the regulation?

Scot: There are some representatives, such as Tom Kiernan from the NPCA, who are on the transition team now, and they may have the answer to this question.

*Discussion Summary: For now, ANPR BOD is comfortable with the actions and on board with being a plaintiff to an injunction request. Scot will make phone call later today.*

### **Strategic Plan**

As the BOD, we need to shorten the plan and develop annual work goals to support our larger goals. Much of the current plan was based on the needs and goals of ANPR when there was an Executive Director in place.

Goal #1: Advocate for improved stewardship of the National Park System by increasing federal funding of national park operations by 25 percent over the next three years.

The first part – being an advocate for improved stewardship - is good, but increasing federal funding by 25% over three years seems unlikely.

Stacy: We should just argue for improved stewardship of the NPS and pick short term benchmarks – i.e. the theme of this year's Rendezvous. If we want to take the lead in the "green" parks movement, then we make "being green" part of our advocacy goal.

Scot: Is it still a strategic plan if we make our goals for years further out?

Todd: We could shoot for 2016 as a date to accomplish our goals.

Craig: It is not a bad idea to have a number (although 25% is definitely unreasonable at this point) However, now is also not a great time to be advocating for huge increases in federal spending. We may also want to add a goal about developing partnerships to provide money for parks.  
 Scot: There is still a need to have annual work goals, as well as a future date such as 2016.

Proposed change:

First Goal: Advocate for improved stewardship of the NPS.

Objective: increase federal funding of NPS operations by 2016.

Dan: We need a plan how we're going to accomplish our goals in this strategic plan.

Scot: Would like to see a professional paper released by ANPR in the next fiscal year that would detail our goals, concerns and solutions. However, big goals and strategic objectives are sufficient at this point.

Craig: We need to line up our goals with the National Park Service and possibly talk to Bruce Shaffer's office to make sure we're all on the same page. Maybe our objective is to maintain the existing budget, without any erosion.

Bruce McKeeman: Maybe we need to work on eliminating the deficit the parks are facing (which may be as much as 60%) so we can get back up to our minimum operating standards.

Stacy: Maintaining could be short term goal.

Scot: We need a professional paper for the next fiscal year on these goals.

*Long Term Goal: Advocate for improved stewardship of the National Park System.*

*Strategic Objective: Eliminate the financial deficiency in park operations.*

*Short Term Work Goal: Advocate for the maintenance of the existing budget in these tough economic times.*

*ANPR needs to produce an official position paper by next year detailing our positions.*

Liz: Another objective may be to develop a pass for NPS employees that will allow them to visit all parks for free. This would increase stewardship, as each visiting employee takes something away from each park he/she visits. This could be an advocacy issue for ANPR.

Stacy: The counterargument is that employee money in fees does benefit the parks financially.

Craig: We would have to argue and prove the legitimate value of these passes for the larger NPS, despite any potential financial losses for the parks in entrance fees.

Dan: This would also have to get published in the CFR to actually work. But it is do-able.

Scot: We should definitely look at doing this, though it may not be feasible.

Liz volunteered to pursue this issue as a member at large

Goal #2: Increase ANPR membership from each professional sector of NPS employment and overall by 25 percent in each of the next three years.

What is the purpose of increased membership? Is increasing membership just to have more members a good enough goal?

ANPR has 500 life members whose money is basically gone. We are supporting 500 members with the proceeds from Rendezvous and the funds from 700 other members.

We need more membership to get our funding levels back up.

Scot: When ANPR members give interviews on issues (i.e. Guns in Parks), one of questions asked is the total membership. More members carry more weight in the political arena.

Do we want to keep the part of Goal two that reads "each professional sector of NPS employment and overall by 25 percent"?

We increased our membership this year largely because of the health care offering, as well as Teresa's customer service work. ANPR saw an increase of 150 members over numbers as of Rendezvous last year.

The BOD could keep this goal in the strategic plan but possibly take out the last part, which specifies "25 percent".

Recent increases:

FY 2007 – 12%

FY 2008 – 23%

ANPR membership is now at over 1200 members, a level of membership not seen since the 1990s. As of 12/3/08, we added 228 new members this year. The Supernaugh Scholarship Fund generated an increase in the organization as well. We had 21 applicants and 3 awards.

We need to continue to do what we have been doing through an active membership program.

To save money, we no longer print brochures. All information is now via the members, emails or the website.

We do send out flyers, via email (as seen with the Seasonal Health Program).

ANPR participation in other conferences is small, but there is no funding for greater representation. We are in the black for the year end (dues are due this month) for the first time in several years, but we still don't have the financial means to support significant outreach like this and we'll have to figure out how to handle the extra money.

Craig: ANPR needs to emphasize the message that this is not just a law enforcement organization.

Scot: He initiated work plan of college chapter presentations. Is this the best way to handle new recruitment?

The consensus is that ANPR needs to emphasize messages of advocacy and networking (in particular) to attract new members.

Could we put a more general message about the greater benefits of joining ANPR for all NPS employees in a packet or disseminate it through email? Some more general information about the organization (not just health care) would be really helpful in recruitment.

Gregg will work on getting this general information out, but he will need assistance. Getting people to do the work is the difficult part. All human resources representatives will need to be on board with getting the information in the packets.

2009 ANPR Goal: Establish a Membership Committee

- Disseminate information on the ANPR to all employees of the National Park Service

We may want to develop a new flyer for the website, that discusses the benefits of joining ANPR, including advocacy, networking, and health insurance. Emily will work on the flyer.

It might also be helpful to gain an understanding of what the job demographics are in ANPR. We could send out a survey to the membership list or just add a check box to the application form.

We could also start using Fundamentals as recruiting location. Now that Lisa Eckert is at Albright Training Center, we can hopefully work a message about ANPR into the Fundamentals classes. It might be good to develop a working group to meet with Lisa and develop a communication plan.

We also need to make sure we continue with placing follow up calls and emails to lapsed members. While there is not a huge return on the work, a small percent do renew their memberships.

We'll also keep forming college chapters in as a bullet point for FY 2009.

Goal #3: Improve and expand ANPR's role as a valued provider of education and training to NPS employees.

There was not much interest in training sessions for this Rendezvous, but it also didn't seem to work to hold the trainings before or after the conference. We could hold training sessions a few hours on each conference day?

Government employees can attend on government time, but it is up to the supervisor to approve, which has been a problem in the past.

Barry Sullivan has given administrative leave to those attending certain sessions.

Scot has not been able to get official approval from WASO for the organization and attendance of Rendezvous.

Scot will send out an email that details the position of ANPR on training and for the membership to use when trying to take time to attend the next Rendezvous.

Though ANPR is already listed on InsideNPS as a link, it is just not recognized by the NPS as a legitimate organization. We need to figure out, as an organization, how to gain legitimacy.

George Wright and NAI have an MOU with NPS for training.

ANPR had a draft MOU from 2003 under the direction of Ken Mabery. Unfortunately, Ken's perception was that he could not get it off Chris Jarvi's desk and onto the Director for consideration.

Do we want to offer training in 2009? If so, what do we offer? We could try Situational Leadership again. Or we could offer Operational Leadership? There is a void in leadership training offered by the NPS. We could really fill this gap and offer a service that may not have even been recognized as missing yet.

We may hold a session on partnerships and friends groups? This would pull in more interpretive staff. There should be some type of cultural resource related training since Rendezvous 2009 is at Gettysburg.

Todd will contact Rich Fedorchak from Mather about training on partnerships and Friend's Groups.

The length of time of the conference is also a factor in whether or not people can attend. A longer conference really might discourage attendees, especially as travel ceilings really limit attendance.

The length of time also depends on our target audience. Are we trying to attract only those on government time (therefore we should offer a shorter conference). Or are we trying to appease the old membership who likes the free time and activities (therefore we should offer a longer conference).

We could possibly structure the conference so that the meetings and other core activities are in the middle, while activities and field trips are offered on the end of the conference.

Gettysburg is very centrally located and will draw from DC, NY and Boston so hopefully attendance will be up.

ANPR could work with parks that are close to the Rendezvous location to structure tours of their sites. The tours could focus on specific parts of the park, such as the maintenance operation or interpretive operation. Then the field trips would not really be "free days" but part of the Rendezvous program. There are life members in Gettysburg that could help coordinate programs.

*Decision: There will be training sessions offered at Rendezvous in 2009, we just need to develop when it will be held, which trainings will be held, and where they will be held (if part of field trips. \*This will need to be developed rather quickly.*

Other issues:

Why doesn't ANPR have a presentation on hand (via CD or flash drive) to give to groups and parks that would like to learn more about ANPR. Do we want to have some sort of presentation to send to members at parks so they can do some recruiting?

Todd: We may want to consider using a pod cast and putting it on the ANPR website. There is a member – Jeff Axel – who said he would help us get set up on MySpace and with pod casting, etc.

Other issues:

People want to know how they're going to get a job with the NPS. Scot would like to put together a training session on the history and mission of the NPS, with a certificate that participants could put on a resume when they apply for a job.

We may also want to focus on the application and hiring process? Then ANPR could do a workshop on resumes and hiring.

Emily: Combine both these ideas to do a history and mission of the NPS followed by a workshop or panel with those experienced in hiring and supervision who can talk about resumes and jobs.

ANPR could develop a canned program on hiring and the NPS mission that is available for use by those going out to colleges and recruiting at their parks.

Other issues:

To continually update the booklet, *Live the Adventure*, as part of this goal.

ANPR should also put a link to the Eppley Institute on the website.

Goal #4: To develop \$75,000 of annual corporate and/or foundation funding and improved technology to support ANPR goals and operation.

We need someone willing to spearhead the fundraising effort and this may be our only goal for 2009. Fundraising could rest with a board member or a committee.

We have a non-profit individual willing to work with the organization, but we need an ANPR person to help him. This ANPR representative really just needs to write up a proposal on something that ANPR could do to raise money, be it a project, training or other idea.

We also need to publicize the need for people to leave money to ANPR in their estate planning. We have 1,060 email addresses and could send the message out.

Goal #5: Continue delivery and further development of other major services important to members and professional colleagues.

This is a catch-all goal, but many wonderful services are found under this goal. They include *Ranger* magazine, the ANPR website, Rendezvous and the International Ranger Foundation (IRF).

This goal should also include outreach in the form of pod casts, MySpace, and other areas of technology. We need an ANPR volunteer to take this work on.

\*\*There will also be a discussion of Ranger Careers at Rendezvous. This may need to be added to Goal 5 of the Strategic Plan.

**Break from 10:45 a.m. – 11:00 a.m.**

### **Meeting with Coalition of National Park Service Retirees (CNPSR) Executive Council**

Bill Wade: ANPR and CNPSR have many issues in which we are in agreement, including:

Guns in Parks

Ranger Careers

Hartzog Institute

#### **Guns in Parks**

The regulation was published in final form in the federal register. It will be implemented January 9<sup>th</sup>, 2009.

Our legal representative who is advising us about moving forward with a preliminary injunction is still gathering information. This action seems to be something to leave to the lawyers.

This information should get in before the January 9<sup>th</sup> implementation.

The separate issue is the intent to sue under the Endangered Species Act. You have to file a 60 day notice of intent if there is any chance that you will be filing. This notice of intent will be filed within the next day or so. It just puts them on notice and requires them to respond.

The prevailing opinion with most groups is to move forward with the complaint seeking an injunction.

#### **Ranger Careers**

Is there an issue with the perception of commissioned NPS rangers? A session will take place on Friday at 1 p.m. Is this a worthy thing for ANPR and CNPSR to be working on?

CNPSR has commenced with a position paper as part of a series of professional opinion papers on relevant topics within NPS. This is an issue that is even larger than commissioned rangers, as it also applies to the whole service.

This is a separate issue from Ranger Careers / Ranger Futures. CNPSR has made a note to re-engage someone after the first of year to take a new look at 6C retirement.

Dick and Doug Martin with ANPR and Doug Morris with CNPSR are hoping to get to this issue in their sessions and ANPR did an article in *Ranger* this summer as well, in an attempt to create some dialogue. However, there was not much response from the membership.

If ANPR decides to engage in any action to move Ranger Careers forward, we could work with CNPSR on this. ANPR is in a really good position to move forward Ranger Careers because of our representation of current employees.

The ANPR contact was Jerry Simpson, but he's got too much to do to focus on Ranger Careers.

The combined positions are the issue Scot brought up, rather than having exclusive positions. The broader issue is that Ranger Careers was never fully finished. There needs to be an interest from the younger demographic in the middle of their careers.

If Ranger Careers is to be finished, now is a good time to do it. There is a new administration from top to bottom. Possible that ANPR/CNPSR could engage the Second Century Commission.

But, if there is no interest, then the issue needs to be dropped. Dick Martin's session will hopefully address the interest level, though the ANPR BOD needs to make the decision.

ANPR needs to take the lead but CNPSR will support any action.

### **Hartzog Institute**

CNPSR was in on the ground level and now they have a seat on the BOD at the Institute. Maureen Finnerty has the seat as the representative for CNPSR.

#### **Background:**

George Hartzog was a native of South Carolina. Clemson would like to establish an institute, modeled after Hartzog's leadership and beliefs.

The Coalition created a proposal for a Centennial Institute, which was basically a think tank for the NPS. Hartzog approached the Coalition and the two groups merged, forming the Hartzog Institute with the Coalition's think tank. Clemson was willing to take this on.

#### **Today:**

The Institute has been officially established at Clemson. They applied for 501C3 status (this will probably take about a year). While modeled after Hartzog's beliefs, it remains to be seen if the think tank will fit in. The Institute has not filled out their board, raised money, discussed programs, etc. The vision is to have a Founders Board of up to 20 members with various advisory boards and committees. The Institute is privately funded, with a goal endowment of 15 million dollars.

There is a role for ANPR on this, as an advisory committee member. CNPSR can "represent" ANPR for the time being, until there is an opportunity for a more active role.

This eventual participation could be a piece of the "training" goal for ANPR's strategic plan.

Is this an actionable item for the BOD of ANPR at this time?

- Not right now, but hopefully in the near future.
- ANPR could designate a liaison to work with Maureen at this time, but it's not necessary.

Fran Mainella is a visiting professor at Clemson, though she has no official affiliation with the Institute at this time.

### **Other issues**

We all need to keep an eye out for other opportunities for the BOD of ANPR and CNPSR to work together.

Scot: There are some members from ANPR who are concerned that CNPSR is taking the "life" out of ANPR. We need to make sure that ANPR is still relevant and doing things and we need a separation from CNPSR in some ways. Both Bill and Scot are sensitive to this issue from both sides.

Doug and Dick's panel on Friday is part of a series of professional opinion papers. Ranger Renewal seemed like a great topic (preserving the best aspects of the ranger image). There are many older members who might wish the ranger profession to be managed more like it was during their NPS years. Doug wants to take the thoughts of the older members and incorporate them with contemporary events and ideas, such as Ranger Careers.

- But he also wants to make sure this debate does not create more divisiveness and splintering among the membership

Bill and Scot plan to have dinner with Congressman Grijalva on Friday night, if he's available, to discuss issues pertinent to ANPR and CNPSR. There is a possibility that Grijalva will be appointed as the next Secretary of the Interior.

**Lunch Break: 12:00 p.m. – 1:00 p.m.**

### **BOD Member Reports**

#### **Craig Ackerman**

Craig spent time with several members of Congress. Although there was a gag order regarding the Guns in Parks issue, he did respond to informational requests.

He had several discussions on issues regarding snowmobiles, forest thinning and fire regulations, and commercial activities in the parks.

He would like to pursue several other issues further, including covering fixed costs in NPS, and travel ceilings and the effect they are having on training (currently, travel ceilings are based on 2002 FY database). Unfortunately, there has not been much sympathy towards the problem of travel ceilings.

Craig is still working on college chapter presentations, though there are some areas where he cannot represent ANPR, especially where ANPR is in conflict with NPS (he is now on the policy making board for the NPS). Craig will help to develop a professional paper with Scot.

Craig would also like to develop a paper that argues against the retirement policy that states those retiring will lose their unused sick leave. This may decrease morale and increase absentee-ism. ANPR may want to take a position on this FERS bill.

He will also work with the Associate for Natural Resources.

### **Liz Roberts**

Liz passed around reports for profit and loss for the current and most recent fiscal years. She is using QuickBooks online and there are three users – Liz, Teresa, and the accountant in CO. Scot also has viewing rights.

She tried to do taxes for FY 2007 but they are very complicated so she hired a CPA to recreate our financial history for the 6 month period between Von Feldt and the use of QuickBooks. Our taxes were filed in February of this year, which means we met the 6 month extension deadline.

We had \$25,000 in savings that we invested in several mutual funds.

We invested the Health Benefits “trust money” in a 5 month CD in the spring and it was just cashed out (It had reached maturity and we needed to either roll it over with a new time commitment (and minimal interest earned) or cash it out). Now the money is sitting in the checking account until it can be invested again.

Rather than college chapters, Liz focused on the 900+ employees at YOSE. She sent out information on health insurance, Rendezvous, training, etc.

Liz also spoke with Karen (the accountant) about documentation and what ANPR needed to save. We only need to keep five years of financial data. Liz shredded about thirty bags worth of documents that were outdated and contained sensitive material.

Liz will pass on the remaining boxes of information to the next BOD treasurer.

It is Liz’s belief that ANPR may need to hire someone to do the book keeping. She is comfortable with inputting the data but not interpreting it. The taxes and financial reports were previously done by the business office, before we terminated their services. She is not familiar enough with bookkeeping to always understand what Quickbooks includes in report totals.

Teresa stated she does much of the book keeping, primarily through entering deposits and transfer information into QuickBooks. Liz currently enters checks and payments, sets up and maintains the Chart of Accounts, enters journal vouchers as necessary, and reconciles bank statements with Quickbooks data monthly.

**Stacy Allen**

Stacy attended the Chief of Interpretation and Education conference in Charleston and held an ad hoc meeting about the ANPR survey in order to ascertain if employees felt it truly represented the service. Most responses mirrored the survey and folks thought the organization provided a solid advocacy voice for the membership. There were concerns voiced over the lack of training.

He has had no college chapter presentations as of yet, but plans to target the University of TN at Martin, and SE Missouri State.

He wrote observations on the Strategic Plan for the BOD to review, and made suggestions on appropriate revisions.

Stacy also assists with merchandise sales and he did not attempt to create or buy, as ANPR would like to decrease the inventory. He has several items in mind for Gettysburg, including a Christmas ornament with the ANPR logo. He is open to any suggestions on merchandise. He also supported Teresa with sales items in TN, as well as gift items for new members.

Next Year:

Stacy will write the revision of the Strategic Plan and also provide assistance on professional papers. Hopefully the plan will be revised soon and on the web by early spring.

**Gregg Fauth**

There was a flurry of activity at the beginning of the year for annual renewal ships. With three volunteers, Gregg called as many people as possible over 2 ½ months. The response rate was about 10-15 % of members agreeing to a renewal.

There was a 25% increase in memberships overall.

The prime reason for not renewing is loss of connection with the association.

The seasonal health insurance was a big plus for ANPR. Of 230+ new members, 91 chose to sign up for health insurance. (Potential of 192 interested in health insurance - mostly non-permanents). 47% of the potential pool of new members chose health insurance.

The advocacy role is also helping membership. Members are happy to see the organization taking a position on issues again.

Gregg also spread the word at Sequoia about the benefits of ANPR.

Next Year:

Gregg plans to target other disciplines that are not typically represented to gain more potential new members.

Renewals are due Dec. 31. January and February will be spent trying to get back expired members.

ANPR is just finishing our second and final year of pro-rated dues, with 5-10 renewals each month. Most members rejoined for one year. Those joining after October are good for 2009.

We have about a 50% renewal rate right off the bat. It's the other 50% we're working on.

Gregg will probably not do the college chapter presentations, but there are other alternatives to this in the world of recruiting.

Scot: Is presenting at Hocking College and the University of TN soon. He was also contacted by a college in Hot Springs, though there hasn't been follow up on their end.

ANPR's total membership, as of yesterday, is 1208.

It might be also worth adding a question such as "how did you learn about ANPR" on the application form.

Remember that you can recruit from within the parks. You can go to training, discuss ANPR at lunchtime and even use more formal settings within your park. We should also focus on the training centers at Mather and Albright. Regional representatives were supposed to be out spreading the word, though the new structure of the BOD killed these efforts.

### **Mike Anderson**

Was able to get the health insurance information out to all those in the SE region.

He has an appointment on 12/19 with Kennesaw State about forming a college chapter, and will take the second appointment depending on how successful the 12/19 talk may be.

Guns in Parks Issue

He did try to get the information out within the region.

6C packages

Packages were submitted to NPS personnel and FLERT, though there is much disparity in how they were approved or not approved. There was one case of settlement where the individual got the 6C package approved.

He plans to work with Doug and Dick on Ranger Careers issue.

Mike didn't have much time to devote to ANPR this year, but will try to be more pro-active next year.

Some of his duties involve drafting professional papers. Mike thinks it is more likely that he will do a joint paper on professionalizing Ranger Careers.

Papers topics could include:

The future of fees in parks

A professional interpretive paper on the NPS

The Centennial Commission

The Hartzog institute

Competitive sourcing  
 Asserting international leadership  
 Money and priorities  
 Global Climate change and challenges within parks  
 More green National Parks – Mike would like to line up an author for this paper  
 Human Resources situation (a paper by ANPR assuring our support during the transition would be wise).  
 Law Enforcement topics, such as the mandatory retirement age of fifty seven could be a potential issue.

Other professional issues for other disciplines would be gladly accepted.

### **Emily Weisner**

I have participated in all votes regarding ANPR issues. I continue to monitor and archive all BOD votes.

I have recorded, distributed and archived all BOD meeting minutes.

I have completed my BOD quarterly reports for the President's review.

I have reviewed the ANPR strategic plan and made several recommendations.

In lieu of a college chapter presentation, I attended the National Council on Public History's (NCHP) annual conference in Louisville, KY in April 2008. I represented ANPR on a panel that explored opportunities for academic historians and the NPS to work together. I made several contacts with historians at NCPH and will hopefully assist them in the future. I handed out several copies of *Ranger*, and worked to recruit new members. Ideally, ANPR will sponsor and staff a booth next year.

I plan to give my second college chapter presentation to the American University public history program in the next few months.

Next Year:

I plan to focus on bringing the Compendium up-to-date by contacting past presidents and secretaries from 1996-2007.

From here on out, I will send Teresa all the records of voting, decisions, and meeting minutes, for the website

This is the first year I will also be working on the election, with Teresa's help.

### **Todd Stoeberl**

Had a very busy year but did spend some time on ANPR early in the year, setting up training for Rendezvous.

He answered several education questions that came via email, such as how to become a park ranger, etc.

The health insurance information was distributed in his area.

Todd plans to speak with Lisa about how ANPR can use Fundamentals as a way to recruit new members.

There is a vacuum of leadership training in the NPS and there must be a way for ANPR to help fill this void. ANPR may want to develop a position paper on setting aside money for training.

The next BOD member for education and training may want to think about writing a paper on the lack of training and how this could be remedied.

**Break: 2:30 p.m.-2:45 p.m.**

### **Rendezvous 2009 at Gettysburg**

The contract for Gettysburg is done and we have an \$85 rate at the Wyndham Hotel for Sunday Dec. 6<sup>th</sup> thru Thursday Dec. 10<sup>th</sup>.

Program chairs are:

Bill Halainen

Tony Sisto

Maureen Finnerty

Amy Gilbert

Dan would like to finish what he started with the Gettysburg Rendezvous and transition Mike Pflaum (the new contract person for Rendezvous) fully. Dan will continue to review contracts for locations at future Rendezvous if needed. This position is a lot of work and it gets larger the closer it gets to Rendezvous.

The contract agreement started a couple of years ago, and it was agreed that Dan will do Rendezvous planning at a more reduced level, as the contracting and coordinating duties have been taken over now.

Mike will do it for free, as long as he doesn't have to do negotiations for the sites. Dan has asked for an additional \$2000 to assist with the Gettysburg planning. The three program chairs will only do it if Dan is involved.

Given the budget (we'll probably be in the black), do we want to spend \$2000 to have Dan plan for Gettysburg? Or can/should Mike do it alone for the first time?

Scot cannot handle that duty and having a program chair is very important.

Dan has already been paid for a part of the 2009 work and he knows the site and the people.

Lee: The three program chairs are experienced and can put on a very professional program.

Gregg: They fit the themes of leadership and experience

Dan's current year contract is for four installments – he gets about \$625 a quarter. The BOD could add a stipulation about Dan bringing in other money (so ANPR will pay \$1000 up front and will pay additional money based on attendance, or fundraising).

It is very possible that the fundraising would be a distraction from all the work he's doing, and it's a massive amount of coordination. Understanding that this is Dan's last year, after which Mike will take over on a volunteer basis, could be the solution.

**Vote:**

*All those in favor of paying Dan Moses \$2000 in four payment installments for his coordination of Rendezvous:*

Yes - 8

No - 0

*The vote passes unanimously.*

**Rendezvous 2010**

The lodge outside of Yosemite NP at the south entrance of the park has made an offer. The biggest positive is that they have offered a \$5000 donation. However - they will charge for other services such as room space, etc. which will eat into the donation.

The biggest stumbling block is \$122 cost per night – with taxes; it would be \$130 per night. If you stayed the week, it would be close to \$1000 per person, not to mention the huge transportation costs to get to Yosemite.

We've never paid more than \$89 per night for a Rendezvous.

This year's Rendezvous in Santa Fe is the biggest in 3-4 years.

Scot: Would like to ask the general membership's opinion about rates and a possible increase to see how they would feel about it.

Rotating East to West Rendezvous was the tradition but the belief was that East coast Rendezvous have not been well attended in the past. Recently, there have been three Rendezvous in the west in a row and there have been complaints from the membership about a lack of conferences in the East.

It is always helpful in negotiations to let the hotel know you have three or four other great proposals.

**Teresa Ford**

*Membership*

(rough estimate)

ANPR has 233 new members as of 12/9/08

Annual Members – 713

Life Members – 495

TOTAL MEMBERS– 1208

In 2007:

- 1002 members (ever changing number)
- 257 new members
- 139 lapsed
- Net increase of 118 for this year

Our insurance program has 162 participants and 91 are from this year.

Enrollees pay 6 months at a time –\$ 83.52 per month.

We had the most new enrollees in July.

We have about 30 members a month who need letters reminding them of health insurance renewal.

#### *Membership Renewals*

- We are sending out almost all renewals by email. They are sent out in early November for Dec. 31<sup>st</sup> (there are about 700 notices and it took about 3 hrs.)
- Approximately 30 emails came back as undeliverable and 100 members have renewed – we suggested payment by check (to save on bank transaction fees), although many paid by credit card anyway.

Teresa will send out reminders; also trying to handle the Fall Fund Campaign. All messages are sent out via the email list.

#### *Fall Fund*

Some members who did super raffle donated money but there are many newcomers to the Fall Fund donation. Currently, there are approximately 80 donors for \$6400 so far. Teresa set a personal goal of raising \$8000.

The most we ever made for super raffle was \$12,500 in 1991. In the last few years, we have made roughly \$4,000-\$5,000 per raffle.

Some of interest in Fall Fund is probably related to the tax write off benefits.

#### *Insurance*

It is time to do a new contract with Aetna. The insurance broker has been negotiating rates and looking at other deals. However, Aetna has come in with best bid and it's just easier to stay with them.

Cigna declined to make a bid and AIG was out of ball park. The final contract is being drawn up. Monthly rates are going up to \$87.70 from \$83.52. The broker talked Aetna down from raising the monthly rates to \$90.00 or more. But in conjunction with the lower rate, we also have to offer dental and life insurance with Aetna.

A service charge was levied and we made \$2850 to help pay for Teresa's time to run the health insurance program. This amount raised covers this portion of her salary.

We don't allow credit card payments for six-month premiums, unless they pay a \$15 credit card fee (3.5% of total sale) to cover the bank transaction fee.

**Break – 3:50 p.m. – 4:00 p.m.**

*Finances*

Our payments and print costs for *Ranger* magazine have stayed remarkably stable with hardly any increase.

We had a four-color cover for free in the last issue. The printer will continue with the color cover for free if we like it.

It is most beneficial financially to keep our page number at 28 pages (Teresa has to cut or add in groups of four).

We save money at this number because more pages costs more in shipping fees and postage. Postal rates have nearly doubled in the past two years and now we pay about \$350 to mail copies for each edition.

Extra copies were ordered this last time and we ran out despite the extra ordering. We receive 1400-1500 copies per printing.

Adding advertising would add more pages (and cost in shipping). We would have to clear a certain amount in advertising to make the additional pages worth it.

Note: According to postal regulations for nonprofits, we cannot advertise for travel companies, insurance or banking because of our status as a 501C3.

There is always more than enough material to fill the magazine.

It also will not save much money to print fewer issues because paper cost differences are small, for example, if you print 1,300 or 1,400. We could, however, reduce the number of copies if some people opted to receive the magazine electronically.

*Contract Issues*

Teresa has used up the money in her contract and there are still a couple of weeks left in this contract year. She has donated dozens of hours but she can't do that for the remainder of the year, as there is too much work to be done. There are about 30 more hours of work from 12/1/08 - 12/31/08.

- Her original request for \$12000 has run out. She would like additional money to cover this year. Next year, she will increase her requested amount by 5%.
- Teresa has not received a pay increase for her work on *Ranger* and the website since 2003. She would like a 5-6% increase for the next fiscal year.

So next year's rate for membership work would be \$14,700 and the extra 30 hours this year would be about \$900. The total for her work on *Ranger* and the website next year would also be about \$14,700.

Scot: We could cut an issue out of the magazine and only send it out three times a year.

Teresa: This is her livelihood and the membership really likes *Ranger* magazine.

*Website Information*

We do have total hits and numbers statistics listed somewhere if anyone is interested.

The web server has been great, with no problems thus far.

A two year contract is Teresa's preference for her work, as this follows standard business contract models.

Editorial deadlines for *Ranger* can be negotiated with the printer.

**VOTE:**

*Is the BOD in favor of paying an extra \$900 for FY 2008 for Teresa Ford's work on membership services –*

*Yes – 8*

*No - 0*

*The vote passes unanimously.*

**VOTE:**

*For Teresa Ford's work on membership services in FY 2009 (a one year term from Jan. 1, 2009– Dec. 31, 2010) the BOD will pay NTE \$ 15,000 –*

*Yes - 8*

*No -0*

*The vote passes unanimously.*

**VOTE:**

*For Teresa Ford's work on Ranger magazine and the ANPR website in FY 2009 and FY 2010 (2 year contract) at \$3675 per issue, which includes website work. (a 5% raise from \$3500). This includes the understanding that ANPR could decide to cut an issue if necessary and knowing that the editorial deadlines are flexible-*

*Yes – 8*

*No – 0*

*The vote passes unanimously.*

The BOD will also propose online issues of *Ranger*, as well as other online services.

Still to discuss: Themes for RR 2009 and 2010; themes for upcoming issues of *Ranger*; election; temporary BOD appointments; possible BOD reorganization; budget; and sales.

**5:00 p.m. - The meeting is put on hold until the next session.**