

**ANPR Board Meeting
Gettysburg, PA
Ranger Rendezvous
12/6/09**

Board Members Attending:

Bill Schappell

Tom Banks

Rebecca Harriett

Stacy Allen

Kendell Thompson

Emily Weisner

Scot McElveen

Mike Anderson joined about 10:30 *am*

Gregg Fauth joined about half-way through the meeting due to flight delays

Other Attendees:

Teresa Ford

Lee Werst

Dick Martin

Dan Moses

Bill Wade

Bruce McKeeman

Tony Sisto

Deanne Adams

Glenn Davis

Barry Sullivan

Bill Halainen

Mark Herberger

John Townsend

I. Annual Budget Cycle Discussion

- ANPR is \$20,000 in the black at the time of this meeting for fiscal year 2009
- Taxes were completed on time this year thanks to Bill, Teresa and Karen the accountant
- Teresa continues to handle the book keeping in Quickbooks

II. Membership

ANPR MEMBERSHIPS FOR 2009 (as of 12/4/09 courtesy Teresa)

ANNUAL = 694

INCLUDES:

SEASONALS, INDIVIDUAL: 348

SEASONAL, JOINT: 20

PERMANENT/RETIRED, INDIVIDUAL: 165

PERMANENT/RETIRED, JOINT: 11

LIBRARY: 8

LIFE: 2 (not fully paid)
GIFT: 28
STUDENT: 18
SUSTAINING: 36
COMP: 50 (for 1st-time Rendezvous registration)

LIFE = 495 (all payments complete)

TOTAL MEMBERSHIPS - 1,190

(But if you add in the additional people with joint memberships, the number increases by 59 to 1,249)

NEW MEMBERSHIPS IN 2009 as of 12/3/09 (included in total count above) = 265

INCLUDES:

SEASONALS, INDIVIDUAL: 139
SEASONALS, JOINT: 9
PERMANENT/RETI, INDIVIDUAL: 23
PERMANENT/RETI, JOINT: 2
LIBRARY: 2
GIFT: 19
LIFE: 1
STUDENT: 13
SUSTAINING: 7
COMP: 50 (for 1st-time Rendezvous registration)

NOTE: In January 2009, 300+ members had not renewed. About 30 came back in the next few months. So far about 50% of the annual members have renewed for 2010

PROFILES/JOB DISCIPLINES of ANNUAL MEMBERS in 2009

ADMINISTRATION = 18
COMMUNICATION / PUBLIC AFFAIRS = 4
EDUCATORS = 5
FEE COLLECTION = 4
FIRE = 3
HISTORIC PRESERVATION = 1
HR = 1
INTERPRETATION = 156
LEARNING & DEVELOPMENT = 1
MAINTENANCE = 20
MANAGEMENT = 11
VUA = 8
PARK PARTNER = 13
PROTECTION = 116
RESOURCES = 42
STUDENTS = 39
VOLUNTEER = 5
OTHER
BACKCOUNTRY = 1

DISPATCH = 1
FEE & REVENUE = 3
GENERALIST = 1
PHOTOGRAPHER = 1
PLASTIC LUMBER SUPPLIER = 1
SPECIAL PARK USES/PUBLIC AFFAIRS = 1
VISITOR CENTER, FOREST SERVICE = 1
TRAILS = 2
TRAINING = 1
VOLUNTEER MGT = 1
SCULPTOR = 1
SAR = 1

UNKNOWN = 226

We have E-MAIL ADDRESSES FOR 666 of 695 ANNUAL MEMBERS (96%)

NO CAREER STATS ON LIFE MEMBERS
E-MAILS FOR 311 OF 495 LIFE MEMBERS (63%)

- Overall, retention of members is slightly problematic –renewals were sent out earlier which has helped our numbers

Health insurance:

- Of the NEW MEMBERS IN 2009, 84 of an eligible 167 (51%) chose the health insurance; 6 canceled after their first six-month period
- As of 12/1/09 205 people were enrolled in the Aetna health insurance program. The number fluctuates monthly, but stays in the 200 range
- Suggestion made from BOD that we could we shoot for a goal of 2016 members by 2016. This may be quite a stretch for the organization

III. 2010 RR

- The 2010 Ranger Rendezvous will be held at the Riverhouse Resort in Bend, OR at the end of October
- 2009 is Dan's last year as Site Coordinator for Rendezvous
- Mike Pflaum has worked with Dan and has indicated that he will be the site coordinator next year. This is a big job and includes organizing the raffles, room set-up, coordination of programs, etc. Having someone on site is really critical to Rendezvous' success
- BOD is encouraged to look for possible program coordinators next year, especially those who live in the area of Bend, OR

IV. 2011 Site for RR

- The location for this Rendezvous has not been investigated because of the uncertainty if anyone would run for ANPR President. Once that is resolved this week if we do have a candidate or candidates for president then the search will begin with a hope to sign a contract by the summer of 2010.
- Site suggestions for the East Coast other than those on the agenda:
 - Traverse City, Michigan (Sleeping Bear Dunes NL), Bowling Green, Kentucky (Mammoth Cave NP)
 - New Orleans – possible but really expensive
 - Orlando – ANPR could possibly work something out with Disney World
 - Las Vegas – Expensive and the smoke in casinos was problematic in Reno
 - San Antonio – Expensive
 - Williamsburg, VA- There is a hospitality House run by William and Mary. Rooms are in the mid-\$80s price and there is convention space.
 - Denver – Deanne Adams and Tony Sisto went to YMCA of the Rockies for IRF Conference. Booking this location would require change in structure of Rendezvous. They offer package deals – it looks expensive but attendees get meals and included. There is also the problem of a hospitality room. ANPR would need its own building as the YMCA is a Church organization and doesn't allow alcohol
 - Nashville
 - Yosemite – wouldn't give us a decent rate at any time except early December when it was poor weather.
- In Dan's experience, the most difficult part is finding hotels and sending proposals. It takes a huge amount of time to track all of this information.
- Places where we had past conferences and built relationships are not necessarily reliable or less expensive. These places have high turnover so you're not dealing with the same people.

V. Votes

Vote to approve minutes from the last BOD conference call:

- Unanimous approval by BOD, 7-0

Strategic Plan:

- Stacy looked to other organizations for a model as well and believes membership should get a chance to review the Strategic Plan.

Teresa will put the proposal on the website and put a link in the next *Ranger* magazine. All comments on the proposed changes to the strategic plan will be directed to Stacy. *Ranger* magazine will hit mailboxes by January 20th and there are 1050 members on the email list. We could use other methods (such as Facebook and LinkedIn) to solicit comments. BOD and members should have comments to Stacy by February 15th.

Scot will send an email reminder to the membership about the proposed changes as well.

Electronic Voting:

- Emily: amend the bylaws and state that:
The proposed amendment to Article XI, Section B, Paragraph 3:

Nominations for vacant positions on the Board will be received at each annual Ranger Rendezvous, or by mail, fax, or e-mail to the Secretary or any election committee member no later than 7 days following the Rendezvous. Nominations may be made by the election committee or by any active member. The Secretary or a designated representative must receive nominee information within 14 days after Rendezvous. The Secretary or a designated representative will prepare ballots within 30 days following the Rendezvous; deadline for receipt back to the Chair of the Election Committee is 30 days after ballots were sent to the membership. The ballots will be prepared so as to allow write-in votes from the membership for each position listed and sent out electronically. Members who do not wish to receive an electronic ballot must request a paper ballot from the Secretary. Requests must be made no later than 14 days after the close of Rendezvous. Those elected will take office on January 1, or the date of count, if after January 1, following the Rendezvous of nomination.

- Rebecca Seconded the move to vote
- Unanimous approval by the BOD, 7-0

Emily will follow up with Liam on his motion last year on making ANPR a carbon neutral organization.

VI. Agenda for RR 2009

Brief by Bill Halanien and a review of the agenda for Gettysburg.

VII. Upcoming Themes for *Ranger Magazine* 2010

Mark Herberger will continue as editorial advisor for the 2010 issues of *Ranger* magazine.

Last year, we looked at several controversial issues that would inspire discussion in *Ranger* magazine. Is this a good track to continue? Below are suggested themes for issues in 2010:

- A follow up article on the implementation of the Guns in Parks issue. The law goes into effect 2/22
- Take a look at health care in the U.S. – possibly focus something EMS/medical response related and slip in information about our own health care offerings
- New SAR standards are coming out this year
- History of ANPR issue – ideas that generated the organization, background, etc. Look at any correlations between ANPR’s stance and any changes/laws, etc.
- The new “Operational Leadership” program about risk management in NPS.
- State of the National Park Service – did we fulfill Albright’s challenge not to become a mindless bureaucracy?
- Sesquicentennial of Civil War – issue on preservation. Good timing for spring, 2011 when the kickoff occurs. Rebecca is willing to work on this topic. We could also open this issue up to other institutions or organizations who could use a little publicity or assistance/exposure, even if they are not part of the NPS?
- Hiring officials could write up a piece on their respective need for seasonals? Advertise the hiring center at HFC? Seasonal hiring forecasting column? Something for the Seasonal Perspectives BOD member to work on?

VIII. Individual Board Member Reports and Discussion

Rebecca Harriett

Operational Leadership Training is being offered today and 15 people signed up. This training will go towards an employee’s 40 hour supervisory training requirement

Ideas for training in Bend, OR next year?

- Rebecca would like to survey the membership. We could use Survey Monkey?

- We could we work in partnership with Fundamentals. In the past, one problem was that training was offered before Rendezvous and no one stayed beyond the training.

We could also develop a course that ANPR can adopt. Previously ANPR offered a managerial grid course.

Tom Banks

Canvassed the membership about seasonal hiring and published an article in *Ranger*

Attended Alaska Pacific University to talk about college chapters.

Organized a job research panel for RR. This panel will be part of the exhibitor panels on Monday and Tuesday nights and during the break.

Mike Anderson

Working to established college chapters in Atlanta. Interest is there but we need to communicate the advantages.

Dealt a good deal with the 1801 Controversy – it illustrates the fact that we must be diligent in monitoring what is going on the front burner and keep an eye on what’s coming out of WASO, etc. (1801 was an attempt by DOI to change all those employees with commissions in BLM, USFWS, etc. into land management law enforcement officers as a blanket title instead of park ranger, etc.). ANPR may want a full position paper to have ready in case this issue arises again. Mike was tasked to draft this full position and submit to the Board.

Would like to contribute to proposals coming from Jarvis.

Emily Weisner

Worked on her election responsibilities at the beginning of 2008 by preparing and distributing electronic and paper ballots to the membership, ascertaining results and informing the membership.

Also completed the typical work associated with her position: record, distribute and maintain minutes, keep record of and archive ANPR BOD votes, update by-laws when necessary (will be soon with strategic plan).

Continued to work in partnership with local universities.

TO DO: Bring Compendium up-to-date by contacting past Presidents and Secretaries from 1996 – 2007 to get notes and files.

Kendell Thompson

Developed a draft fundraising plan – a road map for the next BOD member who takes on fundraising.

- Wrestled with appropriate and likely funding source. Netflix? Coffee places? Fiat? Garmin? He sent out a series of letters to potential donors but has not heard back yet.
- BOD is asked to please look over the plan and give feedback.

Brought with him the ANPR music CD draft copy. The project has been in hiatus for a long time. Kendell had a huge number of submissions and the legal work and recording work are on standby. He will burn copies of the CD and send them out to the BOD to review.

- There are several options on ways to proceed. ANPR could sample songs on our website, or use Facebook. We could do professional CD recording and art or do them ourselves. He is still working on liner notes. Hopefully we can do 15 second samples on the website.
- BOD – pay attention to the order of the CD and range of talent. These are all original songs – some artists are in the NPS, some have left the organization. Please give feedback on the CD.

Asking for money from corporations or foundations needs specific projects to accomplish in order to get them interested. The proceeds could go to help college chapters, especially if the money is geared towards recruiting with greater diversity. It is difficult to get a grant for operations.

Stacy Allen

The Revitalization Proposal from Deanne, Tony, Dick and Bill could alter the outlook of the organization dramatically. Their recommendations could definitely overhaul the system and put some teeth into the strategic plan.

Strategic Plan was his main focus.

Still working on college chapter at University of Tennessee at Martin. He has had the same problems of finding the right people and getting things going.

Worked his own network on 1801 issue.

Merchandise – only purchased a couple of items for the Rendezvous after hearing caution from the BOD.

- ANPR pocketknife – how much? \$3 - \$5 for sale?
- ANPR Umbrella – 36 in number. Sell for \$15?
- The production of these items was a donation from the Diane and Stacy Allen.

He can do a second order on these items if they sell out.

Lee Werst

Will give the President's Award and Corporate Award to Scot for presentation at Rendezvous. After recipients were selected by the Board and Scot, Lee had these awards made at his own expense.

Bill Schappell

His objective is to make our money work for us.

ANPR Savings account: Fair amount but not producing any interest - only .03%. Bill increased savings to different account where ANPR is making .65%. Minimum balance of \$25,000 required.

Also opening a certificate of deposit at another institution and put more money into our checking account. There is \$30,000 in this account and we committed to 11 months.

Wanted something conservative to protect the money but would also increase the value of the money.

Gregg Fauth

Much of his work was front loaded at the beginning of the year – many, many phone calls to membership with the help of three volunteers.

Since then, he has answered responses to other inquiries.

Volunteers may help the next Membership Services BOD member– or other volunteers could probably be located. There is still a great need to let employees from other branches of the NPS know ANPR exists as a resource. Phone calls are very beneficial and should continue.

Need to continue to expand outreach on health insurance for seasonals. Possibly include it in seasonal orientation.

Contingent on Director's/NPS approval:

1. ANPR needs to be able to send out emails to the NPS.
2. Recognition that people can come to ANPR RR on government time/travel.

IX. Business Manager/Editor/Web Coordinator Report

Teresa Ford

- Continues to maintain and update website.

BOD members need to look at pages pertaining to their responsibilities and let Teresa know about any edits/changes.

She also linked many topics from Facebook back to our website.

Fall Fund Campaign: Raised \$8500 last year. There were very few expenses and she is running the campaign again this year

- 80 donors thus far – average is \$58 per person
- Last year was higher due to a donation from the Supernaugh family
- Another reminder will be coming

Suggestion from BOD: Get ANPR listed on Combined Federal Campaign. However, ANPR needs an audit to be able to be listed.

Business Manager Contract update for 2009. Teresa will continue to do the work at the same rate. This is a one calendar year contract. Current amount is \$15,000 per year and Teresa is still within that contract

X. Elections

- President
- Membership Services
- Special Concerns (1 year term)
- Fundraising

Suggestion presented to BOD: Shorter BOD Terms.

- Three Years does seem to be a long time. Two years might be less of a commitment and more appealing for potential BOD members.

Terms were set to stagger elections and therefore ease transitions of new members.

Turn-over would be higher.

The BOD had two years terms prior to 1995, 1996 and three year terms just a suggestion for something new.

Emily's idea – come up with a draft motion for further discussion at general session.

Teresa's Contract Vote:

Motion: ANPR will pay Teresa Ford \$15,000 for calendar year 2010 to continue as business services manager.

Unanimous approval, 9-0

XI. IRF

Deanne Adams and Tony Sisto presentation. There is an International break out session on Tuesday and attendees will get a full report about the IRF Congress.

ANPR International Budget

- ANPR has three international accounts.
- One fund is dedicated to families of rangers killed in active duty and named the Dependents Fund. We are holding this for the Thin Green line. It is dedicated for a purpose and cannot be used for other uses. It is also still several months out from use.
- IRF Bolivia Fund – ANPR gave IRF a loan of \$2000.00 for Bolivia
Money will go in a separate savings account per advice from our accountant.
The money is IRF's (except for the Bolivia loan) and ANPR is holding funds for IRF in an ANPR account with an IRF fund name on it.

IRF Friends Group was mildly successful and raised about \$2935.00. This is money that ANPR can use and is not obligated.

World Ranger Day Seminar brought in \$1234.00

Does the Dependents Fund needs a separate account?

Bolivia: Money from ANPR was a huge help for the conference. \$2000 helped launch the website and allowed people to register. Very successful attendance – 261 rangers from 43 countries. Bolivia needs to come through on the money to pay back ANPR, but if not the ANPR loan can be repaid through IRF funds.

Dependents Fund – no official MOU with Thin Green Line but a draft version does exist. MOU will focus on how money will be spent.

2016 bid – ANPR could host the Congress in 2016 to coordinate with NPS Centennial. YMCA of the Rockies seems like a potential location.

We will know early next year if IRF accepts ANPR's proposal.

Agenda for next few years:

1. Increase IRF visibility
2. Involved Rangers more through associations
 - a. Strengthen ranger associations around the world

3. Increase formal relationships with other organizations
 - a. MOU with NPS
 - b. MOU with Parks in Australia

Mexico and Canada are both lacking ranger associations.

If someone from IRF could organize an event in partnership with a Canadian or Mexican park, ANPR may consider offering financial support.

14 people from the US attended Bolivia.

ANPR could use the appeal of international work to strengthen ANPR

Deanne will work on an article for *Ranger* Magazine and a few paragraphs for Facebook on IRF.

XII. Possible Board Reorganization

Would reorganization benefit the BOD?

Allison Herrmann and Jennifer Champagne (last year's Supernaugh scholarship winners) wrote a survey and put it on survey monkey. It asked:

- Would the BOD structure make it more likely you would retain membership?
- If you are not a member, would you be more likely to join if we reorganized?
- If you were a member, would you be more active in ANPR?

The results indicated that, while not overwhelming, reorganization could encourage more people to join, retain membership and become more active

It also asked:

- Would having regional representatives be a better structure?
- Would having professional representatives be a better structure?

This could open up ARNP to a wider audience without changing the name.

Areas such as Protection, Interpretation/Education, Maintenance, Admin and Management, Natural and Cultural Resources as a possibility.

We could have contributors from each discipline in *Ranger* magazine.

However: BOD makeup is very administrative. The survey indicates interest in the BOD, but how much is there?

Discussion with BOD indicates that there's not much interest on BOD in reorganizing. Focus on other priorities.

Decision: Scot to inform members at Rendezvous of survey results in his remarks. Will see if any groundswell of support materializes for reorganization. Otherwise, can be folded into revitalization workgroup for discussion and recommendation in 2010.

XIII. Oh Ranger! MOU

Currently, visitors can input a question into the American Parks Network website about a specific park and it will be emailed to an “expert” for an answer.

Mark Saferstein would like ANPR to participate and possibly have ANPR members as “experts”, which would mean our logo pops up if/when a member answers a question.

Questions from BOD: Does anyone do quality control? Who monitors if someone gives a bad answer?

XIV. Rick Gale Fund

ANPR collected \$4700 for the Rick Gale Fund. The family originally said they would like to see it set aside and only use the interest gained. However, there is not enough in the account – instead, the family indicated they would like the money to be used to support a goal from the Second Century Commission Report.

One idea: ANPR members could be trained to take oral histories from NPS members.

JT Townsend – Driven by the question: What can ANPR accomplish that we can get done to add value to the celebration of 2016?

He made contact with historian Dr. Janet McConnell. She will be here Thursday for a session and would like to continue to be involved in this project.

Oral History Project:

- JT met with people from the Smithsonian who were working with US Forest Service to take oral histories for their 100th anniversary. These were used at the Smithsonian Folk life festival.
- Smithsonian provided training to US Forest Service employees. 600 oral histories were evaluated by the Smithsonian, based on a set of criteria:
 - o Is there a story?
 - o Able to be communicated?
 - o Can it be replicated on the National Mall?
- USFS picked employees to be at Folk life Festival to talk about USFS. This turned into a traveling exhibit.
- Produced a publication with information about the USFS.

Now there is an opportunity for ANPR to partner with Smithsonian to be the vehicle for Smithsonian to collect these stories. Smithsonian will provide the training.

JT has a meeting with NPF coming up and hopefully with Dr. Kathy Hanson from NPS to develop how to become partners for this project.

There are two sets of videotaped interviews with living former directors. One was done by JT Reynolds and is currently in an unknown location. The other set was done as part of Discovery 2000. These were probably analog materials that need to be digitized, transcribed and archived.

Proposal: to use some money from the Rick Gale Fund to digitize this footage.

The Smithsonian advisory group is interested in advice on whom they should speak with for these oral histories.

JT will put this in writing but feels this would be a very valuable use of money from the Gale fund.

He will also talk to Maureen Finnerty about using Clemson University and the Hartzog Institute as a repository.

Howard Baker Center for Public Policy is also working with Second Century Commission and could be approached to serve as a repository for these materials.

Next Step: What is needed from the BOD?

- JT will meet with NPF
- JT will meet with NPS re: training hours and approval
- JT is asking BOD to talk over the proposal and see if this is a worthwhile project for the Gale Fund

Suggestion from BOD: Contact Bob Sutton, Chief Historian for the NPS; Flight 93; Ellis Island

We will revisit this at the business meeting.

XV. Operation Revitalization

There may be a formal motion to the BOD, depending on outcomes of the Rendezvous.

The essence of this proposal is that it is long past time for the leadership of ANPR to be passed on to a younger generation of NPS employees.

We need a younger group of ANPR members to keep this organization going. The proposal is to convene a work group next year somewhere in the U.S. ANPR will cover the costs of this group and the work. The goal will be to come up with recommendations for the BOD to consider. At Rendezvous, we need to identify people this year to serve on this work group.

This would obligate any excess money ANPR has for next year if the BOD chooses to vote for this.

Discussion:

- Could time be taken from this year's Rendezvous to start the process?
- The most difficult process is identifying the people to participate.
- Discuss this in general business session and see if there are volunteers.
- Middle career people are critical. The criterion for this group is production. There must be a product.
- May want to look at folks who aren't members yet— what would it take to get these people interested?
- Ask that people at Rendezvous write down some names for this work group.
- What size group are we looking at?
- ANPR could afford maybe 12-15 people with a competent facilitator.
- This could be suitable for the small grants program that NPF has... They'll go up to \$8000 for a grant. Kendell will look into this.
- Possible that some ANPR members could act as facilitators too.

Are we asking for a recommendation and action plan? Or to identify people to run for the BOD and carry on the work of the organization?

- Yes, we are looking for new direction not just new people.
- Need to make sure to define the product for this group. Can't be too broad of a goal.

- Should be some continuity with the past as well to provide some direction for the younger folks and act as technical advisor.
- What is being presented to the floor? Put together a team to look at the future of ANPR? Does there need to be a fundamental overhaul?
- What is it about the way we're organized that will get volunteers to do the work?
- This proposal needs to be presented as a request for advice, not a cry for help. Present the revitalization group proposal not as a problem but as an opportunity.
- Discussion will follow later in Rendezvous, depending on whether or not there is a motion put forth.

Board Meeting Adjourned for the day at 4:30 PM