

ANPR Board of Directors Gathering
Dunkirk, MD
Saturday, April 19, 2014
10:00 am – 4:00 pm (approximately)

Board Members Attending: Erika Jostad, Alison Steiner, Lauren Kopplin, Seth Tinkham, Ben Walsh, Ken Bigley, Colleen Derber

World Ranger Congress

Ken met with Louis Rowe, VRP representative for WRC. Working group formed to help. Cam Sholly and Louis are both on board to support WRC. Not sure how yet.

Oral History Project

Alison and Erika will officially transfer 15 interviews to LuAnn Jones on Monday, April 21st. LuAnn will write article for Inside NPS. ANPR goal is 50 oral histories. LuAnn is planning several hundred. Expanding program for the Centennial.

Rendezvous

Alison – We are planning to open registration in early May.

General Program (Programming team – Ken, Ben, Jamie, and Kevin Moses.)

Wed – BOD meeting, training (Jack Harris, SAR?, OL)

Thurs – Field trips, Jack Harris training sessions, John Fielder's ½ day photography workshop/normally charges \$255/he is donating his time to ANPR, 4-hour oral history training.

Fri and Sat – Programming. Sat evening – Elk bugling field trip and movie night.

Sun – Service project/End of Rendezvous 37.

Programming Highlights

Craig Obey will moderate panel on advocacy.

Mike Reynolds

Alan Spears – diversity keynote

Maureen Finnerty suggested leadership module films. Ben has access to these.

Leadership theme. We could find a sponsor for leadership track. VF Imagewear may sponsor.

They usually sponsor exhibitor reception, but reception cost included in room/meal cost.

Fee structure

Early member registration – \$80 through July 1st? \$100 after July 1st?

Early non-member registration – 100? \$125 after July 1st?

Daily Rate – Student \$20/day. Non-student \$50/day.

On site fee \$15 added to each category?

TASK – Planning team will bring suggested fee structure before BOD for review.

Presenters still required to pay RR registration fee. Could be offered a membership discount if sign up before end of conference?

Hospitality Suite – Holds 140 people. Can use upper lobby.
Must be 21 to drink. Sticker on nametag.

Photo contest – Need to find someone to lead.

TASK – Colleen will find volunteer.

Alison – One of objectives of RR 37 task group – to focus on continuity, mentoring people into leadership positions – Monica Rinne, Jamie Richards, Alex Eddy – good candidates for Rendezvous 2015.

Ken – Rendezvous planning takes time away from BOD duties. Would be good to recruit people who are not on the board.

Function of board – better at communicating with each other and moving things forward.

Fundraising

Seth – Fundraising Plan that is responsive to Strategic Plan, needs of business office, could be treasurer in the future.

Business Management

Teresa is stepping down in January 2015. Paula Alexander is leading team (Lauren, Alison, and Ken) to provide suggestions to Erika by June 30th. Would like someone to step in by October. No official contract, based on previous contract. Editor of Ranger and Business Manager – 2 separate positions.

Ranger magazine

About 30 people use the digital version, superintendents have all been given a gift membership (digital).

Seth – We could use cheaper paper, newsprint.

Need more advertisements, can put into contract that the editor would solicit advertisers.

Editorial Advisor – Kendall Thompson, solicits content.

Teresa does Rendezvous issue on her own.

Alison – Content of magazine needs to focus on what we do, to encourage people to join, not all about the NPS, strategic about what ANPR is doing, furthering our mission, compared to American Historical Association (AHA).

Ben – hybrid approach, NPCA National Parks magazine had article about diversity.

ANPR Income

- \$ from membership and Rdz
- Fundraising – fall drive, Supernaugh, Rick Gale – Oral History

Ken – We need a better system of checks and balances. Treasurer needs to be engaged.

Alison – Could have a program that will do the membership, conferences, online membership service

Discussion of Board Members Taking on Business Management Tasks

Board Member for Membership could take on website, managing the website in terms of content, payment with membership and registration, internal communications.

Alison – Would be helpful to check with other organization similar to ANPR to find out best way to handle business management.

Met with Maureen Finnerty to discuss how Conference of NPS Retirees manages the business of their operation.

Talk to membership about Teresa leaving, article that lets people know, good opportunities for people who have recently retired, spouses, etc to step in and take on different roles.

Ben – *Board positions and Teresa's positions – Do we need all the positions?*

We need to do a better job when recruiting members for the board, what is involved with the position, tapping into people you know, thinking about who is committed, who has the skills, the more perspectives we have, the better.

Alison – Found that it's really helpful to recruit people to do small, defined tasks.

Regional gatherings help ANPR stay relevant.

Seasonal Health Insurance not relevant with Affordable Care Act. We should get out of the business of seasonal health insurance. Benefits weren't great; over ½ of people who signed up have dropped out.

CFC

Seth thinks we'd qualify as a national organization. Application deadline is December 2014 for participation in 2015 campaign. We'd need to be audited to Federal standards. Auditor should be an independent person. Otherwise it's a conflict of interest.

TASK – Seth will follow up.

Merchandise

Seth suggested Zazzo and Café Press – don't have to maintain stock, could have ANPR and Rdz logos on any products.

Discussion of Fundraising

- 1) People are not comfortable asking for money.
- 2) We have to feel confident that ANPR is a worthy cause.

Should we focus on getting more members rather than fundraising? We are not comfortable with fundraising. It's not what we do/what we're good at. We need to rethink advertising and merchandise.

Framing ANPR message is the biggest thing, long-term goal, things we can be more public about.

Signature initiatives like Ranger Careers, Housing, HR 533, Land Management Workforce Flexibility Act

We need something that will immediately have an impact, need steps to be engaged as opportunities arise.

Possible issues

Ken – *Dual careers* – policy that Roger Kennedy signed in 1994 needs to be looked at again
May be able to add to agenda

TASK – Ken will send out dual career policy.

Housing – Lauren is looking into this.

Seasonal Buy Back time – Seasonals can buy back time if started before January 1989. Seasonal time counts toward permanent services.

Lauren – seasonal perspectives – regular column in Ranger would be a good idea.

We need to be more creative. Important to get the story out there.

These notes will be shared with the rest of the Board.